

50

GREAT BRITISH EMPLOYERS OF VETERANS

2024 EDITION

The top Forces Friendly employers in
the UK and what they offer to veterans

50 GREAT BRITISH EMPLOYERS OF VETERANS

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48	Northrop Grumman - 23RD PLACE	98	SSGC Security - 48TH PLACE
50	Carbon60 - 24TH PLACE	100	Northern Trust - 49TH PLACE
52	Capgemini - 25TH PLACE	102	Digital Realty - 50TH PLACE

50 GREAT BRITISH EMPLOYERS OF VETERANS

ENRICHED by the experience of serving their country and equipped with skills and values that employers in other sectors crave, the 15,000-plus people who leave the British Armed Forces each year form a unique and highly capable talent pool. But an awareness gap and a lack of visible role models have presented barriers to service leavers hitting the ground running, while depriving companies of a superb way to fill their skills gaps.

High-profile initiatives to promote the veteran talent pool in recent years, such as the Ex-Forces in Business Awards, have improved how employers perceive ex-forces candidates, helping to replace the media-fuelled 'mad, bad and sad' narrative with a more accurate portrayal of veterans and the exceptional value they offer after their service.

Such efforts have encouraged many more employers to embrace talent from the Armed Forces community. But while the significant growth in dedicated UK employment programmes and pathways for the Armed Forces community is hugely welcomed, it can be challenging and confusing to identify, navigate and access the opportunities available.

This is what inspired the formation of

the *GREAT British Employers of Veterans* programme, first launched last year by the organisers of the Ex-Forces in Business Awards, to provide a comprehensive guide to the leading companies in which military veterans and other members of the Armed Forces family can build a meaningful career.

The inaugural book proved hugely popular with thousands of downloads. And after feedback highlighted a strong interest in a definitive listing of the very best Forces Friendly organisations, for the 2024 programme a Judging Panel of 22 successful veterans in business was compiled to assess the entries and rank the top 50 employers.

The 50 *GREAT British Employers of Veterans* are published in this 2024 edition of the book, a valuable resource for veterans seeking their next career move as well as employers looking to benchmark their own offerings to the Armed Forces community.

Congratulations to the Forces Friendly employers recognised and showcased in this book, and thank you for recognising the tremendous talent that lies within the Armed Forces community. For service leavers and veterans, wherever you are in your military transition journey, we hope this book aids you in the next steps of your career.

JUDGING PANEL

ANDREW JACKSON – Managing Director, SaluteMyJob

ANDREW POWELL – CEO, Resource Solutions

ANDY REID – Founder, Standing Tall Foundation

CAROLINE LOGAN – Programme Director, Buildforce

CAROLINE PAIGE – CEO, Fighting With Pride

CHRIS PARKER – Director Government Strategy, Fortinet

HELEN SELBY – General Counsel, Asda

JAMES MURPHY – Director, TechVets

JOHN MCNALLY – VP, Professional Services, Riverbed Technology

KAREN DALY-GHERABI – Partner, Social Impact, Boyden

LISA MACLAREN – CCO, Redeployable

LOUISA CLARKE – Veterans Advisory Board Member, Cabinet Office

LUCY LEWIS – University Marshall, University of Cambridge

MEROLYN WHITAKER – Chief of Staff, Quirk Solutions

MICHAEL HILL – Chief Digital & Information Officer, Cabinet Office

PETER SHERGOLD – Head of Operations, Cats Protection

SHANI ROBINSON – Alumni Manager, RAF Galaxy

SUE HARRIMAN – CEO, Bath & North East Somerset, Swindon & Wiltshire Integrated Care Board

SUSIE HAMILTON – Scottish Veterans Commissioner

TAMMY ARCHER – CISO, Inchcape

Amazon

Amazon strives to be earth's most customer-centric company. To do that, it actively seek leaders who can invent, think big, have a bias for action, and deliver results on behalf of our customers. These principles look very familiar to those who have served in the military, and the company finds that their experience leading and managing people is invaluable in this fast-paced work environment.

The military community is a very important component of Amazon's talent acquisition strategy. There are dedicated teams of recruiters that actively source military talent into diverse roles throughout the company, including degree and nondegree apprenticeships and service leaver internships.

Ex-military have been recruited into Amazon since the very early days of the company in Jeff Bezos's Garage in Seattle in 1997. It now employ tens of thousands of veterans around the world, including over 2,500 in the UK.

How many veterans does your company employ in the UK? 2,500+

How many veterans were employed in the last year? Not provided

Do you ask at the point of job application if the applicant is a veteran? Yes, we ask

at the point of application for your military status e.g veteran, Military Spouse or reservist. We also have self-ID which is internal to the business where members of the military community can self-declare their military status.

Are there any specific benefits offered to employees from the Armed Forces community? Amazon is determined not just to recruit great military talent but to truly be a great place to work for military, where ex-service members and spouses feel welcomed, appreciated and thrive from day one. The Military Workforce Development programme defines, builds and provides the military community with a world-class customer experience across the employee lifecycle, from on-boarding to training and leadership learning, with continued developmental support.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? The transition from the military to civilian employment is a culture shock for many. To aid transition, Amazon has devised numerous products especially for the military community including mandatory tasks in its onboarding platform for new employees and managers and bespoke military centric training for the first year at the company. This covers

Amazon's rather peculiar ways of working, such as "hitting the wall" and "owning your promotion". A dedicated military mentoring programme is also available to all veterans, reservists and spouses.

What career development/training opportunities do you offer to employees from the Armed Forces community? Amazon invests in employees through its Career Choice programme which pays up to 95% of tuition and associated fees for courses that lead to vocational certifications or Associate of Applied Science degrees in qualified fields of study. Additionally, the company provides free cloud computing skills to employees to encourage careers in technology roles. It also offers thousands of apprenticeships to service leavers, spouses and current employees.

Do you have a leave policy for reservists and cadet force adult volunteers? Yes, we have a leave policy for reservists. Amazon provides up to 14 days of paid Military Leave per calendar year to perform military reservists duties.

Do you have a veteran/military Employee Resource Group (ERG) or network? In the UK the Warriors@Amazon group has just over 500 members. Warriors@Amazon is a thriving global community that supports and empowers the company's ex-military, reserve and military spouse employees and, of course, their allies. Amazon actively encourages local chapters throughout the UK to empower their members through mentorship and upskilling and also to participate in events that support UK military charities, including SSAFA, Combat Stress and RBL, raising over £85,000 in 2023. Amazon has seen substantial growth in membership of its employee network for the military, with no less than 13 individual chapters in the UK.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? Amazon has been actively recruiting veterans, service leavers and military spouses in the UK since 2012. Initially focusing on operational





RANKING

1

JUDGES' SCORE

90/100



supervisors and managers for the fulfillment network they now also recruit engineers, logisticians, HR specialists and technical roles across the whole business. To aid this, Amazon has a dedicated, all veteran, military recruitment team who are completely integrated into Amazon Talent Acquisition and provide career advice to veteran applicants and endeavour to place each candidate in a suitable role, that will allow them to have a successful second career. The team also provide advice and guidance to internal Hiring Managers and Recruiters, to facilitate better understanding of veteran profiles and CVs.

Do you exhibit at job fairs and advertise jobs on websites for members of the Armed Forces community? We attend the CTP careers fairs and post our roles to the CTP site and also the FEC site.

Do you put on 'Insight Days' for members of the Armed Forces community? Yes we run regular insight events for the military

community to promote our programs.

How else do you seek to engage with and support the wider Armed Forces community? As a part of Jeff Bezos' wider commitment to hire from the military community, Amazon has a policy to recruit Military Spouses. Virtual, flexible and portable jobs are available and are advertised through our jobs website. Once a member of the team Amazon will always endeavour to find roles that allow them to relocate around military commitments. The Amazon Military Program has established relationships with the Families Federations and promotes job opportunities through their own and single service websites. Amazon contribute to their publications

and have conducted workshops for Military Spouses.

Why should service leavers and veterans consider working for your company over others? The Military Ambassador Program (MAP) provides a network of support and tailored training experiences to support military personnel in their transition to Amazon from the Armed Forces, another company or returning to work, to Amazon. MAP consists of two key components: year one training modules and military mentoring. These two components work together to foster development through precisely timed trainings and mentoring sessions to support military personnel over their first 12 months with Amazon. ●

LEARN MORE ABOUT CAREERS AT AMAZON

amazon.jobs/en/landing_pages/emea-military

BAE Systems

BAE Systems provides some of the world's most advanced, technology-led defence, aerospace and security solutions employing 100,000 highly skilled people in more than 40 countries. In the UK some 40,000 people including 2,000 veterans, work at more than 50 locations in a variety of roles in BAE Systems' air, land, sea, space and cyber businesses. Recruiting ex-forces personnel and supporting reservists and cadet volunteers in the business is a focus for the Company, and 363 veterans joined its UK business last year.

How many veterans does your company employ in the UK? 2,000+

How many veterans were employed in the last year? 363

Do you ask at the point of job application if the applicant is a veteran? Yes, we identify applicants during the attraction process as they enter the Veterans Talent Pool through the Veterans Recruitment Team.

What perks / benefits are offered to employees of your company? We offer market comparable pay and an annual incentive plan and car allowance where employees are eligible. BAE Systems employees in the UK can also participate in our Share Incentive Plan, a competitive workplace pension scheme and all

employees have the opportunity to apply for flexible working hours. Hybrid working is also available at most of BAE Systems' businesses in the UK. In addition we offer 'Flex', a private medical insurance programme, childcare vouchers and employee discounts.

Are there any specific benefits offered to employees from the Armed Forces community? The emphasis on teamwork in the armed forces is mirrored by the focus on teamwork at BAE Systems. Many veterans joining BAE Systems say they feel 'like they've come home' when they join. We seek to replicate the military's positive behaviours in our company and to support the ethos of teamwork, extending these beyond the boundaries of our business and into society. We take our commitment to the Armed Forces Covenant and what it represents very seriously; it's a critical element of our social value programme and it continually inspires and motivates our employees. As a signatory, we advocate for the armed forces and support those serving, the UK's veterans and their families. We do this by working with military charities, organising employee volunteering projects and supporting cadet associations. Our substantial veteran recruitment programme is a vital part too of our commitment to the Covenant. We are working now on activities that will engage our supply chain companies in the Covenant.

How do you recruit veterans and how successful has this been? We launched a new Veterans Recruitment Programme in February 2022, with the aim of positioning BAE Systems as the natural home for veterans. We deliver regular, tailored communications informing candidates of upcoming events, particularly as they approach their departure from the Forces and the Ministry of Defence. Last year we also expanded our recruitment team to focus on recruiting veterans with specific experience too. In addition to employing a focused Veterans Recruitment Programme Manager, we expanded the team by introducing another role in the form of a Veteran Recruitment Partner. The impact of these developments has been monumental, with a considerable increase in the numbers of veterans recruited, soaring from 132 in 2023 to 363 in 2024. In the period from January to March 2024 we hired 86 veterans. Our Veteran Talent Pool has seen exponential growth, to a current community of 1,200+. Membership of the Talent Pool offers veterans an invaluable insight and tailored advice on navigating the experienced hire recruitment process.

What career development/training opportunities do you offer to employees from the Armed Forces community? In 2023, 108 veterans within the company either moved internally to another job or were promoted to another role. All of these roles offered development opportunities across engineering, operations, manufacturing, project management and HR.

Do you have a leave policy for reservists and cadet force adult volunteers? Reservists and Cadet Instructors are granted 15 days' leave to keep their skills up to date and to attend mandatory training.

