

Veterans Employment Program

October 2018 - March 2020



644 veterans have been employed into NSW public sector roles since October 2018. This is well ahead of our internal target of 375 hires for this 18 month period. As at 1 April 2020, we have achieved 64% of the overall NSW Government target to employ 1,000 veterans into roles by 2023.

Program overview

The NSW Government was the first State to commit to supporting veterans through a specific employment program. The Veterans Employment Program (VEP) was launched in May 2016 with a key objective to grow awareness of veteran employability. The Program sits within the NSW Office for Veterans Affairs (OVA) in the Department of Communities and Justice. During the Centenary of Anzac period (2014-2018), VEP supported veterans and helped public sector agencies exceed the Government's veteran employment target by 315%. The Premier committed to a four year extension of the Program in November 2018 with a new target of 1,000 veterans recruited into NSW public sector roles by 2023.

In the eighteen month period October 2018 to March 2020, 644 veterans have been employed, greatly exceeding our internal target of 375. During the recent period 1 October 2019 to 31 March 2020, 125 veterans were employed into new roles. We have traditionally seen an average of 137 veterans recruited per six month period, however the horrific New South Wales fires during the Christmas period of 2019/2020 and the early days of COVID-19 restrictions throughout March 2020 affected the number of hires. The Public Service Commission have advised there was a 12% drop in advertised public sector roles in NSW between January to March inclusive, compared to the same period in 2019. The VEP team is pleased to report that, despite these extremely challenging times, the public sector has continued to meet the NSW Government's employment targets.

Target tracking

October 2019 - March 2020

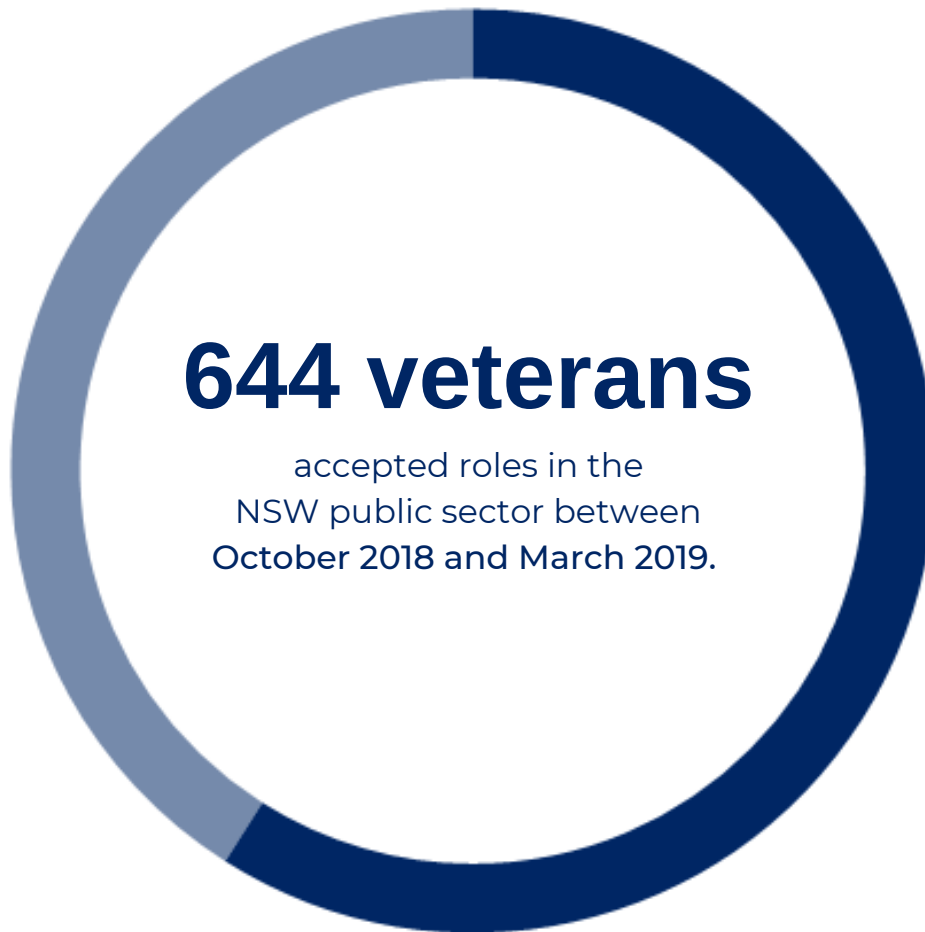
During the reporting period 1 October 2019 to 31 March 2020, there were 2,219 applications submitted by veterans, with an overall success rate of 5.65%. This success rate is slightly higher than the non-veteran application success rate of 5.0% (2019, PSC data). The 5.65% success rate is also slightly above the average veteran success rate seen over the Program's duration (5.03%). When VEP first began collecting veteran application data in March 2016, the veteran application success rate was 2.5%. Job levels achieved by veterans during the reporting period have remained consistent, with veterans joining the public sector across a range of entry level roles, team member roles and as individual contributors.

