



# MILITARY AND EMERGENCY SERVICES CAREER SUMMIT



SUPPORTED BY ATLAS IRON

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24TH MARCH 2023  
PERTH CONVENTION CENTRE

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## OPPORTUNITY AWAITS



# AUSTRALIAN DEFENCE FORCE

The ADF consists of the Royal Australian Navy, Australian Army, and the Royal Australian Air Force. The ADF has a strength of just under 80,000 full-time personnel and active reservists.

There are more than 200 different roles across the ADF, all which provide veterans with transferable skills for the civilian workforce.

## EMPLOYING VETERANS MAKES GOOD BUSINESS SENSE

Australia's military is among the most highly skilled in the world, and Australian Defence Force (ADF) members receive world-class training.

When veterans leave the ADF, they take with them a unique combination of qualifications, training, experience and skills.

There are more than 200 different roles across the ADF, and veterans bring specialist qualifications and technical expertise in sought-after fields including healthcare, trades, engineering, project management and logistics, information management, hospitality, security and many more.

Just as importantly, veterans have demonstrated experience and existing high-level capabilities in leadership and decision making, problem solving and critical thinking, risk management and communication. They also have the proven ability to work in high-pressure environments as well as the personal qualities of integrity, loyalty, self-discipline and perseverance. This skill set is difficult to obtain and expensive to cultivate in new employees.

In an increasingly competitive labour market access

to experienced and highly skilled candidates is a competitive advantage.

Each year around 6,000 members leave the ADF, and businesses have an ideal opportunity to take advantage of this professional talent pool.

### **VETERANS REPRESENT A UNIQUE, DIVERSE AND HIGH-PERFORMING SOURCE OF TALENT**

Veterans have an extensive range of skills, abilities and attributes that make them valuable employees; including leadership, organisational skills, and resilience.

These skills are easily transferable from ADF to civilian workplaces. What is missing for some veterans is the ability to translate these skills into a language that the business world can understand.

# WE WOULD LIKE TO THANK

**THE FOLLOWING COMPANIES AND ORGANISATIONS FOR THEIR ATTENDANCE AT THE MILITARY AND EMERGENCY SERVICES CIVILIAN CAREER SUMMIT HELD AT PERTH CONVENTION CENTRE ON FRIDAY 24TH MARCH 2023.**

Atlas Iron

Kinetic IT

Babcock

L3 Harris

BAE

NDS

Brunel

Mettle Global

College of Electrical Training

Mineral Resources

Defence Reserves Support Council

OCC Labour

Deloitte

Open Arms

Department of Justice

Roy Hill

Disaster Relief Australia

Saferight

Defence Industry Team  
- South Metro TAFE

Sandvik

Fortem

Small Business  
Development Corporation

JLL

Sodexo

Joondalup City Council

United Equipment

Hancock Prospecting

RSLWA



**A**s of 31 December 2019, almost **373,500 Australians** had served at least one day in the Australian Defence Force (ADF) since 1985.

They have protected our country and demonstrated courage, resilience and adaptability that are just some of the hallmarks of these men and Women.

The recent trend for veteran employment here in Western Australia has been very positive with Working Spirit assisting over 200 veterans into Employment since they launched in November 2016.

Defence Families have also shown strength and resilience when it comes moving, finding new employment, schools etc and this normally happens every 3-4 years, so they are very adaptable to change.

**T**he recent trend for veteran employment in WA has been positive.

While veterans successfully transition from the military into civilian career fields, the process takes time and work.

The transition can be overwhelming, as transitioning service members may experience gaps and overlaps in services available to them.

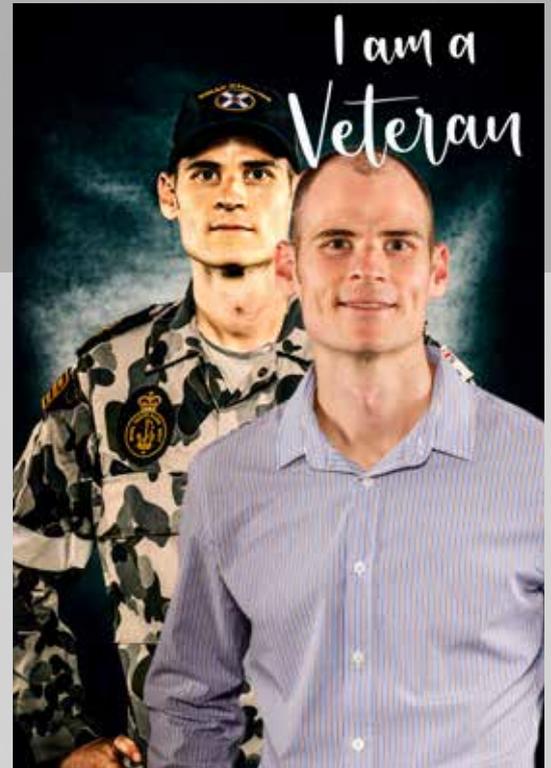
While there has been progress in addressing veteran's unemployment challenges remain.