Do you have a veteran/military Employee Resource Group (ERG) or network? Our VetNet employee resource group is one of BAE System's best examples of a network that embraces and welcomes all. It embodies the ethos of camaraderie and provides considerable support to veterans, reservists and their families. Since its inception in 2020, VetNet has rapidly

Credit: PCC X Solent Sky Services





RANKING

2

JUDGES' SCORE

87/100

Credit: PCC X Solent Sky Services



evolved into a powerhouse, boasting over 950 dedicated members and growing monthly. VetNet stands as a pillar of support, providing a safe space for veterans to seek guidance, understanding and solace. Our network of Mental Health First Aiders, trained to Level 3 First Aid Awards Mental Health standard with additional training in Post Traumatic Stress Disorder, serves as a lifeline for our members in navigating the complex emotions following global conflicts.

How do you ensure hiring managers are aware and understand that veterans are a talent group you value highly? As part of the recruitment process, and when hiring managers are assessing candidate CVs, a veteran is on hand to help translate language and military experiences as required. VetNet also holds regular events across the business, open to anyone beyond the veteran community so that employees can increase their understanding of ex-forces personnel. When a new veteran is hired, a hiring manager can choose a veteran 'buddy' to help them through their first few months. Through these means we seek to fold veterans into the fabric of the company and ensure they feel supported and valued.

Do you exhibit at job fairs and advertise jobs

on websites designed specifically for members of the Armed Forces community? We attend all the Career Transition Partnership recruiting events and the Forces Transition Group events, and in 2024 we plan to attend 22 service leaver and veteran-focused events. In addition we advertise our vacancies through the CTP website, White Ensign, the REME Association, the RE Association and the International Corp Association.

Do you put on 'Insight Days' for members of the Armed Forces community? We run a 'Military Insight' day every quarter at a major BAE Systems facility in the UK, giving a detailed understanding of the roles we offer, what it is like to work in the company and what a career might look like in terms of advancement and variety of roles. We offer CV advice and candidates can meet veterans who are employed in the business as well as members of senior leadership teams.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? We initially interview every candidate on a more

informal level to help them gain experience and build confidence. This is a consistent part of our attraction and recruitment process for veterans.

As a company how else do you seek to engage with and support the Armed Forces community? Through events such as D-Day80, Armed Forces Week, Anzac Day, US Veterans Day and UK Remembrance Day, we celebrate the diverse experiences of ex-forces personnel ensuring every veteran is equally respected and valued. Over the last 10 years, we have given £35M to military charities globally and were awarded a Lifetime Achievement Award from Combat Stress in 2023 after raising £1M for the charity. We have long standing relationships with SSAFA, the Army Benevolent Fund, the RAF Benevolent Fund and the Royal Naval and Royal Marines Charity, and in recent years our teams have pioneered mentoring programmes with Recruit for Spouses. In 2024, BAE Systems is working with the Great Tommy Sleep Out and British Normandy Trust in major charity initiatives. We are proud to stand shoulder to shoulder with our Armed Forces. ●

LEARN MORE ABOUT CAREERS AT BAE SYSTEMS

baesystems.com/en/careers/careers-in-the-uk/experienced-professionals

Babcock International

We play a critical role in international defence, from submarines beneath the waves to secure communications in space, we ensure the services are equipped to fulfil their mission. Committed to supporting service leavers, veterans and reservists, we help members of the armed forces community make the transition into a civilian workplace, offering challenging and rewarding opportunities while working side-by-side with our armed forces to deliver flexible solutions around the world.

How many veterans does your company employ in the UK? Approximately 4,000

How many veterans were employed in the last year? Nearly 1,000 UK veterans and reservists have started a new career at Babcock since 2023. An unprecedented number for our business, this is equivalent to almost one in 16 of the service personnel who left the UK armed forces in 2022. An estimated 16% of our total workforce of c.26,000 is connected to the armed forces as a service leaver, reservist

or family member.

Do you ask at the point of job application if the applicant is a veteran? Yes – as part of our recruitment screening process we ask whether the applicant is a veteran.

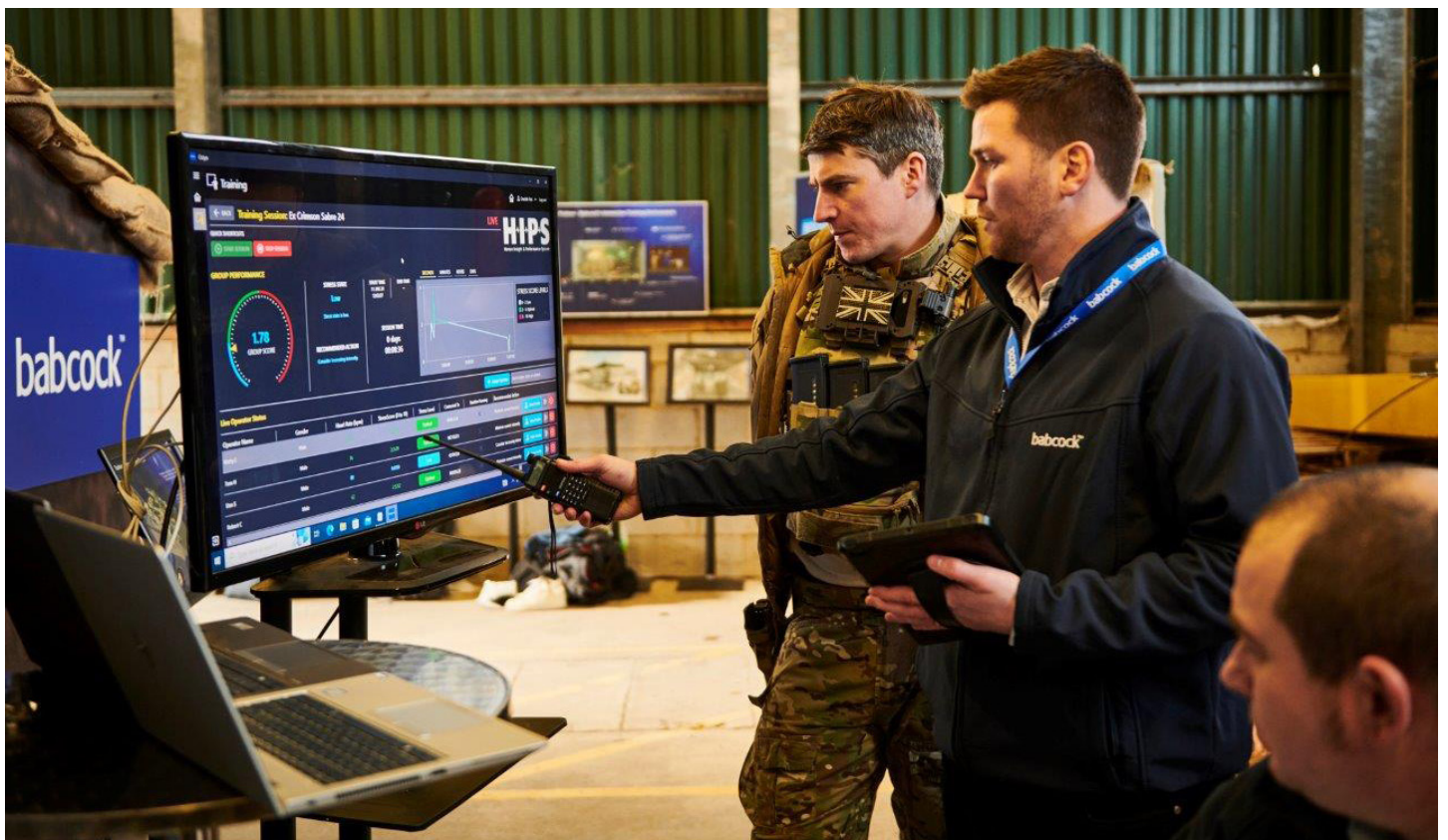
What benefits are offered to your employees? We offer a generous holiday allowance and a company pension. Additional benefits include Electric Vehicle Salary Sacrifice Scheme, Cycle to Work Scheme and one day per annum paid volunteering leave.

Are there any specific benefits offered to employees from the Armed Forces community? We guarantee an interview, as long as applicants meet the requirements for the role, give up to 10 days of special paid leave for reservist duties, offer career guidance and access to our employee-led Babcock Forces Community Network.

Are there any specific programmes designed to attract and recruit talent from

the Armed Forces community? Since implementing a new hiring strategy, we've seen a huge rise in engagement from veterans in 2023/2024 and consequently an increase in veteran and reservist hires across Babcock. Reaching new levels of service leavers and veterans across different partners, channels and platforms, we're achieving our mission of attracting as many of the armed forces community as possible. We run many service leaver events each year, providing invaluable face-to-face interaction with our future prospects from the Army, Navy, Airforce and Marines. While our new 'Train to Fit' programme identifies any skills gaps and determines the training needed to make service leavers eligible for our roles.

What career development/training opportunities do you offer to employees from the Armed Forces community? Babcock has the size and breadth of operations to offer an incredible range of career paths and journeys to veterans. All of our employees receive a personalised development plan and have access to





online resources and training, helping to support their long-term career growth.

Do you have a leave policy for reservists and cadet force adult volunteers? We provide up to 10 days of special paid leave for external voluntary reservist and uniformed cadet instructor commitments and mobilisation, with a clear company policy for Reserve activities.

Do you have a veteran/military Employee Resource Group (ERG) or network? We know that adjusting to civilian life can be difficult, especially when embarking on a new career, so our Babcock Forces Community Network (BFCN) is for all those who have served in any capacity (past or present), their families and dependents. The BFCN plays an important role in helping our people know they are not alone and in supporting them so as they feel part of the Babcock family - providing advice, support and the opportunity to share their experiences in an understanding environment.

How do you ensure hiring managers are aware and understand that veterans are a talent group you value highly? Having been a longstanding signatory of the Armed Forces Covenant, as well as having

a close relationship with the military, we understand that the skills and experience veterans have gained during service are a great fit to help us support our military customers – and our continual training for managers emphasises this.

Do you exhibit at job fairs and advertise jobs on websites designed specifically for members of the Armed Forces community? We exhibit at several armed forces community job fairs and advertise on numerous job boards, websites and publications. We also have a dedicated area of our website full of information for the armed forces community.

Do you put on 'Insight Days' for members of the Armed Forces community? In addition to several face-to-face insight days throughout the year, we also partner with the Career Transition Partnership to provide virtual insight sessions with the armed forces community. We also run

events for local Reserve units across the UK, and celebrate Armed Forces Week and Reserves Day, where our reservists are encouraged to wear their uniform to work.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? All veterans and service leavers are guaranteed an interview if they meet the minimum requirements for the role.

Why should service leavers and veterans consider working for your company over others? We have an enviable track record of supporting service leavers into challenging and rewarding civilian careers and we can help them make the transition too. For many veterans, the appeal of Babcock is the opportunity to follow a specialised career in a field relevant to their service background. To others, Babcock offers the chance to broaden their experience and explore new career paths. ●

LEARN MORE ABOUT CAREERS AT BABCOCK INTERNATIONAL

babcockinternational.com/careers/vacancies

Centrica

Centrica is a FTSE100 Energy Services and Solutions Company. Energy is in our DNA. From supplying the gas and coal that powered the industrial revolution, to becoming the market-leading energy services and solutions company we are today, we've been at the centre of the UK energy industry for over 200 years. Today, we are unique among energy companies in the UK and Ireland, operating across the entire energy value chain through a variety of distinct, but complimentary businesses, all of which share the same purpose – energising a greener, fairer future. We have a variety of business areas under the Centric corporate umbrella, including British Gas, Bord Gais Energy, Centrica Business Solutions, Centrica Energy and Centrica Energy Storage Limited. Our business areas have hired talent in from across the Armed Forces Community.

