

# Veterans Employment Program

October 2018 - March 2019



# What we do

The Office for Veterans Affairs (OVA), part of the Stronger Communities Cluster, runs the Veterans Employment Program (VEP).

**We support veterans.** We create tools to assist veterans with their Public Sector job search. We provide eligible veterans with financial assistance for their vocational study.

**We support hiring managers.** We ask questions to better understand recruitment challenges and career pathways unique to each cluster. We share job opportunities on our channels to help hiring managers attract high-quality candidates.

**We support the NSW Government to meet their veteran employment targets.** We're building a network of champions and partners to collaborate with us, promote our initiatives and the skills veterans can bring to the Public Sector.

In the last four years, OVA supported NSW Government agencies to secure jobs for 831 veterans.

The NSW Government has set a new target to employ an additional 1000 veterans. We're off to a great start with 156 veterans accepting roles in this reporting period.

Our team is now focused on increasing awareness of the VEP, strengthening partnerships, and finding more ways to connect with veterans across the state.

# Target tracking

October 2018 - March 2019



## 156 veterans

accepted roles in the NSW Public Sector between **October 2018** and **March 2019**.



## 49%

of these veterans were hired by **Stronger Communities**, followed by **Transport (17%)**, **Planning, Industry and Environment (11%)** and **Education (10%)**



## 17%

of these veterans accepted roles in **Regional NSW**.