Including: -

- A communication and culture gap between the veteran, family job seekers and employers
- Stigma related to mental health concerns
- Ability for both Veterans and Employers to match and translate military skills, qualifications and experience to civilian job requirements.

Working Spirit and RSL WA are working towards bridging the employment challenges for members and families on transition from the ADF.

Our Military and Civilian family employment Summits have proven successful on connecting veterans to employers.



**A** collective effort across federal agencies, private industries, and not for profit organisations, combined with strong support from the Australian public, has brought national attention and resourcing to the issue.

While most veterans successfully transition from the military into civilian career fields, the process takes time and energy, and there are challenges for every transitioning service member.

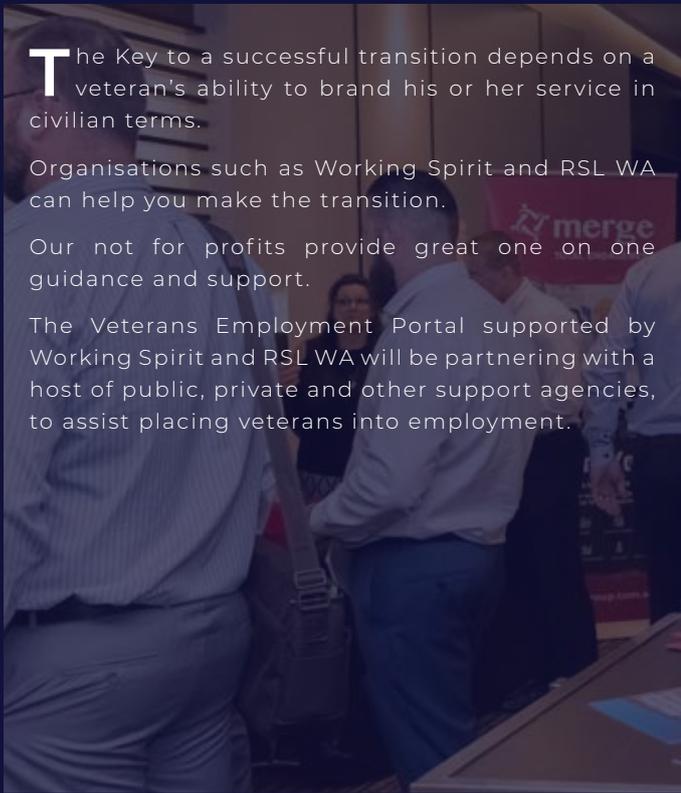
Many are uncertain as to how to plan, what to do, where to go, and who to turn to for guidance on establishing a career path and finding meaningful civilian employment. This transition can be overwhelming, as transitioning service members may experience gaps and overlaps in services available to them. Their confusion in navigating the multitude of online portals, tools, programs, job boards, veteran employment sites, and many veteran-serving not for profit organisations in the "noisy" veteran employment landscape.

The Key to a successful transition depends on a veteran's ability to brand his or her service in civilian terms.

Organisations such as Working Spirit and RSL WA can help you make the transition.

Our not for profits provide great one on one guidance and support.

The Veterans Employment Portal supported by Working Spirit and RSL WA will be partnering with a host of public, private and other support agencies, to assist placing veterans into employment.



# VETERAN AND FAMILY EMPLOYMENT TRANSITION ROADMAP

## PHASE 1 - PREPARE

RESEARCH  
AND PLANNING

## PHASE 2 - TRANSITION

EVENTS  
WORKSHOPS  
NETWORKING  
MEET & GREETES

## PHASE 3 - EXCEL

CONNECTING  
LEAD  
SUCCEED  
SUPPORT AGENCIES



**VETERAN**

## START THINKING AND PLANNING

for what you will do before and after you take off the uniform.  
Your family also makes the transition and it can be challenging for them.



# CHECKLISTS



## PHASE 1 - PREPARE

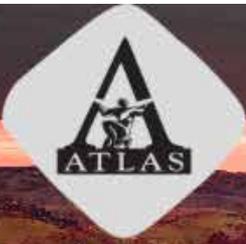
- Own your transition. It starts and ends with you and your family
- Plan and prepare for civilian employment like you did for any military mission or operation
- Define your mission (identify short- and long-term objectives and what it will take to get there)
- Create a timeline-and start early (ideally 12-24 months before separation)
- Know your new operating environment-research and understand the job market where you live, what employers are looking for, and how to best position your skill sets in the civilian market
- When assessing a possible job, look at it from a short-and long-term perspective to understand how it may lead to more opportunities in the future
- Perform a "gap analysis" by assessing your current skills and qualifications and then translate them into civilian-speak
- Decide whether further education or RPL is needed for your ideal job
- Be financially ready, and understand financial planning and management as a civilian
- Find mentors-both veteran and civilian-and ask for help

