



VETERANS' EMPLOYMENT STRATEGY 2020

Chief Minister, Treasury and
Economic Development

August 2020

CONTENTS

- MINISTER’S STATEMENT..... 3**
- Introduction 4
- Private Sector 4
- Public Service..... 5
 - Recruitment..... 6
 - Networking and Information Sharing..... 6

MINISTER'S STATEMENT

Canberra, Australia's national capital, is also Australia's defence capital with the largest concentration of defence and national security agencies, assets, organisations, diplomatic networks and industry bodies in Australia.

We know that many ADF personnel and their families choose to settle in Canberra once they leave the defence force. Canberra has good quality educational facilities for family members, a welcoming and inclusive community and offers a high quality of life. Available data indicates that over a five-year period, approximately 1,240 separating Australian Defence Force (ADF) members chose to remain in, or move to, Canberra.

The ACT Government wants to support the transition of ADF personnel and their families, when they transition into civilian life. We recognise that ADF members' skills and experience are a valuable asset to the ACT community. We also recognise the skills and experiences of Veterans' spouses and their families – who also undertake the journey – and who are a significant part of our strategy.

The ACT Government is committed to utilising Veterans' talents and providing access to meaningful work in the ACT. Veterans have the skills and training to undertake work in a wide variety of roles and a variety of industries, including in the ACT Public service, the federal public service or in the private sector, and are a significant asset to their employers.

The ACT Public Service was awarded the Veterans' Employer of the Year for Public Service Organisations in the 2020 Prime Minister's Veterans' Employment Awards. A number of other award-winning organisations are also based in Canberra. We want to continue to foster this culture so that both the ACT Government and private sector employers in Canberra are model employers in the attraction, employment, retention and training of Veterans and their families.

The ACT Government Veterans' Employment Strategy outlines the ACT Government's priorities for ensuring Veterans' and their families chose to remain in, or move to, Canberra as they transition to civilian life.

Gordon Ramsay MLA
MINISTER FOR SENIORS AND VETERANS

Introduction

We know that the ADF has some of the most highly trained and skilled people available in the workforce. The ACT Government values the skills and experience Veterans bring to our local businesses, helping us to diversify our economy and build the industries of the future.

In addition to a diverse range of career opportunities, our growing city offers the highest average income, a great work-life balance, and the lowest unemployment in the nation all without the traffic, commute times or congestion of a big city.

Opportunities in Canberra are available in both the private and public sectors. This Strategy articulates the Government's focus for the next 12 months.

Private Sector

With two in every three jobs in Canberra being in the private sector, Canberra is no longer just a "government" town. There is an exciting array of emerging innovative industries in Canberra with a diverse range of private sector entities, from microbusinesses to big multinationals.

The Canberra region is also home to many entrepreneurs who have started their business after a service career, with enormous success. Across professional and consulting services, broader defence service capability and the industrial and technological sectors, there are Veterans turned business leaders.

Canberra is home to a number of organisations and individuals who have been recognised for their commitment to supporting veterans to transition to the civilian workforce through the Prime Minister's Veterans' Employment Awards.

In 2019, Ben Whitham, founder of cyber security innovator Penten, was awarded 2019 Veteran Entrepreneur of the Year through the Prime Minister's Veterans' Employment Program. Founded in 2014, Penten is an Australian-based cyber security company focused on innovation in secure mobility and applied artificial intelligence.

In 2020, AeroPM was recognised as both the Outstanding Veterans' Employer of the Year and the Veterans' Employer of the Year for Medium-Sized business through the Prime Minister's Veterans' Employment Program. Established in 2014, AeroPM is a 100 per cent Australian Veteran-owned and operated Defence Industry professional consulting services company, with Veterans comprising over 90 per cent of the workforce. Its mission is to successfully transition Veterans from Defence into Defence Industry, retain their knowledge, passion and dedication within the Defence community, and upskill these Veterans into industry leading consultants to support acquisition of Defence capability.

The ACT Government is committed to supporting local businesses and other organisations to build a more diverse economy, attract leading talent, create new jobs and use our competitive strengths to drive innovation and investment.