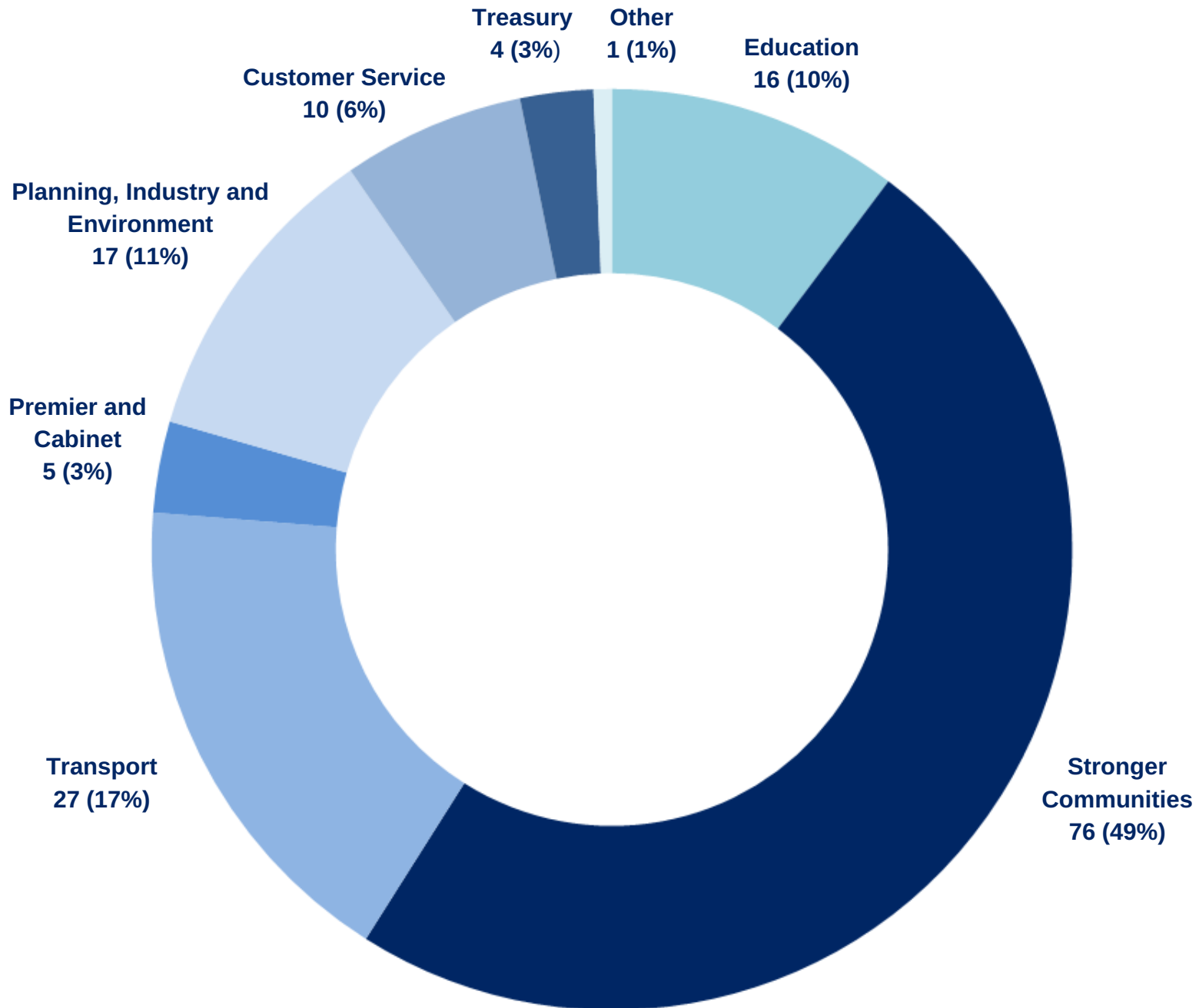


## 59%

accepted **entry level or team member** positions; **16%** accepted **Team Leader or Manager** roles

# Veteran hires per cluster

October 2018 - March 2019



