

MOTION

That Council:

- 1 Acknowledges that the NSW Government's Veterans Employment Program has led to the over 500 veterans employed into the NSW public service since 2016;
- 2 Notes that while Veterans can experience barriers to employment following their Australian Defence Force careers, statistics indicate that employers and colleagues have a very positive experience working alongside veterans;
- 3 Notes that the skills veterans acquire in the ADF are highly transferable to public sector workplaces;
- 4 Invites the NSW Veterans Affairs to present a workshop about the Veterans Employment Program, outlining the potential benefits of establishing a City of Newcastle Veterans Employment Program;
- 5 Prepares a report on the establishment of a City of Newcastle Veterans Employment Program, aimed at increasing the amount of ex-service men and women employed at Newcastle City Council.

Background:

In March 2015, the former NSW Premier made a commitment to establish a program to help an additional 200 veterans find suitable, sustainable and meaningful employment within the NSW Government Sector by 2019. The result of this commitment was the establishment of a dedicated Veterans Employment Program (VEP) by NSW Veterans Affairs within the NSW Department of Premier and Cabinet (DPC). The Program was launched at NSW Parliament House on 5 May 2016.

To develop the VEP, NSW Veterans' Affairs led research to analyse how Australian Defence Force (ADF) employees' skills and experience match those required for public sector jobs.

The State Government's research found that ADF skills and experience were highly transferrable to government workplaces across a broad range of fields. There are roles across the public service to cater to all levels of skill and experience, ranging from entry level to executive positions.

Given approximately 1,500 people leave the ADF in NSW each year, the City of Newcastle may also be able to capitalise on this large and highly skilled recruitment pool.

Program Review 2017

The Veterans Employment Program Review 2017 reported that the NSW Government had employed over 500 veterans since the program launch in 2016, easily exceeding the target amount, over a shorter period of recruitment than first envisaged.

The review also gathered important data regarding the employment of veterans and the positive experience of those hiring and working alongside ex-ADF Members.

- 98% of colleagues working with a veteran had a positive experience;
- 100% of hiring managers employing a veteran rate the experience as positive; and
- 92% of hiring managers would consider hiring a veteran in the future;

Source: <https://www.vep.veterans.nsw.gov.au>

ATTACHMENTS

- NSW Veterans Employment Program flyer
- NSW Veterans Employment reference sheet