Canberra as the knowledge capital of Australia has significant strengths in the sectors of the future including defence, cyber security, information and communications technology (ICT) and e-Government, space science, agri-technology, and renewable energy. The ACT Government works with the Canberra Innovation Network and other key players in Canberra's innovation ecosystem to drive a culture of innovation and measured risk-taking, to create wealth across our community and jobs for people of all ages.

Moving forward in 2020-21, the ACTPS Veterans' Employment Strategy will focus on three key areas in the private sector. The ACT Government:

- > will continue to promote and advocate the skills, training and experience Veterans bring to Canberra's workforce;
- > is committed to supporting local businesses to access, attract and retain the skills and experience of Veterans in the ACT; and
- > will continue to explore opportunities to support Veterans in the ACT through industry engagement and cross government activities.

ACT Public Service

The Government's vision is to make the ACT Public Service (ACTPS) a leader in the recruitment and retention of Veterans. We want to model this behaviour to businesses and companies across the ACT and region, as it is our firm belief that employing Veterans, who are some of the most highly trained and skilled workers available, will be most beneficial to the Territory. It is also an important way we can honour the service they have given to Australia.

The ACTPS offers a wide range of career paths across numerous professional streams. It is fortunately placed to be a leader in innovation in public policy design, analytics and service delivery. The ACTPS also fosters roles that support new economies and emerging technologies. The size of the ACTPS, the contained geographic scope of Canberra, and the co-location of leading academic institutions together create fertile ground for developing and demonstrating leading public service practice.

The ACTPS provides critical services and infrastructure to Canberra and the surrounding region. The ACTPS is a diverse organisation of over 23,000 people with responsibilities that range from management of the Namadgi National Park to green and brown-field development fronts, from buses to fire engines, from municipal services to the health, education and justice systems, and from supporting the most vulnerable people in our community to fostering business development and innovation.

The ACTPS Veterans' Employment Strategy aligns with the broader focus of the ACTPS to build a diverse, agile, and innovative service that delivers the ACT Government's priorities and provides effective services for the ACT community.

In 2019-20 the ACTPS Veterans' Employment Strategy was expanded to provide support to Veterans' families as well as Veterans. Moving forward in 2020-21, the ACTPS Veterans' Employment Strategy will focus on two key areas:

- > recruitment; and
- > networking and information sharing.

Recruitment

Building on the resources that have been developed to date, in 2020-21 the ACTPS will:

- > provide personalised assistance at ADF Transition Seminars to individuals interested in applying for ACTPS jobs. The primary focus of this assistance will relate to the translation of skills to match ACTPS positions and addressing selection criteria/preparing job pitches;
- > undertake regular analysis of available recruitment data to identify areas where additional support can be provided to job applicants and employing directorates; and
- > establish an Australian School Based Apprenticeship (ASBA) position for a family member of an ADF member's or Veteran's family studying Year 11 or Year 12 in the ACT School System. The ASBA will require the student to complete a Certificate II or Certificate III in Business Administration (or similar qualification) while undertaking their senior secondary studies. The student will also undertake 1-2 days work per week in the ACTPS to complement the study.

Networking and Information Sharing

To assist former ADF members with their transition into civilian life and careers in the ACTPS, in 2020-21 the ACTPS will:

- > following on from the successful pilot of the Veterans Mentoring Program in the first half of 2020, the program will continue to operate on an ongoing basis. Veterans and their family members will be invited to be paired with a mentor when they commence employment in the ACTPS. Existing employees who are Veterans or family members of Veterans will be able to access the program at any time; and
- > pilot a networking and information sharing opportunity for Veterans. Participants will be provided with the opportunity to network with other ACTPS employees, learn about other areas and roles in the ACTPS and build a sense of community in their new workplace. The opportunity will also be offered to new employees who commence in the ACTPS during the pilot period to assist them with their transition. An application platform will be used to randomly match participants on a fortnightly or monthly basis.



ACT
Government

Chief Minister, Treasury and Economic
Development

August 2020