\*Number of veteran hires per cluster October 2018 to March 2019

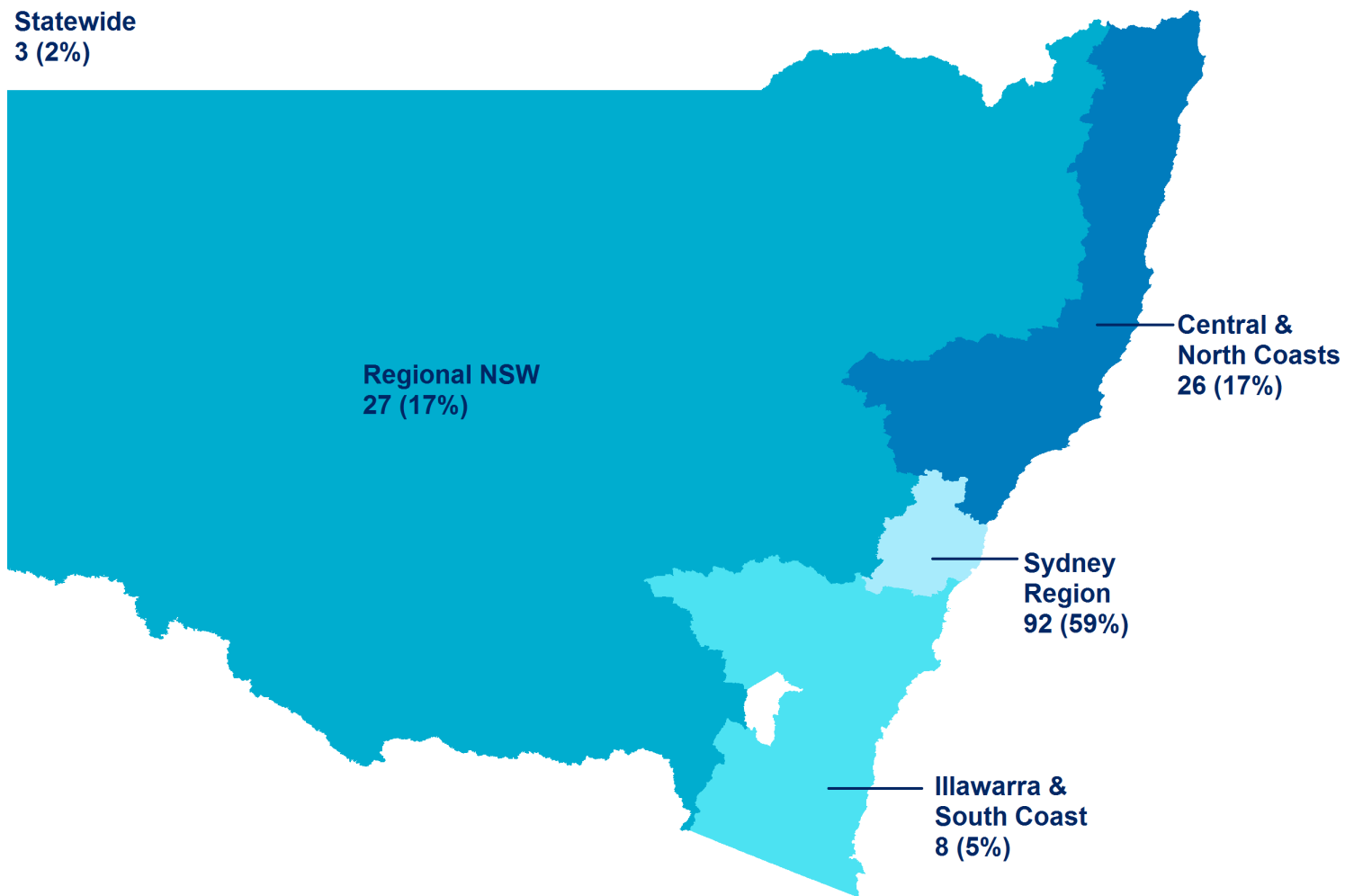
\*No data available for Industry agencies or Local Health Districts