How many veterans does your company employ in the UK? 470+

How many veterans were employed in the last year? 80+

Do you ask at the point of job application if the applicant is a veteran? Yes - on application individuals can also annotate if they are a Reservist and Military spouse/ Partner.

What perks / benefits are offered to

employees of your company? We provide colleagues and their families with the wellbeing resources, tools and benefits they need to be able to access and choose the right support, at the right time. For example our health and wellbeing benefits include: Healthcare Plan, Positive Occupational Wellbeing Resource, Access to a 24hr GP, Gym Membership Discounts and Eyecare Benefits. Other wider examples include Electric Car Scheme, Pension Scheme, Life Assurance, Travel Insurance. We also have internal Centrica Employee Networks, providing supportive, inclusive places for our colleagues. Some examples include: Carers Network, Working Parents Network, Women's Network, Forces Network, Fertility Network.

Are there any specific benefits offered to employees from the Armed Forces community? We are an MOD Gold Employer Recognition Scheme holder. We have also signed the Armed Forces Covenant twice - once in 2012 and again in 2022, reinforcing our commitment to the Armed Forces Community. We have a Reservists Leave Policy. Via our Centrica Forces Network, we also allocate a new hire from the Armed Forces Community an Oppo or a 'buddy' - who supports their transition into the business.

Are there any specific programmes or initiatives in your company designed to

attract and recruit talent from the Armed Forces community? Centrica has a fully resourced, stand-alone Forces Pathway - the aim of which is to engage, attract, hire, retain and develop Armed Forces talent into and across our business areas. We engage individuals face to face and military employment events and run engagement webinars.

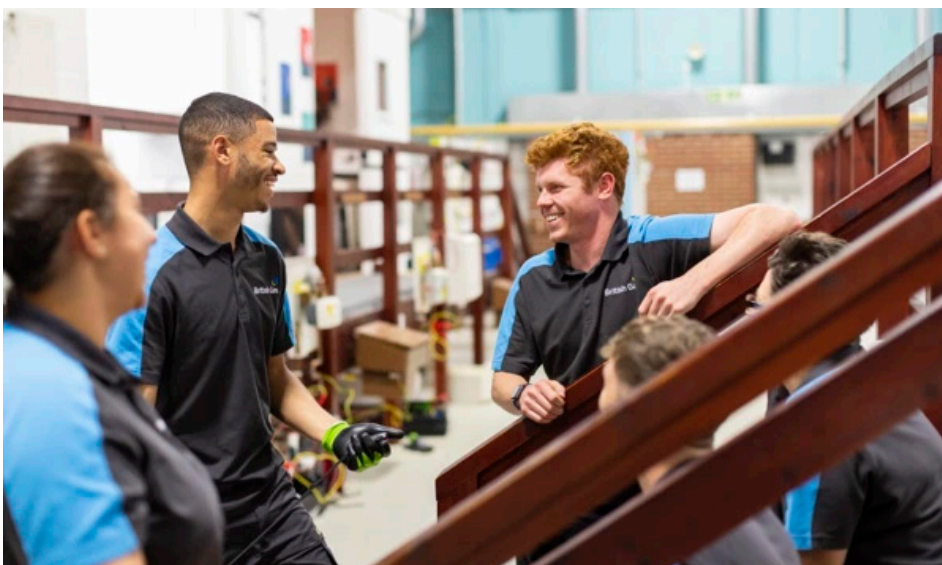
What career development/training opportunities do you offer to employees from the Armed Forces community? Through Pathway, we run a paid Forces Leadership Placement scheme on an annual basis - the aim of which is to bring Service Leaver and military Spouses talent into the business, develop their commercial skill set, and retain them after placement, integrating them into our future leadership pipeline.

Do you have a leave policy for reservists and cadet force adult volunteers? 10 days' additional leave is allocated.

Do you have a veteran/military Employee Resource Group (ERG) or network? Yes - the Centrica Forces Network which is 470+ strong. This network also engages with the military charity sector and gets involved in fundraising activities

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? The Centrica Forces Pathway team works closely with the Centrica recruitment team. The business is actively interested in hiring talent in from the Armed Forces community - the business areas recognise that the vast and varied skill set and diversity of experience that exists within the Armed Forces community is of great value to us - especially as we drive towards a Net Zero and a Green Skills Workforce

Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? We attend a variety of career fairs and events each year - for example CTP regional employment event, Forces Employment





Charity industry events, FTG events, Forces Families Awards, Women Empowering Defence, Ex-Forces in Business Awards, Soldiering On Awards. We post jobs on CTP RightJob, Forces Employment Charity Jobs board, Forces Families Jobs and Gen Dit Network on LinkedIn.

Do you put on 'Insight Days' for members of the Armed Forces community? Yes - we run a series of Centrica focused webinars throughout the year for Service Leavers, Military Spouses, Veterans. We have also been the headline sponsor of Careers in Energy event and a previous Gold and Silver sponsor for Women into Employment. We have also engaged regional Reservist unit reps to promote Centrica as a company that welcomes Reservist talent into our business.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? We highlight Armed Forces applications that come through our Forces Pathway and engage with our recruiters on a regular

basis. Veterans can also apply for our Forces Leadership Placement scheme, as can Military Spouses.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? In 2023 and 2024 we are the Gold Sponsor of the Finalist Receptions of the Soldiering On awards. In 2023 and 2024 we also sponsored award categories and attended the Forces Families Awards. In 2023, through our Centrica Forces Network, the company raised over £18,000 for The Royal British Legion.

How does employing from the Armed Forces community add value to your organisation as a whole? Centrica values in full the vast and varied skill set that

exists right across the Armed Forces Community. Additionally - throughout a military career, personnel are constantly required to upskill, develop and hone their varied skills. This offers employers like us someone who is capable of picking up specialist skills and knowledge, someone who can think outside the box, adapt to new ways of working and also bring along a broad set of social skills.

Why should service leavers and veterans consider working for your company over others? Because we value in full the skill set within the Armed Forces. We're a Gold MOD Award Holder and care about how we support and engage the military community in our business. We look after our employees and live our values of Care, Delivery, Collaboration, Agility and Courage. ●

LEARN MORE ABOUT CAREERS AT CENTRICA

centrica.com/careers/armed-forces-pathway

Balfour Beatty

Balfour Beatty is the UK's largest construction and infrastructure company and since 1909 we have created and cared for the vital assets that enable societies and economies to grow. We design, build, finance and operate the infrastructure that underpins all our lives and drives innovation, including: road and rail; airports; seaports; tunnels and bridges; health and education facilities; heat, light, power and water and renewable energy. We employ Veterans and Service Leavers – and other members of the Armed Forces community such as Spouses/Partners and Reservists – in a wide variety of roles. The majority of roles are based on construction projects and are related to engineering, construction/project/operations management, health and safety and quality. We also have opportunities in support functions such as IT, HR, finance and procurement.

How many veterans does your company employ in the UK? 300+

How many veterans were employed in the

last year? 104

Do you ask at the point of job application if the applicant is a veteran? Yes. We also have an Armed Forces Community to identify Veterans.

Please list the skills you commonly identify in veterans that excel in your company? Construction has many synergies with the Armed Forces. These include teamworking, leadership, communication, problem-solving and planning. In addition, working in construction requires adaptability and the ability to redirect plans in response to change, together with resilience in the face of that change. These are all attributes developed in military service. Although not all roles are technical or engineering a systematic, technical/engineering mindset is ideal, especially when combined with leadership and management skills.

What perks / benefits are offered to employees of your company? Competitive salary with annual review; contributory

pension; training and development; professional subscriptions; company car for certain roles; Share Incentive Plan; Flexible benefits; Employee Refer and Earn scheme; Volunteering days; and Smart Working.

Are there any specific benefits offered to employees from the Armed Forces community? Ten days' additional paid leave for Reservists and Cadet Force Adult Volunteers; Armed Forces Community and Affinity Network; Involvement in Armed Forces engagement activities; and bespoke training and development via Military Talent Pathway.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Our Military Talent Pathway provides a structured route into the Company with a core pathway including a Company Welcome, Commercial and Contractual training and Careers Coaching. Open to all Service Leavers and Veterans this provides a



developmental 'wrap around' for your first six months of employment and aids your transition into your next career.

What career development/training opportunities do you offer to employees from the Armed Forces community? As well as the Military Talent Pathway we offer and deliver training in project management, technical, engineering, health and safety, commercial, management and leadership and interpersonal skills through our Balfour Beatty Academy. We also support colleagues in gaining professional qualifications such as Technician, Incorporated or Chartered status with relevant professional institutions.

Do you have a leave policy for reservists and cadet force adult volunteers? Reservists and Cadet Force Adult Volunteers have ten days' additional, paid leave per year outlined in our Special Leave Policy.

Do you have a veteran/military Employee Resource Group (ERG) or network? Yes, known as the Mulberry Network. All 300+ Veterans are invited to join as are Reservists, Spouses/Partners, CFAVs and anyone with an interest in, or links to the Armed Forces. Activities include annual Remembrance Parade, charity and fundraising events, Armed Forces Day events, involvement in careers events, buddying/mentoring and regional visits and social events and networking.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? All applicants are able to identify their Armed Forces connections when applying for a role online. Hiring managers have access to internal guidance documents and we hold regular briefing sessions for our recruiters. Members of our Armed Forces Community review CVs and attend our careers events. One of our key target areas in our HR Plan is ex-military and as a signatory to the Armed Forces Covenant since 2015 and with Gold status under the Employer Recognition Scheme since 2017 our company culture is positive about the



Armed Forces in general and Veterans as a talent pool in particular.

Do you exhibit at events and advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? Career Transition Partnership, BuildForce, British Forces Resettlement Services, the National Transition Event, White Ensign Association, Forces Families Jobs and Project RECCE Employer Rendezvous.

Do you put on 'Insight Days' for members of the Armed Forces community? Yes, we hold two-four events per year across the UK on a project site or at one of our offices or depots. Locations and timings are linked to where our vacancies are as we use Insight Days for recruitment purposes, not just awareness. We also deliver online insight events by short webinars every other month and focused on a specific business unit or job family.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with

and support the wider Armed Forces community? We have close links with the Corps of Royal Engineers, regularly engage via Defence Relationship Management at national and regional level, and encourage our veterans to maintain their links.

Why should service leavers and veterans consider working for your company over others? As a signatory to the Armed Forces Covenant since 2015 and a holder of the Gold Award under the MoD's Employer Recognition Scheme since 2017 (renewed in 2022), Balfour Beatty is totally committed to supporting our Armed Forces. We are the UK's largest construction and infrastructure company and – as a key contractor the Defence sector, a significant employer of Veterans and a supporter of the Reserve Forces – we consider ourselves to be a part of the Whole Force. We are a large, blue chip company in a significant growth phase and with a wide range of career opportunities and a culture that is diverse, engaging and challenging with the chance to make a difference to society and yourself. ●

LEARN MORE ABOUT CAREERS AT BALFOUR BEATTY

balfourbeatty careers.com/armed-forces

Inzpire

At Inzpire, ex-military personnel work alongside defence engineers and business professionals to deliver operationally credible products, training, and consultancy services to military and civilian customers in the air, land, maritime, space and cyber domains.

Inzpire's Mission Systems team produces some of the most innovative and highly regarded mission systems available for the defence environment. The products are in frontline operational use with UK and international armed forces, delivering situational awareness, safety and mission enhancing capabilities across helicopter, fixed-wing and multi-engine platforms.