Leading in veteran employment for the reporting period 1 October 2019 to 31 March 2020 were Stronger Communities (52%) and Transport (17%) clusters. Department Of Planning, Industry and Environment was third with 11%, and we were encouraged to see Customer Service and Education equal fourth with 9% each of total veteran hires during the period.

VEP continues to work closely with the Public Service Commission to ensure all veterans entering the NSW Public Sector are captured in employment data. This is especially important as a number of clusters and agencies are transitioning their recruiting platforms from Taleo to other systems such as CornerStone, Success Factors and Pageup. The Commission is working to ensure all clusters and agencies can still capture and report this information once the new systems are implemented.

Target tracking

October 2018 - March 2020



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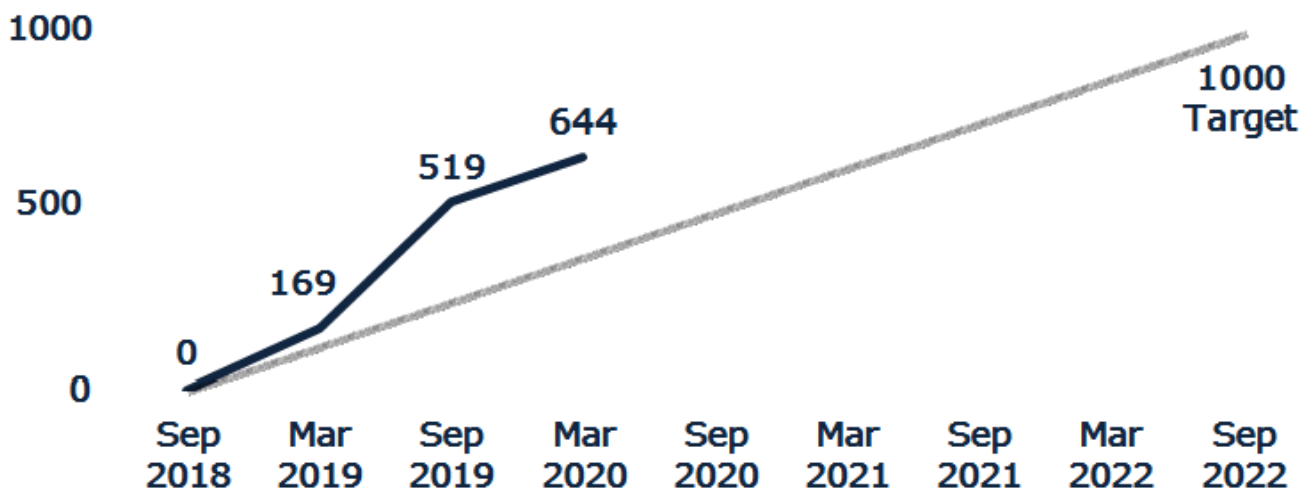
Change from prior 6 months