## PHASE 2 - TRANSITION

- Create a strong personal brand and develop a personal "value proposition"- why a company should hire you
- Communicate your value through effective resume, elevator pitch, and interview skills-rehearse, rehearse, rehearse!
- Cast a wide net-know where and how to look for job opportunities and consider locations to publish your resume, online tools that highlight your capabilities (e.g., LinkedIn), and use of Working Spirit and RSL WA
- Build a network and make connections in order to develop contacts and exchange information that leads to employment opportunities and advancement; although something you might not be accustomed to in the military, networking is essential to civilian career success
- Allocate the necessary time to research, write emails, prepare for interviews, and other day-to-day facets of searching for a job; ensure follow-up and be proactive
- Use proper grammar and complete sentences when communicating with employers, even when you are communicating via email
- Widen your search for jobs slightly outside your interest or target geographic locations  
Work part time, find temporary work, or look for volunteer opportunities during your search
- Explore internships and fellowship opportunities
- Learn how, and what, to negotiate before you accept
- Assess and reassess your situation to ensure previously defined goals and objectives are realistic

## PHASE 3 - EXCEL

- Learn the organisation's work culture and core values and get to know your team
- Connect-engage socially and professionally (e.g., affinity groups, business resource groups, etc.) to discover new opportunities and valuable relationships
- Find a mentor in your new organisation
- Make networking a lifetime commitment
- Seek regular feedback and continue to train, develop, and grow by finding ways to better yourself in your new profession
- Serve as a mentor or volunteer with not for profit organisations to help fellow service members during their transitions
- Succeed-demonstrate the value of veterans to the civilian workforce



# JOIN THE TEAM

Looking to join us?  
Explore the latest career opportunities at Atlas.



## You won't be lost in the crowd.

We're a small and supportive company here at Atlas. Our employees are valued, respected and recognised as individuals.

## We value diversity.

The best teams are based on a diversity of backgrounds, expertise and experience. Ours is an inclusive workplace.

## You have the chance to evolve in your role.

We offer competitive remuneration, an incentive plan, a graduate program and a focus on skill development and learning to keep you challenged.

### Matthew Dilmitus

Mine Engineer  
- 1.5 years



# WA JOINT EMPLOYMENT INITIATIVE TEAM WORKING SPIRIT/RSL WA



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partners of Veterans  
vetjobs@rslwa.org.au

**1300 219 443**

## **WESTERN AUSTRALIAN EXTERNAL SERVICE ORGANISATIONS**

### **Connected By connectedby.org**

Connected By is a creative space for learning, sharing and growing that provides current and ex ADF personnel, first responders and the general public the opportunity to learn share and grow through engaging and challenging creative pursuits.

### **Legacy WA legacy.com.au**

Legacy WA is dedicated to supporting the families of veterans and keeping the promise.

The Legacy Busselton Camp is a beautiful camp ground, situated just metres from the beach in Busselton - and right on the door step of the magnificent South West.

The camp is designed to provide current and ex serving defence members, Emergency Service workers and their families an opportunity for respite. Book through [legacy.com.au](http://legacy.com.au)

### **Our Veterans Forge ourveteransforge.com.au**

Set up by veterans to help other veterans with PTSD and other associated medical issues after discharge from the ADF.

### **Sailing On sailingon.org.au**

Sailing on provides the opportunity to take part on the repair and sailing of disused yachts, improving mental health through learning new skills, being part of a team and providing an opportunity to communicate and support each other in a relaxed environment.

### **Whipper Snapper Distillery Veterans Club whippersnapperdistillery.com**

Support past and present members of our defence force events are hosted throughout the year creating connections.

## **NATIONAL**

### **Australian Students Veteran Association asva.org.au**

### **Bravery Trust braverytrust.org**

### **Department of Veteran Affairs dva.gov.au**

### **Disaster Relief Australia disasterreliefaus.org**

### **Open Arms openarms.gov.au**

### **Soldier On soldieron.org.au**

### **Survive to Thrive Nation survivetothrivenation.com**

### **Womens Veteran Network Australia wvna.org.au**

## **MILITARY RPL**

### **Churchill Education churchilleducaiton.edu.au**

### **CLET Training clet.edu.au**

### **Learning and Development Solutions idsolutions.com.au**





2021 Prime Ministers Veteran Award Winner  
2020 Women in Defence Award Winner  
2019 - 2021 Westpac Community Grant Recipient  
2020 WA State Hero Organisation Westpac  
[www.workingspirit.org.au](http://www.workingspirit.org.au)

As a nation we value the contributions made by veterans and their ongoing commitment to service, and we recognise the valuable skills they bring to the civilian workforce.

**Hon Matt Keogh, MP**  
**Minister for Defence Personnel**  
**Minister for Veterans Affairs**



Serving those who served since 1916, RSL WA has been here to support serving and ex-serving members of the Australian Defence Force and their families and has been a voice for veterans in WA.

[www.rslwa.org.au](http://www.rslwa.org.au)

Minister Paul Papalia CSC MLA served in the military for 26 years mostly as a Navy Frogman. He served in the counter-terrorist squadron of the Special Air Service Regiment and twice deployed on operations to Iraq.

Minister Papalia actively supports organisations dedicated to the welfare of serving and former military personnel. Minister Papalia values our veterans and their service and through this program more veterans will have access to services that assist with the transition from the ADF to civilian life.

**Hon. Paul Papalia CSC, MLA**  
**Minister for Police; Road Safety; Defence Industry; Veterans Issues.**

**YOUR OPPORTUNITY AWAITS CALL 1300 219 443**