Military heritage runs deep within the DNA of Inzpire; veterans are welcomed into an organisation with goals, values and a culture that closely aligns with their past experiences and the elements they enjoyed most about service life.

How many veterans does your company employ in the UK? Approximately 80% of our 365-strong team is made up of veterans. In addition, we currently employ 30 reservists from across all three services, equating to 9% of the current headcount.

How many veterans were employed in the last year? 70

What perks / benefits are offered to

employees of your company? Our remuneration packages and benefits are modelled on those received in the forces and include private medical and dental cover, company-funded death-in-service life insurance and a generous pension scheme. These core offerings are enhanced by innovative initiatives including our ground-breaking Uncapped Leave Scheme allowing unlimited paid holidays each year; light-touch expenses aimed at reducing bureaucracy; enhanced maternity pay; electric vehicle salary sacrifice; and truly flexible working centred around individuals choosing where, when, and how to best deliver outputs.

Are there any specific benefits offered to employees from the Armed Forces community? We have always been proud to offer a comprehensive benefits package and we have pledged to undertake a benefits review survey every two years to ensure our offering meets the needs of our valued employees. Feedback sessions with our veteran cohort are an essential part of this process and help us to gauge whether our overall total rewards package remains attractive to service leavers.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? We make job offers up to 12 months in advance to allow service

leavers peace of mind prior to submitting their termination request. We also run various 'expression of Interest' recruitment campaigns to build a talent pool for future roles and have recently signed up to the RAF 'Managed Path Scheme' with the aim of identifying and selecting a shortlist of eligible military pilots up to two years before a recognised service exit point. To assist ex-forces personnel through resettlement, we provide civilian workplace attachments, allowing serving personnel experience of a commercial environment before embarking on the next stage of their career. During this time, our HR team is available to provide guidance and support.

What career development/training opportunities do you offer to employees from the Armed Forces community? Professional development opportunities are available to all staff, with tailored sessions aimed at enhancing commercial skills including finance, sales, intellectual property rights, structuring contracts, and employment law. We have recently launched LinkedIn Learning to provide further access to learning and development opportunities. External training is both encouraged and funded through academic and vocational courses.

Do you have a leave policy for reservists and cadet force adult volunteers? We provide an extra 15 days paid leave each year to conduct reservist duties and coordinate a keeping-in-touch plan with employees and their families if deployed.

Do you have a veteran/military Employee Resource Group (ERG) or network? We have a designated 'Veterans Hub' on our intranet, where individuals can access up-to-date information on the charities and organisations that actively support service leavers, in areas such as bereavement, post-traumatic stress disorder, mental health and financial wellbeing.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? As part of our communications





RANKING

4

JUDGES' SCORE

83/100



strategy, and where agreed with the individual, we publicly welcome new joiners to our team, sharing their biographies on our website and social media. This not only promotes the skills and experience of veterans but acts as a shop window for other service leavers who may be considering Inzpire for their next career. We reinforce our messaging by regularly sharing testimonials about life at Inzpire from veterans, to instil confidence that we support the transition from military to civilian employment. We engage the use of regular internal and external communications to amplify the voice of service leaders and to promote their skills and expertise to our wide audience via good news stories, 'day in the life' blog posts and video interviews with the team.

Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? CTP, White Ensign Association and ROSE network for

the RAF Intelligence community.

Do you put on 'Insight Days' for members of the Armed Forces community? Through our use of Civilian Work Attachments (CWA) we provide service leavers with the opportunity to obtain sector specific work experience and on-the-job training. With no set standard length for CWA – it can range from one day, a selection of different days or weeks, or up to the full allowance of 7 weeks – we can help veterans access a full spectrum of commercial experience.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? We offer a guaranteed interview scheme to service leavers, reservists and military spouses or partners (including those of service

leavers) who meet all our advertised requirements.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? We have been participating in the 'RAFA 100' cycle rides since 2018, along with recent support to their outreach programme helping to contact RAF veterans, widows and widowers across the world to check on their welfare and arrange support where needed. We sponsor station family days and the Royal Navy and RAF Ski Championships and support charities such as the RAF Benevolent Fund, Royal British Legion and John Egging Trust. ●

LEARN MORE ABOUT CAREERS AT INZPIRE

inzpire.com/careers

Mitie

Mitie is the UK's leading facilities transformation company. Our core services span cleaning, security and integrated facilities management (IFM), which are complemented by specialist services including security, engineering, decarbonisation and cleaning solutions. With 68,000 colleagues, Mitie people make a difference for our customers in shops, hospitals, airports, factories, offices, government buildings, critical national infrastructure and more. The business landscape we operate in is dynamic and uncertain, and the impact of climate change is driving customers to evidence tangible progress towards net zero. Change creates opportunity, however, and our organisation is well-placed to support our customers' growth ambitions.

How many veterans does your company employ in the UK? 765, which is 3.1% of our total workforce.

How many veterans were employed in the last year? 550 new starters indicated they were veterans, 3.4% of all new starters.

Do you ask at the point of job application if the applicant is a veteran? We collect data at two points: At application stage we ask, 'Are you a Veteran, Reservist or member of the Army Cadet Force, Air Training Corps or Sea Cadet Corp?'. As part of the Onboarding process, we also ask them to indicate their 'Military Status'; with the options 'Cadet', 'Reservist' or 'Veteran'.

What perks / benefits are offered to employees of your company? All colleagues have access to: Save As You Earn and Share Incentive Plan share schemes; Cycle to Work; Hundreds of shopping discounts; Salary Finance – financial education and access to pay before pay day; Mitie Stars – our company wide recognition scheme; Long service awards; Pension; at least 1x base salary life insurance with a minimum payment of £10,000; and 24/7 Virtual GP access for their whole household.

Are there any specific programmes or initiatives in your company designed to

attract and recruit talent from the Armed Forces community? As part of the Mitie Foundation, our initiatives provide varied life opportunities, develop untapped talent and aim to raise aspirations and change minds. Mitie Foundation creates Social Value by helping sometimes overlooked but enthusiastic, capable and diverse participants into sustainable and fulfilling employment. Mitie's Ready2Work Military is a programme where Mitie offers work experience/networking and CV skills for two to four weeks for anyone leaving the services within three to six months.

What career development/training opportunities do you offer to employees from the Armed Forces community? All our colleagues are offered equal access to and opportunities to access development and training. Through our MyCareer Journey Toolkit colleagues can map their career journey and identify skills and areas of development opportunity. Colleagues also take part in MyReview which is our annual review and colleagues are given the opportunity to discuss positives, concerns and highlight any career progress / training required with their line manager. All colleagues have access to our apprenticeships available at a number of different levels. We offer mentoring to all colleagues available through self serve on our learning Hub. We have a wide suite of e- learning programmes available on our Learning Hub which is

available to all colleagues. For the Armed Forces Community specifically we offer the opportunity to run the Mitie Military network as a lead or deputy lead which is a 18 month tenured voluntary role. This role comes with mentoring from an exec member and our Head of EDI. There is also an opportunity for armed forces community to get involved in the steering committees. The Armed Forces Community can undertake these roles within any of our six networks and they are not limited to the military network. We also offer our network members undertaking these roles personal and professional developed either through inhouse programme or via external providers/courses.

Do you have a leave policy for reservists and cadet force adult volunteers? Yes, we offer 10 days paid leave for training and for Hourly paid colleagues pay is calculated in the same way as any other annual leave.

Do you have a veteran/military Employee Resource Group (ERG) or network? We have a Mitie Military network which currently has 840 members, made up as those from the Armed Forces community, friends and family. We also have a number of allies who want to support those from the Armed Forces.

How do you ensure hiring managers, line managers and other colleagues in





your company are aware and understand that veterans are a talent group you value highly? We ensure our colleagues undertake mandatory EDI training and undertake a refresher annual course to help them understand EDI and the Equality Act. Our line managers portal is well equipped with resources and training modules for line managers to use at the point of need. We run a number of awareness raising events through the year inviting key external speakers, our own Mitie colleagues and other business leads to encourage the sharing of storytelling to connect the hearts and mind piece but also share best practice.

Do you exhibit at job fairs designed specifically for members of the Armed Forces community? We exhibit at Career Transition Partnership events and have attended nine in the past year.

Do you offer any kind of 'Guaranteed

Interview Scheme' for veterans? Yes, if veterans apply via the Mitie Foundation, they will receive a guaranteed interview as long as they meet the minimum criteria.

Why should service leavers and veterans consider working for your company over others? We respect their service and sacrifice. We appreciate their dedication, discipline and loyalty, and we want to support them in their transition to civilian life. We have a strong commitment to diversity and inclusion, and we welcome people from all backgrounds and walks of life. We also have a number of initiatives and policies to support your wellbeing, such as flexible working arrangements, employee assistance programs, and a

large benefits offering. We value your skills and experience and we offer you a rewarding and supportive work environment.

We hold Gold Award status in the MOD's Employer Recognition Scheme. We have been awarded Top Employer for six years in a row, we are Disability Confident Level 2 working towards a level 3. We have signed pledges for Race at Work Charter and we are an Endometriosis and Menopause friendly employer. We have been recognised as the Top 24 Inclusive Employer by Inclusive Companies and we were awarded Silver accreditation for Inclusive Employers Standard by Inclusive Employers which is an evidence-based submission. ●

LEARN MORE ABOUT CAREERS AT MITIE

mitie.com/armedforces

Mott MacDonald

Mott MacDonald is a global, employee-owned, engineering, management and development consultancy. Our purpose is to improve society by considering social outcomes in everything we do, relentlessly focusing on excellence and digital innovation. We help governments and businesses plan, deliver and sustain their strategic goals, transforming communities by solving complex social, environmental and economic challenges.

How many veterans does your company employ in the UK? 100

How many veterans were employed in the last year? 10

Do you ask at the point of job application if the applicant is a veteran? Yes - in addition to the Armed Forces Pathway, every applicant is asked if they are part of the Armed Forces Community; veteran, transitionee, reservist or family member. Everyone is asked again during onboarding.

What perks / benefits are offered to employees of your company? All our colleagues reap the benefits of a hugely positive culture, working practices, training prospects and career development opportunities that make Mott MacDonald a 'Top 10 Glassdoor Best Places to Work'

employer.

Are there any specific benefits offered to employees from the Armed Forces community? We offer an exceptional package to our military community employees, and we know this is hugely valued by them. Military family members appreciate the generous flexibility and benefits Mott MacDonald offers, such as paying for Military Coworking Hub membership for eligible employees, making a work-life balance easier to achieve. If a family has a deployed parent, we can increase flexibility to fit the school run and after-school activities. We even offer sabbatical leave if required. Where service postings require family relocation, we enable colleagues to continue their role from elsewhere, or find a new role nearer to their new location in the UK or globally. We ensure clients understand and respect the need for our military family colleagues to work flexibly.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? We have a dedicated Armed Forces Pathway to actively support anyone from the military community who might be interested in working with Mott MacDonald. We mentor and guide candidates from CV writing and application to onboarding and beyond.

Each Mott MacDonald job description has a positive statement declaring that we actively welcome applications from the military community. Mott MacDonald actively engages its subcontractors and supply chain in initiatives such as military community recruitment, employment programmes for partners of serving military members, and charitable initiatives. We collaborate with the military spouses' employment skills programme at HMNB Clyde, where our colleagues offer advice on interview skills, CV guidance, and balancing the work-family-Service lifestyle.