64%

% of the NSW
Government target
achieved

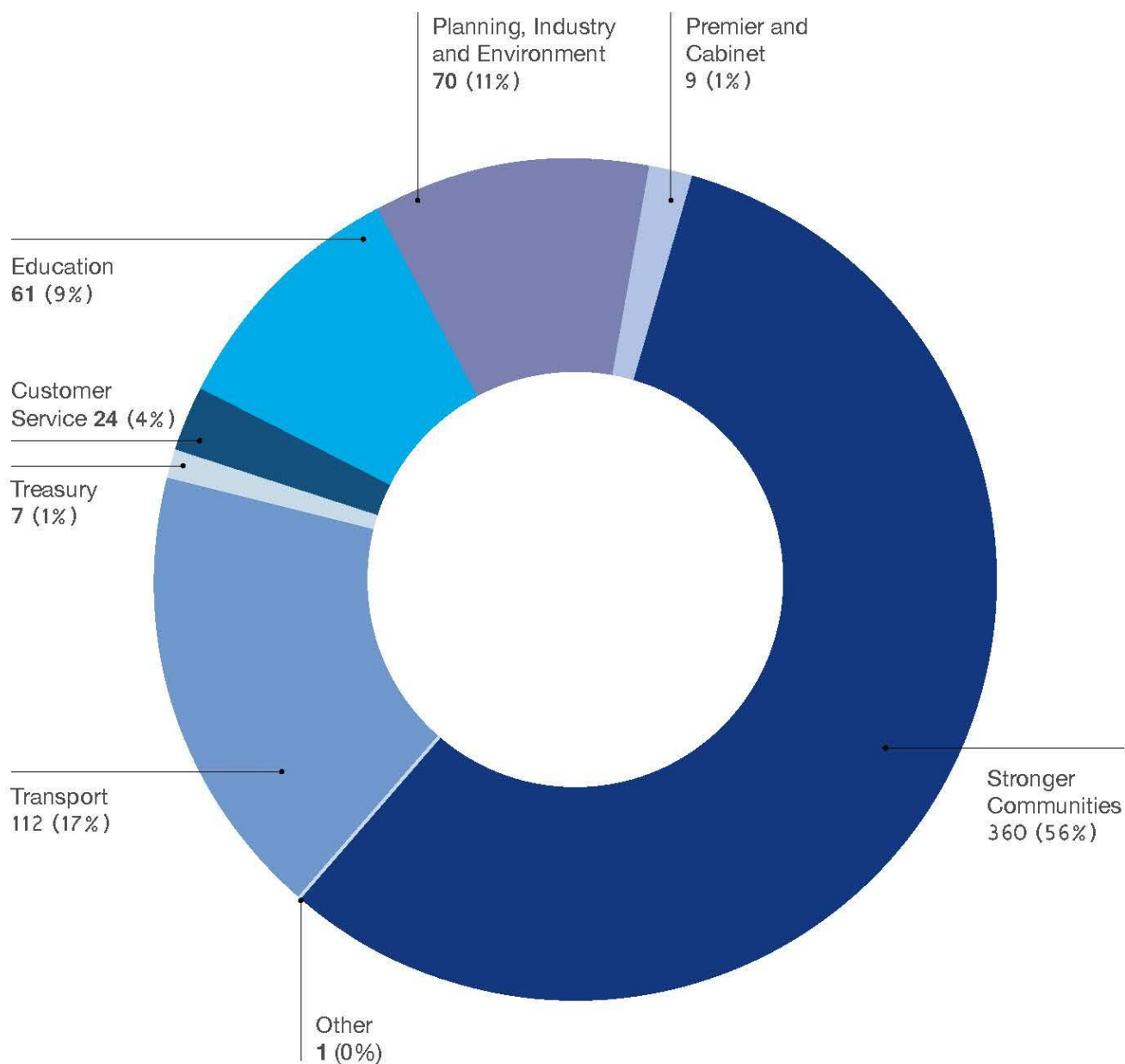
ON TRACK

12 month trend



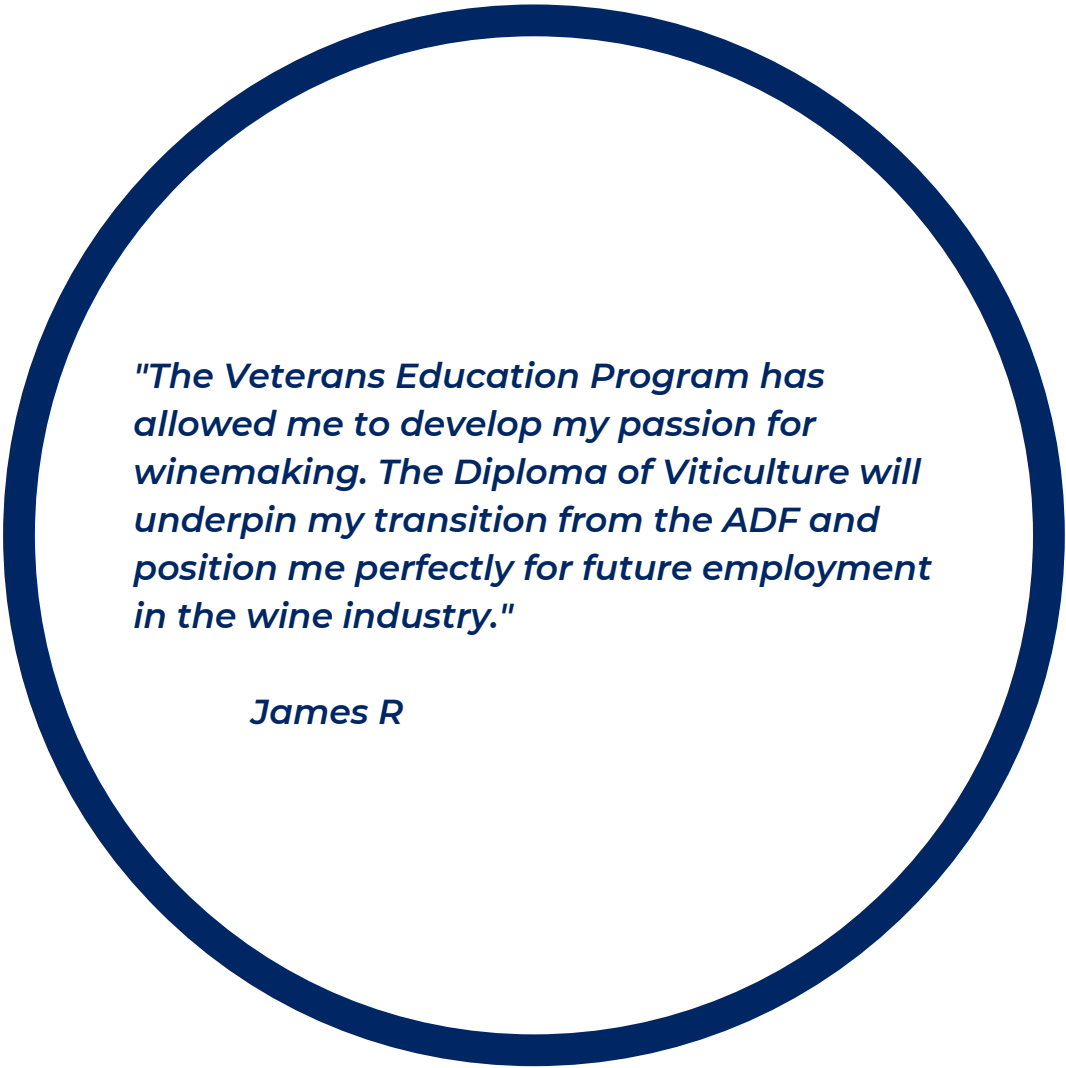
Veteran hires per cluster

October 2018 - March 2020



*Number of veteran hires per cluster October 2018 to March 2020

The Veterans Education Program, in partnership with TAFE NSW, assists eligible veterans to progress new civilian career paths by funding student fees for TAFE Smart and Skilled courses. 17 veterans have received funding for their chosen courses in the 2019/20 Financial Year. Chosen courses ranged from Certificate IV in Training and Assessment, Project Management Practice and Work Health and Safety and Diploma courses in Building Design and Aeroskills. Total funding provided through the Veterans Education Program for the 2019/20 Financial Year was \$49,000.00.



