

VETERANS AND FAMILY MILITARY TO CIVILIAN CAREER SUMMIT

IRWIN BARRACKS, KARRAKATTA
25 MARCH 2022

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 TO CIVILIAN CAREER SUMMIT HELD AT IRWIN BARRACKS, KARRAKATTA ON FRIDAY 25TH MARCH 2022

ARB Skills WA

Quattro Project Engineering

ByrneCut

RSL WA

College of Electrical Training

Rio Tinto

Defence Industry Team

Roy Hill

Defence West

Rubik3

Defence Reserve Support Council

Saferight

Deloitte

Small Business Development Corporation

FMG

Sparrows Group

FUZE

SKA Observatory

Genus Group

SRG Global

HRMS Group

TL Engineering

Jetcrete

Train and Retain

Mineral Resources

Ventia

Murray Engineering

WA Defence Reserve and Employer Support

Newmont Mining

WA Police Force

OCC Labour Services

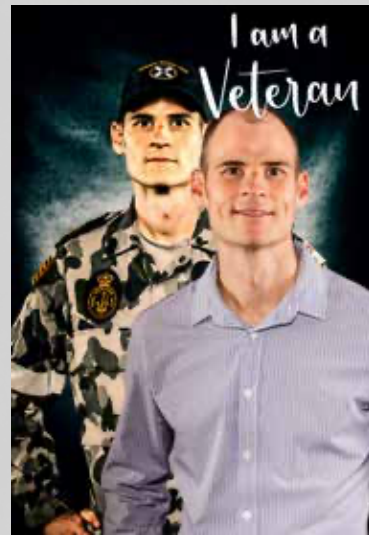
Precision Mining and Drilling

Western Power

Precision Technic Defence

Wilson Security

Working Spirit and RSL WA would like to extend special thanks to the Brigade Commander 13th Brigade, Brigadier Brett Challenor, CSC and RSM 13th Brigade Warrant Officer Class One David Nuttini for supporting the Military to Civilian Summit being held for the first time in Australia on a Defence establishment. We would also like to thank the Commanding Officer 10th Light Horse Regiment, Lieutenant Colonel Daniel Wright for the use of the unit's drill hall.



As 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.

The 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.

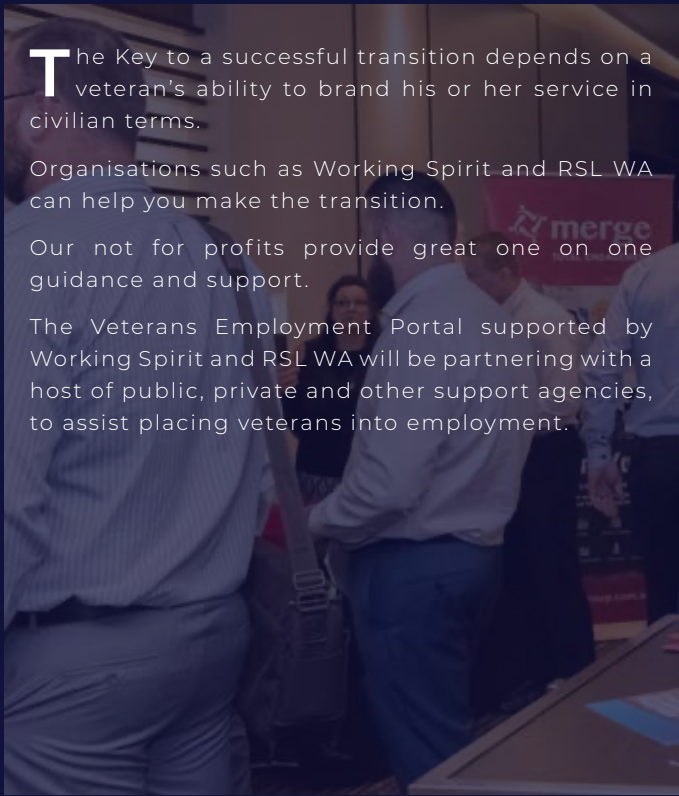
Many are uncertain as to how to plan, what to do, where to go, and who to turn to for guidance on establishing a career path and finding meaningful civilian employment. This transition can be overwhelming, as transitioning service members may experience gaps and overlaps in services available to them. 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 & GREETINGS

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

Working Spirit and RSL WA would like to thank our major sponsor Ventia for catering the Military to Civilian Career Summit. As charities, we are grateful for their support.



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

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





WS
WORKING
SPIRIT

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



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

Our veterans and all serving men and women protect our community and our freedoms. It is our duty to do the same for them.

Honourable Scott Morrison MP

Prime Minister of Australia

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