What career development/training opportunities do you offer to employees from the Armed Forces community? We offer mentoring or 'buddy' systems to help the integration of our veterans and armed forces community members. We have a thriving armed forces community which supports and encourages career development, but beyond that, Mott MacDonald offers genuine equity and equality of opportunity, so there is no real necessity to offer a 'veterans only' programme, as they simply 'crack on'.

Do you have a leave policy for reservists and cadet force adult volunteers? We offer an additional 10 days' paid leave for military duties for our Reservists and adult instructors and we actively and positively support exercises, operational deployments and mobilisations.

Do you have a veteran/military Employee Resource Group (ERG) or network? Yes - Our Armed Forces Community Steering Group is strongly supported by the business and comprises military spouses and partners, veterans, Reservists and Cadet Instructors and ensures that the views of our military community are represented at executive level. Our active community membership numbers over 100 and our general membership (by dint of being eligible) is over 200 in UK.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you





value highly? Once an application for a specific role has been received (and the 'military community' button pressed) or an expression of interest has been received through the Armed Forces Pathway, a member of the team will reach out to the individual for a chat. Then, the Talent Acquisition team shares their CV or application with all sectors and to hiring managers for specific roles. The hiring managers are supported by ex-mil colleagues and Talent Acquisition staff and encouraged to consider veterans, even where they might not necessarily have all the specific qualifications and/or commercial experience. Line managers who have successfully employed and managed ex-mil are also encouraged to advocate for the cohort.

Do you exhibit at job fairs and advertise on job boards designed specifically for members of the Armed Forces community? CTP, Buildforce, OA Scotland, Forces Employment Charity, National Transition Event, Mission Motorsport, Royal Engineers Association, REME Association, RNRM Association, SSAFA, the three

forces families associations (RN, Army RAF)

Do you put on 'Insight Days' for members of the Armed Forces community? On a local scale in regional offices. We have plans to develop this offer further.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? We offer a guaranteed 'chat' with a member of the AF community and/or a member of the Talent Acquisition team. We also help potential candidates with CV and application support and mentoring. If we can't find a suitable role, or the applicant withdraws, we will pass them on to SSAFA to support them further.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with

and support the wider Armed Forces community? We appreciate the advocacy power of our military community employees, and we allow paid time away from their contracted roles to engage with charities and Forces family communities. We offer STEM activities to schools near some MOD client sites where the school populations have significant numbers of Forces children. We actively encourage and enable colleagues - from our military community and those without a military connection of course! - to raise money for, and volunteer their time with, numerous military-related charities, from completing the Marathon de Sables and running 250kms across the Namib Desert raising funds for 'Walking with the Wounded' to acting as trustees for military-orientated charities, to collecting for the Poppy Appeal and running SSAFA Big Brew Up events in offices. ●

LEARN MORE ABOUT CAREERS AT MOTT MACDONALD

armedforcespathway@mottmac.com

Pertemps Recruitment

Pertemps has been helping people find the right jobs and helping employers find the right people since 1961. Our consultants strive to match service leavers and veterans, regardless of prior experience, with suitable positions including office work, warehousing, driving, logistics management, project management, health and safety, and training. 80% of our recruiters began their careers without prior recruitment experience, and our Managing Director, Kent Thompson, came from a military background.

How many veterans does your company employ in the UK? 200+

How many veterans were employed in the last year? 32

Do you ask at the point of job application if the applicant is a veteran? At Pertemps, we have a team who exclusively finds jobs for veterans as we acknowledge veterans' value. We actively seek out and engage with them through our specialised Forces Liaison team, which collaborates with an extensive network of companies. Our candidate registration process is designed to identify individuals with military backgrounds, ensuring we can provide tailored support to veterans seeking employment.

What perks / benefits are offered to employees of your company? Employees of our company enjoy a comprehensive benefits package, including access to a company car, ownership shares, ongoing training initiatives, discounts at various retail establishments, engaging activity days like go-karting, a generous allocation of 32 days of annual leave, which increases with length of employment, as well as opportunities for commissions and unparalleled career advancement.

Are there any specific benefits offered to employees from the Armed Forces community? In addition to our robust benefits package, we are proud to highlight the presence of our dedicated Forces Champion, who serves as a vital

support resource for all members of our Armed Forces community within the company. To acknowledge the challenges faced by military families, we provide an additional day off for spouses employed by us when their serving military partner returns from a deployment, allowing for valuable time to reconnect and readjust.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Our dedicated Forces Liaison team offers continuous coaching and mentoring throughout the employment journey, encompassing guidance on CV writing and interview preparation. Through Pertemps Driver Training, we extend complimentary commercial vehicle familiarisation sessions to service leavers and veterans seeking further experience in commercial driving, instilling confidence and eliminating the necessity for prior experience. Additionally, we provide discounted training opportunities, including Driver Certificate of Professional Competence (DCPC), to support the transition of service leavers and veterans. Recognising the challenges faced by military families due to frequent relocations, we provide a support system to facilitate job transitions, ensuring they do not encounter disadvantages.

What career development/training opportunities do you offer to employees from the Armed Forces community? At Pertemps, our commitment to

employee growth is underscored by our dedicated learning and development team, which provides an extensive array of courses designed to enhance skills and knowledge across recruitment, leadership, and management domains, guiding individuals toward nationally accredited qualifications. Additionally, our Driving Academy extends support to the Armed Forces community by offering complimentary license upgrades and discounted Driver Certificate of Professional Competence (DCPC) training.

Do you have a leave policy for reservists and cadet force adult volunteers? Two weeks of additional paid leave for reservists and one week for cadet adult volunteers.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? In every region where we operate, we proudly appoint a dedicated regional Forces Champion, ensuring that the support and advocacy for the military community permeate throughout our organisation. This decentralised approach allows us to address the unique needs and challenges faced by service members and veterans in various geographical areas effectively.

Moreover, we prioritise educating all our recruitment consultants on our commitments outlined in the Armed Forces Covenant. This comprehensive understanding is instilled right from



In every region where we operate, we proudly appoint a dedicated regional Forces Champion, ensuring that the support and advocacy for the military community permeate throughout our organisation



their induction process, where they receive thorough training sessions covering our pledges and the importance of supporting our military personnel. Additionally, we provide regular training updates and refresher courses to ensure that our consultants stay informed and aligned with our ethos of honouring and assisting the armed forces community. By embedding this knowledge within our workforce, we reinforce our dedication to upholding the principles of the Covenant and providing unparalleled support to those who have served our country.

Do you exhibit at job fairs and post on job boards designed specifically for members of the Armed Forces community? CTP, Officers' Association and Forces Families Jobs.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? Yes, we do offer a guaranteed interview scheme

for veterans as part of our commitment to supporting their transition into civilian employment.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? As a founding member of the Gold Award Association, Pertemps is deeply committed to fostering collaboration and sharing best practices with fellow Gold Award winners. We actively participate in the association's Steering Group and Regional groups, playing a leading role as the regional lead in the North West and taking charge of initiatives related to supporting Reserves.

Furthermore, our engagement extends to various Armed Forces Covenant (AFC) Strategic Boards and Regional Employer Engagement Groups across the country, where we interact with organizations at every level involved with the AFC, ensuring our commitment is felt and supported at all levels. Additionally, we have formed partnerships with numerous Reserve Units and provide steadfast support to local Cadet units, reinforcing our dedication to supporting the broader military community at both national and grassroots levels. Through these multifaceted engagements, Pertemps strives to uphold its reputation as a steadfast ally and advocate for those who have served our country. ●

LEARN MORE ABOUT CAREERS AT PERTEMPS

pertemps.co.uk

Leidos

Leidos is a Fortune 500 company with our headquarters based in Reston, Virginia in the USA. We operate in many diverse markets, with a goal to leverage science and technology to make the world healthier, safer, and more efficient. Some of our key markets include Defence, Aviation, Civil, Healthcare, and energy, with a focus on Civil, Logistics, and National Security and Defence in Leidos UK. Leidos UK are key partners to the UK Government and the Scottish Government, as well as having a strong presence in logistics. With 1,400 employees in the UK, there are a range of technological roles in our office of technology, as well as a range of business function roles such as in our Business Development, Programme Management, People & Culture, and Logistics Support teams. Veterans employed with Leidos are spread across the organisation in various roles and departments. As veterans have diverse skills, it is important not to steer them into roles that may limit their ability to grow and develop. As our employees differ in their qualifications, skills, and interests, the roles available to our veterans are equally diverse enough to reflect these differences, from early in commercial experience to more senior roles.

How many veterans does your company employ in the UK? 154 veterans which is approximately 12% of our UK workforce. This has increased from our 2023 statistic of 140 veterans employed by Leidos UK.

How many veterans were employed in the last year? 14

Do you ask at the point of job application if the applicant is a veteran? At job offer stage, the applicant needs to provide a copy of their P45 or complete a new starter checklist that asks if they are a veteran.

What perks / benefits are offered to employees of your company? Leidos employees in the UK have access to private medical cover through AXA Health, a generous Aegon pension scheme, as well as Life Assurance Flex. As well as

these fantastic benefits, Leidos UK offer partner life insurance that all employees can choose to pay in to, as well as dental insurance and the opportunity to purchase a gym membership at a reduced company rate. One of our most popular benefits is the opportunity to buy and sell annual leave, giving Leidos the opportunity to increase their annual leave, or sell any left-over time off back to the company. Our package includes private medical cover, ensuring access to high-quality healthcare when needed, as well as a generous pension scheme and life assurance to provide financial security for the future. Cycle to work schemes, menopause support and access to mental health and well-being app.

Are there any specific benefits offered to employees from the Armed Forces community? A Military and Family Life Counseling Programme in Leidos provides servicemen and women and their families with a reliable counselling programme that is accessible and offers transformative services in support of life, health, and readiness. Veterans are also given the opportunity to customise their Leidos rewards/benefits to better suit their needs.

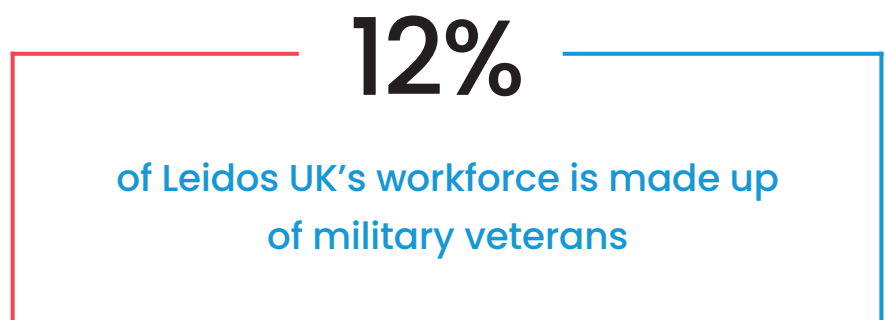
Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Leidos has established partnerships with various organisations aimed at attracting and recruiting talent from the Armed Forces community including Women in Defence, Women Empowering Defence and WithYouWithMe.

What career development/training opportunities do you offer to employees

from the Armed Forces community? All Leidos employees have access to worldclass training resources from all over the world. To cater to a variety of different learning styles and neurodivergences, Leidos is able to offer learning material from Skillsoft, Precipio, Udacity, Udemy and Harvard Manage Mentor. Leidos UK also offer mentoring and reverse mentoring programmes to all employees, giving veterans the opportunity to work closely with existing Leidos employees for more hands-on experience. In relation to technical upskilling, Leidos UK can offer the use of the Leidos TechX Academy, a training academy designed and developed at Leidos UK with the intention of upskilling our company's technical and non-technical talent to better suit the needs of the business and the career progression of our employees.