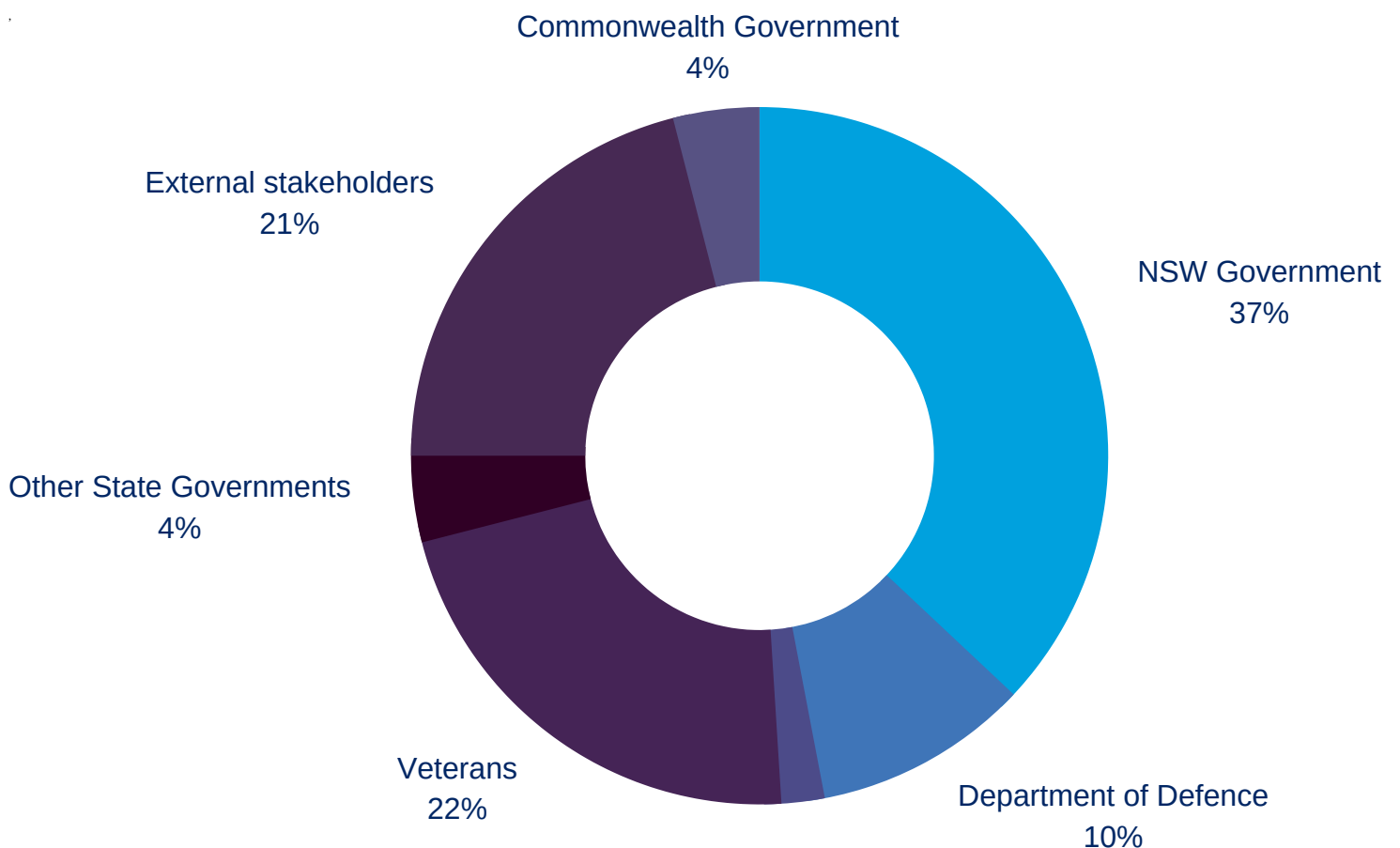
"The Veterans Education Program has allowed me to develop my passion for winemaking. The Diploma of Viticulture will underpin my transition from the ADF and position me perfectly for future employment in the wine industry."