\*Chart reflects Public Sector cluster names as at 1 July 2019

# Veteran hires per region

October 2018 - March 2019

Statewide  
3 (2%)

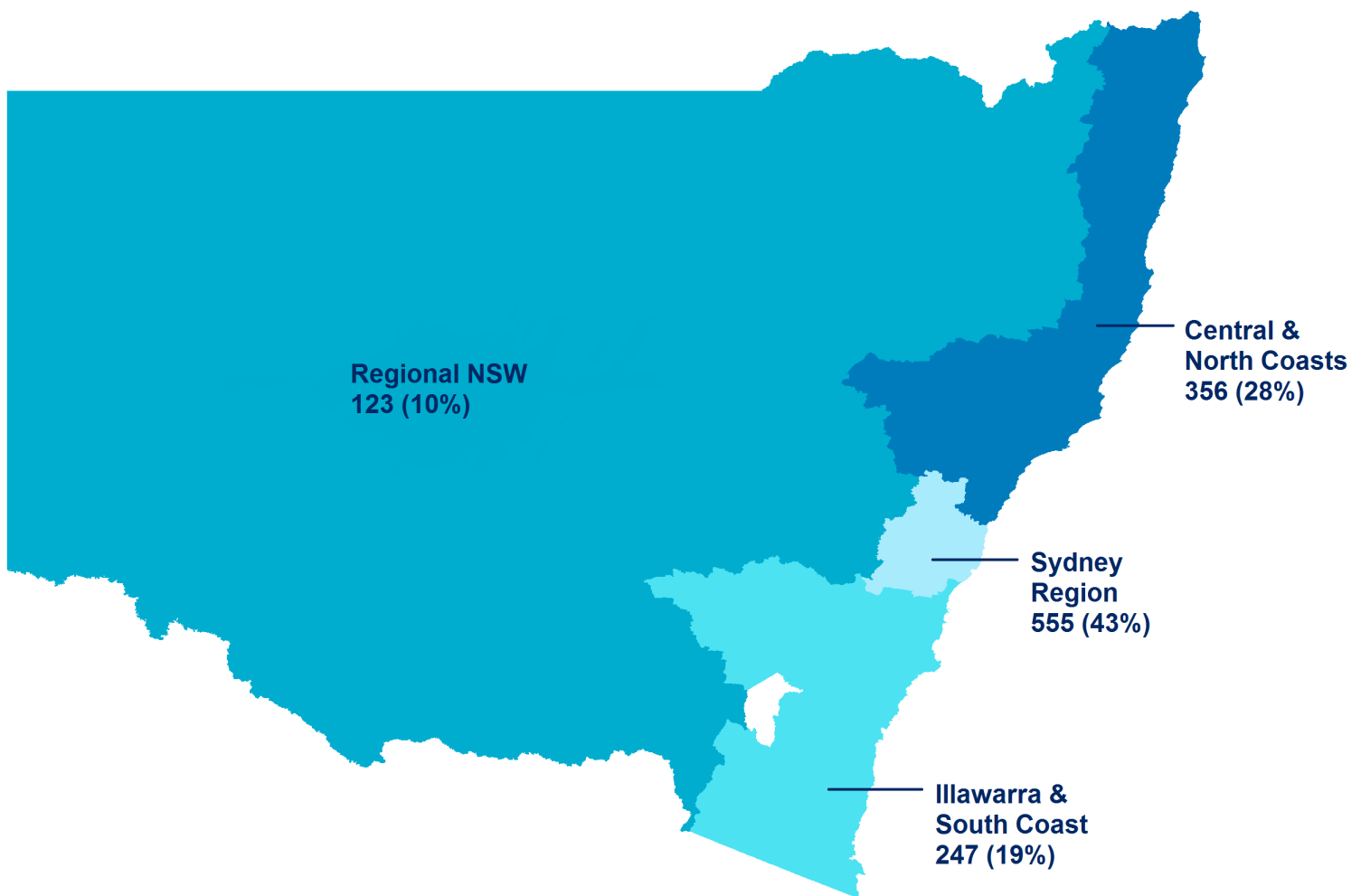


\*Number of veteran hires per region October 2018 - March 2019

\**Statewide* refers to those roles where job location is advertised as Statewide during recruitment

# Veterans in New South Wales

2018



\*Approx. number of veterans discharging from the Australian Defence Force into NSW regions in 2018

# Looking back

July 2018

## We delivered

We supported veterans and helped Public Sector agencies exceed the Government's initial employment target by 315%.

## We recruited champions

In 2018 we met with over **300 representatives** from local, state and Commonwealth governments, ex-service organisations and the veteran community. Our champions support the VEP's core values of collaboration and communication; they act as thought-leaders and mentors, adapt our initiatives for their organisations, and keep us in the loop about the veteran landscape in NSW. **Find out more about becoming a champion.**

## We launched the Veterans Education Program

TAFE NSW Ranks to Recognition (R2R) program assists veterans by recognising their prior learning, identifying skill gaps and providing training towards a formal qualification. Launched in November 2018, our Education Program works closely with R2R to fund Smart & Skilled course enrolment fees for eligible veterans.

## We got social

We grew our Facebook page to an engaged community of over **2,200 veterans**, their families and support networks. We also launched our Instagram account **@vepnsw**. We've used our channels to share a variety of public sector roles, highlight initiatives like **Volunteers NSW** and talent pool recruitment, and introduced career pathways through the **Meet A Veteran** campaign.

## We networked

In February 2019 we brought our Public Sector champions together at the Anzac Memorial to discuss veteran employment in the here and now - learnings, challenges and breakthroughs.

June 2019

# Looking ahead

July 2019

## Local government rank to grade guide

We've partnered with the Office of Local Government to develop a research-led guide that matches military ranks to local government job grades. It's a great starting point for job seekers and a key tool for hiring managers to gain insight to Australian Defence Force (ADF) rank structure and skills.

## Working with TAFE

We're continuing our partnership with TAFE NSW to **improve our scholarship program** to assist eligible veterans interested in further study. We're co-producing a suite of online tutorials that focus on the Public Sector application process - including demystifying the Capability Framework.

## Working with HR teams

We'll reach out to HR teams across the Public Sector to develop strategies to accurately capture veteran employment data and identify opportunities to connect veterans in talent pools with hiring managers.

## Connecting with our audience

We'll continue to use Facebook as our focus channel but we'll also be boosting our Instagram and LinkedIn presence and refreshing our website content with a revamped strategy to engage job seekers. If your organisation is recruiting, hosting information sessions or launching new initiatives, **please get in touch.**

## Spreading the word

We'll be attending ADF Transition Seminars in metro and regional NSW to speak to those leaving the Defence Force about working in the public sector. If you would like to discuss how the VEP can promote your organisation to veterans, **get in touch with us.**

## Building our champions network

We are expanding our champion's network, with a target of 250 members by mid-2020. **Learn more about becoming a Champion.**

June 2020



# How you can support the VEP

Through the VEP, OVA wants to paint a fuller picture of the Public Sector's efforts and success in building diverse, capable teams.

A key focus of the VEP is to obtain and share useful information across the Public Sector. We're aware that our challenge is two-fold and involves both encouraging veterans to self-identify when applying for roles, and ensuring each agency is able to collect this information with accuracy.

If you want to find out more about the VEP, you can get in touch with us [here](#) or call us on 1300 838 233.

**Get in touch:**

**Nominate  
champions**

**Promote your  
organisation  
at a transition  
seminar**

**Share your  
job ads**