Do you have a leave policy for reservists and cadet force adult volunteers? The inclusion of paid annual military leave, contractual benefits during call-up duty, and additional flexible benefits illustrates Leidos' dedication to accommodating reservists and ensuring their contributions are valued and supported within the organisation.

Do you have a veteran/military Employee Resource Group (ERG) or network? The Leidos Military Alliance Group (MAG) is a professional network of Leidos employees made up of veterans, military spouses and those interested in supporting veterans at Leidos. MAG is a global ERG with members based all over the world, from various countries and areas of service. MAG was founded to recognise and celebrate the service of veterans in the





RANKING

10

JUDGES' SCORE

80.5/100



organisation, unify company veterans from different countries and areas of the business, support during time of duty and hardship, and support both veterans and the spouses of veterans at Leidos. The primary goal of MAG is to 'serve those who have served'.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? Operation Military Veteran Program (MVP) is the company-wide initiative to hire and support military veterans and spouses. Due to veterans' awareness and understanding of some of our key clients, such as the MoD, veterans are a valuable asset to Leidos that our hiring managers appreciate. Leidos have mandatory Equality, Diversity, and

Inclusion (EDI) modules which are highly beneficial for understanding veterans due to the unique challenges they face upon reintegration into civilian life. These modules provide essential insights into fostering an environment where veterans feel valued, respected, and included. By engaging with EDI modules, individuals can learn to recognise and address biases, promote inclusivity, and create supportive environments that honour the contributions of veterans. The Talent Acquisition team encourage diverse interview panels, to help overcome biases during the interview process.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? We partner with a number of charities that work with serving and veteran members of our armed forces, such as Forces Wives and Carma, who endeavour to support both veterans suffering from PTSD, and the families of active service men and women in the UK who may need support. Leidos are committed to supporting disabled veterans through the Disabled Veterans Scholarship Fund. ●

LEARN MORE ABOUT CAREERS AT LEIDOS

ukcareers.leidos.com

AtkinsRéalis

AtkinsRéalis is a world-leading design, engineering and project management organisation. We connect people, data and technology to transform the world's infrastructure and energy systems. We offer a friendly pathway into a rewarding second career where veterans can make a tangible, sustainable impact on the world.

How many veterans does your company employ in the UK? 240

How many veterans were employed in the last year? 80

Do you ask at the point of job application if the applicant is a veteran? With our extensive talent acquisition and recruitment activities targeted at armed forces community members (including veterans), we will know many of our entrants before they apply for roles online. Those applying directly via our website are encouraged to highlight their armed forces connections in their CV rather than to hide them and to bring out their relevant armed forces experience in interview. When new starters join the company, they will be asked to provide voluntarily a range of Equality, Diversity and Inclusion information in the HR tool which includes questions on their links to the armed forces community ranging from veteran,

reservist, military spouse or partner and cadet force adult volunteer.

What perks / benefits are offered to employees of your company? We offer competitive salaries, personalised health and wellbeing programmes, limitless learning opportunities, as well as flexible working policies to support you inside and outside of work; whether that's hybrid working, working part-time, flexible start and finish or working abroad for some of the year.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? AtkinsRéalis has for ten years funded and resourced a dedicated Partnering with Armed Forces (PwAF) programme team which engages and supports Service leavers and veterans in their transition into their next careers. It conducts extensive outreach with military resettlement organisations and organises events. AtkinsRéalis' hiring managers and full-time recruitment teams match candidates to appropriate positions, ensuring continuous contact during recruitment. Our PwAF Veteran Recruitment Mentor network often introduces these candidates, reviews their CVs, and advises on their fit in the business. We evaluate veteran candidates'

non-traditional experiences with open minds, treating their job applications with fairness and understanding. When a candidate doesn't fit a role's requirements precisely, our Atkins recruiters and interviewers can see their potential to grow into talented consultants. New starters are provided with a buddy, onboarding and induction to ensure they understand the new culture they've joined.

What career development/training opportunities do you offer to employees from the Armed Forces community? Every employee is free to drive their career in their direction of interest. They can reach for learning experiences, build their skills and navigate to their aspired role. AtkinsRéalis encourages veterans to use the Enhanced Learning Credits they receive with their resettlement.

Do you have a leave policy for reservists and cadet force adult volunteers? We offer reservists an additional ten days of paid annual leave, ensuring they can meet their minimum training commitment. Further unpaid leave can be requested for additional professional training and development as needed (e.g. basic training or commissioning courses). We routinely have reservists deployed on operations at home and overseas.

Do you have a veteran/military Employee Resource Group (ERG) or network? PwAF runs an active Armed Forces Community network on a company Viva Engage chat net with over 350 members. The network is a forum for new starters to introduce themselves and to start to build up connections across the company. It is used to publicize social events being organised for community members, charity funding raising, courses, sharing business-winning knowledge and ensure all know about reward packages or benefits available to veterans (health and wellbeing, veterans ID cards, railcards etc).

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? AtkinsRéalis ensures the message





that we are a Forces-friendly company which values this talented pool is passed top down from Senior Leadership Teams and the Partnering with the Armed Forces (PwAF) Programme Board. This messaging is reinforced by the PwAF team being on the UK Equality, Diversity and Inclusion Steering Group and through webinars and direct messaging via weekly internal news channels. The PwAF team works closely with the Recruitment Teams across the business in order to integrate its expert advice with the standard recruitment process. We have Veteran Recruitment Mentors who engage with hiring managers and interview panels to ensure all are aware of the value we place on veterans and other members of the armed forces community. A new Line manager policy is in development which will ensure good practice on management of armed forces community members is defined and shared widely.

Do you exhibit at job fairs and advertise jobs on websites designed designed

specifically for members of the Armed Forces community? CTP, BuildForce, Forces Employment Charity, RAJA, Forces Families Jobs, White Ensign Association and Recruit for Spouses.

Do you put on 'Insight Days' for members of the Armed Forces community? We organise annual in-person insight days and have recently run an online virtual insight day which was considered a success with 60 attendees.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? Not yet.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with

and support the wider Armed Forces community? We run the Wessex Region's Gold Award Association forum and attend the GAA Steering Committee. We attend the Wessex Region Regional Employer Engagement Group and are representing the Bristol area sub-REEG. We have also run reservist recruitment fairs in Bristol and will widen this activity to other sites this year. We support a Recruit for Spouses seminar on helping military spouses develop CV writing skills. We also support SSAFA with its Big Brew Up in Armed Forces Week, its annual Reservist Reception and other more localised fund raising events. We partner with the Royal Engineers infrastructure experts at Chilwell which underpins our reservists there. ●

LEARN MORE ABOUT CAREERS AT ATKINSRÉALIS

careers.atkinsrealis.com

Veolia UK

As the UK leader in resource management, we provide a comprehensive range of waste, water and energy management services designed to build the circular economy and protect the environment. Our purpose is ecological transformation and we know that it takes every one of us to bring this ambition to life.

Veolia has over 14,000 employees in the UK and Ireland alone and has benefited from the skills reservists, veterans and military families can bring to our business. We recognise that ex-forces candidates have a strong work ethic and dedication as they bring values and ethics from their military training to the commercial and operational workplace. They are highly skilled and qualified with experience to fulfil the specifications of many of our job roles, including those experiencing civilian skills shortages such as mechanical, electrical and multi-skilled engineers, drivers, project managers, QHSE advisors and more. They exhibit much needed cross-functional skills, such as teamwork, motivating others, communication, problem-solving, organisational skills and strategic thinking.

How many veterans does your company employ in the UK? 500+

How many veterans were employed in the last year? Over the past year, 134 new employees indicated they had previous military service. However, this is an optional field within the application form, therefore this would suggest that the number could be much higher.

Do you ask at the point of job application if the applicant is a veteran? At the time of application the candidate has the option to inform us whether they are from a military background or not. We also ask the question at the onboarding stage, which allows us to run reports on the number of veterans we have within the business.

What perks / benefits are offered to employees of your company? Here at Veolia, we understand the market for candidates is very competitive therefore we continue to enhance our employee

offering. This includes: discounts on everything from groceries to well known retailers; access to a range of resources to support your physical, mental and financial health, so you can lean on us whenever you need to, this includes up to 6 free counselling sessions; 24 hour access to a virtual GP, 365 days a year, for you and family members in your household; and one paid day's leave every year to volunteer and support your community.

Are there any specific benefits offered to employees from the Armed Forces community? Veolia will allow any employee who decides to join the Armed Forces a period of unpaid leave during their basic training. This provides them with the option and security to return to their previous role in Veolia if they aren't successful. To support the spouses, children or parents of those on active duty or a call to active duty in the regular or reserve forces, we will provide additional reasonable time to deal with urgent and deployment related matters.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Working under the Armed Services Covenant, we have a mutually beneficial strategic relationship that includes the appointment of an Armed Forces Champion to promote the employment of service leavers and

veterans, work with employees who are members of reserve forces and work with cadet forces. We help careers of service spouses and partners and provide flexibility in granting leave for service spouses and partners before, during and after a partner's deployment.

What career development/training opportunities do you offer to employees from the Armed Forces community? Our range of apprenticeships and professional development opportunities are great solutions to gain qualifications or learn a new skill. From mechanical engineering and HGV driving to business administration and finance, with us, you can take that huge first step. Even after you finish the apprenticeship, you can continue learning for as long as you want to. We're strong believers in continuous development and actively encourage and support all our people to keep going.

Do you have a leave policy for reservists and cadet force adult volunteers? We support our reservists by giving them an additional 10 days leave to attend annual training so they don't need to use their existing annual leave for this. Another commitment we have made is to treat reservists' period of mobilisation as unpaid special leave with continuity of employment and related benefits preserved throughout the period of service.





RANKING

12

JUDGES' SCORE

79/100



Do you have a veteran/military Employee Resource Group (ERG) or network? We have a specialist Veolia Armed Forces Community. This is an online forum made up of Veolia UK's former and reserve Armed Forces personnel. The group is in place to provide regular updates to our community as well as for colleagues to share stories and act as a support network for each other.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? The Talent Acquisition team plays a key part in educating our hiring managers. We offer recruitment workshops, 121 briefing calls and business unit education sessions to increase manager knowledge of recruiting from the Armed Forces community. This education piece focuses on highlighting key soft and hard skills that are easily transferable from day to day military life. We also offer guidance around technical qualifications and experience that may have been acquired in the forces

and how these can be transferred into key technical roles within Veolia. We also have a robust scoring system to ensure interviews are not biased and the best candidate is selected.

Do you exhibit at job fairs and post on job boards designed specifically for members of the Armed Forces community? CTP, REME, White Ensign Association.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? We have committed to guarantee a job interview for any service leaver or veteran who meets the minimum requirement for the role. Veolia will offer work placement opportunities ahead of leaving the services, providing an introduction to the civilian work environment with a view to

assisting them gain future employment within Veolia. We work alongside the CTP to facilitate these opportunities.

How else do you seek to engage with and support the wider Armed Forces community? We annually donate to Army Rugby and in 2023 we donated to the Welsh Guards charity. These contributions reflect our dedication to supporting the well-being and interests of the military community. We deliver military training for our future leaders and managers on our Step Up Programme. We have established a positive and growing relationship with The Welsh Guards and in 2023 ran a military training day with them which delivers an insight into military operations and a taste for military leadership and training. ●

LEARN MORE ABOUT CAREERS AT VEOLIA UK

veolia.co.uk/careers

FDM Group

FDM recruits ex-forces, reservists, spouses and veterans from all ranks, from private to full colonel equivalent and across all three services. Despite recruiting across the rank structure, The FDM Ex-Forces Programme (EFP) is rank agnostic with skill set, attitude, and aptitude key drivers. Covering the whole of the UK, the FDM EFP is looking for individuals who have the potential, that once having completed FDM's accredited training, they can embark on a successful and meaningful second career as an FDM Consultant across our blue-chip client base. As permanent employees, FDM provides an excellent support package to oversee the transition for forces personnel into the corporate world. The aim is to provide a soft landing for ex-forces into the corporate world and after a minimum of two years of working for FDM the nirvana is for an individual to secure a permanent role with their client.