James R

Engagement

The VEP team remains focused on building the Champions Network throughout the NSW public sector, engaging human resource personnel, hiring managers and recruiters who understand veterans' skills and attributes. The Champions Network expands the reach of the Program within clusters and agencies. During the reporting period the VEP team attended 249 stakeholder meetings, 88 of which were with NSW public sector advocates.

54 veterans received direct assistance from the VEP team relating to the NSW public sector application process, the Education Program and general transition guidance. The team also engaged approximately 250 veterans at ADF Defence Member and Families Transition Seminars held throughout NSW and the ACT.



*VEP meetings October 2019 to 30 March 2020

We continue to connect with veterans across the State and provide support through our Facebook, Instagram and LinkedIn channels. Our Facebook followers have grown to more than 2,550. This year we have focused on sharing roles advertised by public sector Champions (hiring managers and recruiters) who understand the skills and attributes veterans can bring to roles.

Other posts have included NSW-based veteran initiatives, community information and job application tips. We have established cross-posting relationships with several veteran organisations, increasing awareness of our Program in the wider veteran community.

VEP has also commenced using hashtags and branded social media tiles. This has resulted in an increased average reach of 250 people per post, more reactions and comments on posts, new followers and steady traffic to the VEP website.

NSW Permanent Firefighter Recruitment

The 2020 NSW Permanent Firefighter recruitment campaign opens on 24 July 2020.

The candidate information guide and other preparation resources to assist candidates are linked below.

Once applications close all candidates who have successfully submitted an application will be invited to complete a series of online assessments.

Following the online testing stage, successful candidates will be invited to participate in the Physical Aptitude test.



Veterans Employment Program

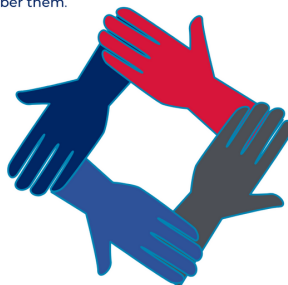
#AnzacDay2020

They shall not grow old, as we that are left grow old;
Age shall not weary them, nor the years condemn.
At the going down of the sun and in the morning we will remember them.
Lest we forget.

#AnzacDayAtHome
#LestWeForget
#LightUpTheDawn



Veterans Employment Program



Rank to Grade Guide

The NSW Government Rank to Grade Guide and the companion Local Government Rank to Grade Guide, align military ranks with levels within NSW Government.

They can be used as a starting point to your new career. Remember to consider all the skills you learnt in the military and since leaving, as well as your work experience when using the guides. If you feel you meet a job's criteria, submit a job application.



Veterans Employment Program



In June, post the reporting period, we delivered a pilot Veteran Employment Workshop to assist veterans applying for NSW public sector roles. 13 veterans completed the online pilot. The workshop demonstrates the use of interactive tools available on the VEP website, outlines the NSW public sector application process from job search to interview, and supports veterans with resources they can use to confidently put themselves forward for roles. Veterans are encouraged to complete an Australian Defence Force 'Job Search Preparation' workshop, including preparation of a CV, prior to applying to for the Veteran Employment Workshop.

We intend to run future in-person Veteran Employment Workshops at the Anzac Memorial and online for veterans based in regional areas. Dates for future workshops are dependent on COVID-19 restrictions and will be finalised and released accordingly.

"As a current-serving defence member, I found the workshop crucial to my transition preparation. Translating the wealth of my service into relevant context for a prospective employer is pivotal to success.

If you're considering a career in the NSW Government sector, I highly recommend the Veterans Employment Workshop. Regardless of your rank or experience level, VEP will have a pathway to assist your transition."

Jason L

Looking ahead

The VEP team understands the world has changed and we, like everyone else, is hoping life can return to a sense of normality as quickly and as safely as possible. Moving forward, our team will focus on refining our social media strategy to engage and support the veteran community with information and job opportunities. We will also be developing a veteran mentoring program.

We acknowledge the crucial role that the Australian Defence Force has played in 2020 through the bushfires and the pandemic. We thank all current-serving and former serving personnel for their service to our country.