How many veterans does your company employ in the UK? 172 - in total over the last ten years 831 consultants and 56 internal staff.

How many veterans were employed in the last year? 74

Do you ask at the point of job application if the applicant is a veteran? Yes - FDM specifically targets ex-forces personnel and so at the point of entry it is very clear that we are dealing with ex-forces, reservists, vets or spouses who have applied to the EFP. We seek verification through service records but also, for the 100,000 grads who apply for our graduate programme are asked whether they are serving, have they ever served, are they in the reserves or are they a military spouse.

What perks / benefits are offered to employees of your company? FDM offers paid training at no cost to an individual who has secured a place on one of FDM's TechUK accredited courses. Having passed the relevant course an individual is offered a job for at least two years as an FDM Consultant. During this time they have access to a mentor, FDM's training and coaching programmes

operating across our skills lab, providing focused career progression in their area of expertise. At the end of an individual's initial 24 months with the client they have been working for the client has the option to internalise their FDM Consultant, at no fee.

What career development/training opportunities do you offer to employees from the Armed Forces community? The training delivered to Ex-Forces on the EFP is at no cost to the individual and indeed they are paid whilst in the FDM Skills Lab. This training is client driven and designed to ensure that the skills acquired in the forces translate into something of value in the corporate world. Throughout an individual's career with FDM the opportunities to upskill are well established either through the FDM Skills Lab, LinkedIn Learning, Mentors, Coaches. As for progression the aim is for members of the EFP to be offered a permanent role with their client which inevitably involves promotion and a salary increase, which is replicated if they choose to remain with FDM. Internally ex-forces have been promoted across the business.

Do you have a leave policy for reservists and cadet force adult volunteers? There is a specific leave policy for reservists and adult cadet forces volunteers offering an additional 10 days leave to attend annual

camp. There are currently 37 members of the programme who are reservists. This policy also includes any member of the ex-forces who wishes to volunteer for disaster relief, such as Teams Rubicon and/or React. There is also a policy for those reservists who have been mobilised - FDM guarantees their employment when they return but also provides an upskilling package and access to PTSD Resolution if required.

Do you have a veteran/military Employee Resource Group (ERG) or network? Every service person who joins the FDM EFP automatically becomes part of the Mil Network. It is tribal and plays a vital part in the transition of those out of the forces into the corporate world. Initially the aim is to provide a soft landing and to translate military experience into skills that are valued commercially. This covers CV writing, interview preparation and onboarding. Once placed with an FDM client the FDM Ex- Forces team ensures that an individual has the right skills to deliver but most importantly provides a level of pastoral care that ensures an easy transition into the corporate world. This entails briefing clients as to what to expect from ex-forces personnel but also dealing with both physical and mental disabilities, PTSD, and those who are struggling to adjust. FDM also hosts social and professional events for ex-forces still employed by FDM and those





RANKING

13

JUDGES' SCORE

78.5/100



in the Alumni network.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? The EFP is a high-profile element of FDM Group and is heavily involved in every aspect of the business. Thus, colleagues across the company are constantly exposed to the unique skills of those leaving the forces and are rightly valued for what they bring to FDM but also our client base. There are also briefings as part of the onboarding process for new employees to mitigate the stereotypical view of the services.

Do you exhibit at job fairs and post on job boards designed specifically for members of the Armed Forces community? CTP, Forces Employment Charity, Security Expos, Mission Motor Sport, RAJA, Leavers Link, LinkedIn, and a variety of other platforms/websites - Indeed, Pathfinder etc to advertise the EFP.

Do you put on 'Insight Days' for members

of the Armed Forces community? Insight days are held every month face to face in FDM's centres in London, Leeds, and Glasgow. The purpose of the day is to provide candidates, of all ranks, who have expressed an interest in FDM the detail of the FDM model to enable them to make an informed decision as to whether they wish to continue to the next stage of their application.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? Yes – FDM guarantees an interview/assessment for everyone who applies and wishes to progress to the Interview stage.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces

community? As an early recipient of the gold award, FDM is very proud of what we have delivered for all ranks. Off the back of the success of the EFP, FDM was invited to be a member of Minister for Veteran Affairs' Veterans Employment Group helping to shape future thinking as to how best to employ ex-forces personnel. A staunch supporter and user of PTSD Resolution. FDM is a main sponsor and contributor to Walking with the Wounded's major funding raising event, the Cumbrian Challenge and a huge contributor to London, Leeds and Glasgow Poppy days over the last 10 years. FDM has been involved in supporting the British Ex-Forces in Business Awards since inception, winning the coveted Best Employer of the Year award in 2021 and being highly commended. We have also been supporters and employers of the White Ensign Association. ●

LEARN MORE ABOUT CAREERS AT FDM GROUP

careers.fdmgroup.com

Lloyd's

Lloyd's is the world's leading insurance and reinsurance marketplace, formed of a society of members, incorporated under the Lloyd's Acts 1871 – 1982. Its members write onshore insurance in 80 countries, onshore reinsurance in 100 countries and offshore reinsurance in over 200 countries. All insurance business in the Lloyd's market is underwritten by Lloyd's members, with over 50 leading insurance companies, over 380 registered Lloyd's brokers and a global network of more than 4,000 local Coverholders. As the opportunities are vast, the Lloyd's Military Network ("LMN") runs an Insight Day to help veterans understand where their skills may align and what type of role interests them the most and a Placement Scheme to bridge the knowledge and experience gap of candidates by providing access to on-the-job training and a route to possible employment opportunities.

How many veterans does your company employ in the UK? 1,000+ across the Lloyd's Corporation and Lloyd's market.

How many veterans were employed in the last year? Over 20 in the in the Corporation and wider Lloyd's market.

Do you ask at the point of job application if the applicant is a veteran? Yes – everyone who applies has the option in the application to tick if they are a veteran, a reservist or the spouse or family member of a serviceman/woman or veteran.

What perks / benefits are offered to employees of your company? Including but not limited to: Flexible Working, Family Leave, Secondments, Study Packages and Charity Days.

Are there any specific benefits offered to employees from the Armed Forces community? Veterans are fully immersed into a network of informal mentoring and an opportunity to support one another. This aids the transition out of the military and provides the sense of togetherness that many veterans miss. Networking is a pillar of the Lloyd's Military Network, a forum for the veterans and serving

reservists operating within the Insurance industry to meet and share ideas.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? The Lloyd's Military Network runs a biannual placement programme across the market. This usually would involve an eight-week placement at a participating firm to provide exposure to different aspects of the industry and to network. The placement scheme offers veterans the opportunity of a work placement in the most advanced insurance market in the world. The placement has two objectives: firstly, to bridge the knowledge and experience gap of candidates by providing access to on-the-job training and a route to possible employment opportunities in the firms looking to hire. Secondly, we actively engage with hiring managers in the market to discuss the benefits of recruiting ex-military talent whilst addressing any perceptions or perceived limitations of military personnel. The Lloyd's Military Network Placement Scheme has a 90%+ conversion rate into permanent employment.

What career development/training opportunities do you offer to employees from the Armed Forces community? Lloyd's offers a comprehensive set of learning initiatives to meet each individual's training and development needs. These include technical skills and knowledge training, management and leadership development. Veterans on the placement scheme participate in a tailored technical training programme to improve their knowledge of the insurance

industry, beginning with an Introduction to Lloyd's and the London Market. When participating in the placement scheme, veterans are assigned a mentor to support them to secure employment and support with networking.

Do you have a leave policy for reservists and cadet force adult volunteers? Corporation of Lloyd's grants employees "special paid leave" specifically to enable them to attend training, initially up to a maximum of 25 days over their first two years and thereafter up to a maximum 10 days annually.

Do you have a veteran/military Employee Resource Group (ERG) or network? The Lloyd's Military Network was established in 2015 to support the transition of Service Leavers into the insurance industry. We are a cross-industry network with over 500 members, supported by a number of firms across the London Market and beyond. Additionally the Corporation of Lloyd's has its own ERG.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? We espouse the benefit of hiring veterans to the Lloyd's market and promote the soft and hard skills to potential hosting organisations in the military placement scheme. Those hiring managers from the military placement scheme are informed of the benefits of hiring a veteran.

Do you exhibit at job fairs and post on job boards designed specifically for members of the Armed Forces community? No,

1,000+

veterans work across the Lloyd's Corporation and Lloyd's market



but the LMN insight day is comparable to a jobs fair for the insurance industry. It covers many different organisations within the Lloyd's insurance market. Our insight days are posted in various military fora including LinkedIn and the Careers Transition Partnership.

Do you put on 'Insight Days' for members of the Armed Forces community? The Lloyd's Military Network hosts an Insight Day twice a year ahead of the placement schemes to share an understanding into the roles available. Along with associated individuals at Lloyd's, Service Leavers, often those who secured employment as a result of participating in the placement scheme, speak and present. This provides an authentic and relatable insight into the opportunities and job roles available. The day concludes with a Q&A, placement scheme application guidance, and networking. The Insight Day receives great feedback and generates a lot of

applications.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? The LMN is closely aligned to two charitable organisations, the Lloyd's Patriotic Fund and the Royal British Legion (Lloyd's and City of London Branch), and work closely together to achieve common charitable aims. Founded in 1803, Lloyd's Patriotic Fund is the oldest military charity of its kind, supporting the armed forces community on behalf of the Lloyd's market. The LMN's charitable focus is to improve the transition to civilian life for

veterans and their families.

Why should service leavers and veterans consider working for your company over others? Lloyd's has an excellent reputation for the successful recruitment of veterans to long term posts. The Lloyd's Military Network offers continued support from existing veteran employees and dedicated Lloyd's employees. Lloyd's has a great understanding of the transition veterans experience when transitioning into civilian life and the challenges this may bring. Veterans should choose Lloyd's as it is an historic organisation that upholds traditions with strong values and respect for tradition. ●

LEARN MORE ABOUT CAREERS AT LLOYD'S

lloyds.com/lloyds-military-network

Roke

A leading UK innovator in science and engineering, for over 60 years Roke has been improving the world through its research and development, combining the physical and digital in new ways. Its journey began in defence but as the decades have rolled on it has also invented and engineered technically advanced data and communication systems in national security and for the world's largest companies.

Veterans are spread across varying roles in Roke, who don't pigeon hole veterans in to specific jobs.

Service leavers have a vast transferable skill set that is sought after in Roke. Despite being a technical company, it has numerous supporting roles suitable to veterans as well as in-depth technical roles that are suitable to technically trained service personnel.

How many veterans does your company employ in the UK? 76

How many veterans were employed in the last year? 25

Do you ask at the point of job application if the applicant is a veteran? No - We identify in other ways

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? Integrity, Reliability, Adaptability, Can do attitude. Service leavers have a vast transferable skill set that is sought after in Roke. We have roles for technically-trained service personnel, as well as numerous supporting roles.

What perks / benefits are offered to employees of your company? We really focus on employee wellbeing. On top of the standard benefits you'd expect, we offer an extra day's leave for your birthday, private medical, a share save scheme, car benefit scheme and a wide choice of flexible benefits.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Yes. This includes a

76

veterans are employed by Roke in the UK

Guaranteed interview scheme, Civilian Work Attachment Policy and Reservist Leave Policy. We're also proud to be an ERS Gold award holder. The Roke Academy takes motivated, passionate non-technical people and trains them over a period of six months with a strong foundational technical skillset ready to join a Roke technical project team. This on top of Roke's experienced hire pipeline makes Roke an appealing prospect to many veterans.

What career development/training opportunities do you offer to employees from the Armed Forces community? All employees get the same training & development opportunities including a training budget and our mentoring programme. All employees at Roke are encouraged to create a professional development plan that is tracked through the line management process. The company encourages continuous professional development.

Do you have a leave policy for reservists and cadet force adult volunteers? Yes for reservists.

Do you have a veteran/military Employee Resource Group (ERG) or network? The Roke Veterans' Network is an internal employee network of reservists and veterans dedicated to helping serving personnel who are leaving the Armed Forces to transition into successful careers in Civvy Street. Activities include: NAAFI break on a Friday, monthly meeting, Remembrance Parade every November, quarterly breakfast funded by Roke, and Service Leavers Day.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that



ROKE

RANKING

15

JUDGES' SCORE

78.25/100



veterans are a talent group you value highly? At Roke we have a CV review team, where if a hiring manager does not understand a CV and can identify it as a Veteran CV it is forwarded to the Chair of the RVN who will allocate a member of the CV review team with the suitable SQEP to navigate the CV and sign post accordingly.

Do you exhibit at job fairs designed specifically for members of the Armed Forces community? Yes, Roke has supported Security Cleared Expo, Forces Transition Group, TechVets and the Forces Employment Charity.

Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? Forces Employment Charity, TechVets, CTP.

Do you put on 'Insight Days' for members of the Armed Forces community? We hold

an annual Roke Service Leavers Day.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? Yes.

How else as a company do you seek to engage with and support the wider Armed Forces community? We work with TechVets and the Forces Employment Charity. Our annual Service Leavers Day is designed to help those transitioning from the armed services. We also run dedicated recruitment campaigns for service leavers and our internal referral scheme means employees can refer friends for potential employment.

How does employing from the Armed Forces community add value to your organisation as a whole? The Roke Veterans Network is an integral part of our business and our culture.

Why should service leavers and veterans consider working for your company over others? Roke offers interesting, varied and challenging work in great locations across the UK. There's great support at hand, both from the established Roke Veterans Network and across the business, to develop your career. We're proud to make the extraordinary everyday and improve the world through innovation. ●

LEARN MORE ABOUT CAREERS AT Roke*roke.co.uk/careers*

Airbus

Airbus is the largest civil aerospace company in the UK, the biggest civil aerospace exporter, the largest space satellite company, the biggest supplier of large aircraft to the RAF by value and responsible for around 50% of the UK's civil and military helicopter fleet. Outside of back office positions, typical roles available include: engineering, project management, design engineers, contract bid managers, public affairs specialists, mechanics, maintenance, repair and overhaul (helicopters).

How many veterans does your company employ in the UK? 307

How many veterans were employed in the last year? 20

Do you ask at the point of job application if the applicant is a veteran? No, but we carry our annual surveys asking our employees if they were veterans or not; we are also signed up to the Careers Transition Partnership. All employees are asked, on a voluntary basis, to register their service details within our HR tool.

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? The Armed Forces; Royal Navy, Army and Royal Air Force train personnel to the highest standards.

Their values, discipline and behaviours are compatible with our business. Specifically, we highly value: Discipline, Time management, Dedication, Practical engineering, Problem solving, Prior experience with our capabilities and end products.

What perks / benefits are offered to employees of your company? Company Pension Scheme, 25 days holiday, Employee Discounts including on campus restaurants, travel, childrens entertainment, Employee Share Scheme, Private healthcare, Job training and upskilling, Parental leave, Expensed travel for work.

Are there any specific benefits offered to employees from the Armed Forces community? Reserves Forces HR policy provides additional leave for reservists, 10 days paid and 5 days unpaid, in support of their duties. We also support transitional training for veterans.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Airbus is a signatory of the Armed Forces Covenant and a proud holder of the Employer Recognition Scheme Gold Award. We have been a member of the CTP since 2017. Our Armed Forces and Veterans ERG does a

lot of work promoting the attractiveness of Airbus as a company for veterans, including hosting Armed Forces and Veterans events at the Farnborough International Air Show. We offer placements to Armed Forces personnel within Airbus across all of our divisions.

What career development/training opportunities do you offer to employees from the Armed Forces community? All employees, including veterans and reservists, are encouraged to engage in lifelong learning and have access to training resources and career development courses throughout their careers. This incorporates on-the-job training, as well as formal and informal learning. The Airbus Leadership University was launched in 2015, giving employees at all levels access to a broad portfolio of development programmes, courses, blended learning solutions, conferences, learning expeditions, events, team workshops, and coaching, to enhance their leadership and team development skills. The University promotes experiential development and goes beyond traditional ways of learning.

Do you have a leave policy for reservists and cadet force adult volunteers? 10 days paid and five days unpaid additional to their normal holiday days.

Do you have a veteran/military Employee Resource Group (ERG) or network? Yes, we have a community of over 350 people. The ERG is the interface for the Armed Forces community to represent its view to the senior managers and HR. The ERG is broken down by UK sites, providing local support and working with local groups including universities, cadets and military units. The ERG informs the community of relevant information as well as organising internal communications campaigns to raise awareness of the Armed Forces communities within Airbus.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? We have resources available on our Armed Forces ERG internal site for managers of





veterans and reservists. We conduct a number of internal communications and large events throughout the year to raise awareness.

Do you exhibit at job fairs and advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? Yes, through the CTP and local Talent teams when they are available.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Yes, as a signatory of the Armed Forces Covenant and a proud holder of the Employer Recognition Scheme Gold Award, Airbus is committed to supporting its cohort of serving Armed Forces personnel, their families and Veterans across all of its UK sites, recognising the invaluable contribution they make and

have made respectively in service of their country.

How does employing from the Armed Forces community add value to your organisation as a whole? The Armed Forces; Royal Navy, Army and Royal Air Force train personnel to the highest standards. Their values, discipline and behaviours are compatible with our business, primarily in Defence and Space but also across our Helicopters and Commercial Aircraft divisions. Engineers and technicians from the Armed Forces work with some of the world's most advanced defence systems, with specialisms in aeronautical, avionics, electrical, mechanical, nuclear, communications and marine engineering,

to name a few. The cross-functional skills and recognised qualifications gained by all military personnel during their time of active service are transferable to many sectors including automotive, aviation, construction, chemical-process, engineering, telecommunications and IT.

Why should service leavers and veterans consider working for your company over others? Airbus UK supports the UK's sovereign defence capabilities, working closely with the MOD across our Defence and Space, Intelligence and Helicopters business units. We have a strong respect for the service given by the Armed Forces through this relationship, which carries over into our respect for veteran employees. ●

LEARN MORE ABOUT CAREERS AT AIRBUS

airbus.com/en/careers/professionals

Sodexo

Sodexo's UK & Ireland business employs around 30,000 people, partnering with clients across more than 2,000 sites and serving more than 1m people every day. We operate in both the public and private sector in business and industry; schools and universities; sports and leisure; government and agencies; health and care; justice; defence, and energy and resources. Sodexo teams provide facilities management, catering services and property management, and we do this at sites that range from hospitals and prisons to stadium events and iconic cultural locations. When we examine our veteran population, it is distributed across our organisation – all business segments, roles and grades. We welcome this spread as it allows us to leverage the many transferable skills that the ex-Armed Forces community can bring to the workplace, and 'best-fit' these skills to a myriad of roles.

How many veterans does your company employ in the UK? 500+

How many veterans were employed in the last year? Not provided

Do you ask at the point of job application if the applicant is a veteran? Yes

What perks / benefits are offered to employees of your company? We offer an

extensive reward and benefits package including Spectrum Life (mental health and wellbeing); Talk (free, confidential employee assistance programme); YuLife (virtual GP, health checks and exercises); cycle to work scheme; Go&Live (Legal and General financial wellbeing hub); gym discounts; Spree card (5% cashback on shopping); Costco membership; Sodexo discounts (savings on 1,900 high street brands); Sodexo retirement plan, Sodexo employee lottery; 3 days' paid leave for every employee to take part in community activities; five days' additional paid leave for carers, enhanced life insurance cover; IVF and neonatal paid leave; and support programmes for menopause and endometriosis.

Are there any specific benefits offered to employees from the Armed Forces community? We offer a Reservist policy as well as employment opportunities for military spouses and families and guaranteed interviews for roles that candidates have the required or transferable skills and qualifications.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Not specifically as programmes are available to all, however where required there are opportunities

for service leavers and veterans with no existing experience, as their skills are so transferrable, including training and mentoring. These are offered on an individual requirement to support the service leaver, veteran or family member.

What career development/training opportunities do you offer to employees from the Armed Forces community? We offer apprenticeship programmes up to Level 7; internal training and development through face to face events and via our online Ingenium platform; external training and development; and shadowing/secondment opportunities.

Do you have a leave policy for reservists and cadet force adult volunteers? Yes, this is included in our Reservist policy and offers 10 days' paid leave every year, on a flexible schedule to support training and other commitments.

Do you have a veteran/military Employee Resource Group (ERG) or network? Yes, 'Military Connections' is our dedicated network for veterans, reservists and military families. This is a group led and attended by military representatives from across Sodexo, and provides opportunities for employees from the Armed Forces community to engage with each other, share their experiences, support each other and help other military colleagues with their transition from military to civilian careers.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? Our resourcing team actively promotes our policy to recruit from the ex-military cohort, using real life examples of veterans who have joined Sodexo and are thriving in new civilian careers. We share these powerful stories via internal channels including Town Hall briefings, social media posts, events and our weekly internal newsletter.

Do you exhibit at job fairs and post on job boards designed specifically for members of the Armed Forces community? We engage in a number of specialist recruitment channels including the Career Transition





RANKING

17

JUDGES' SCORE

77.5/100



Partnership (CTP) and British Forces Resettlement Services (BFRS).

Do you put on 'Insight Days' for members of the Armed Forces community? We have held virtual drop in sessions where we invite members of the Armed Forces Community to dial in and hear from key members of our operational, recruitment and HR teams about the benefits of working for Sodexo and our commitment to recruiting more forces veterans. There is an opportunity to ask questions as part of these sessions.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? Yes, we guarantee interviews for roles where veterans have the required skills and knowledge gained through their military experience.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces

community? Sodexo was an early signatory of the Armed Forces Covenant and has been awarded the Defence Relationship Management's Gold Employer Recognition Award, the highest badge of honour from the Ministry of Defence. We also work with a number of service charities, in particular SSAFA, the Armed Forces Charity, a partnership spanning over 15 years. We were one of the first businesses to sign up to support the SSAFA's Friendly to Forces campaign, which calls for more UK companies to challenge their perceptions about hiring service leavers. Our employees support year round with a range of fundraising events, volunteering days and at SSAFA challenge events such as the 13 Bridges Challenge. Through Sodexo's Stop Hunger Foundation, we also fund SSAFA's Homelessness Fund and have donated over

£500,000 through this initiative.

Why should service leavers and veterans consider working for your company over others? We're proud to have partnered with the military for more than 30 years, focusing on making a positive difference to the lives of those who serve in the forces and in wider military communities. From providing career opportunities for veterans to thrive through to helping spouses of service military find employment within our contracts, we support those who fight for our country, day in, day out. This long-standing history and experience has given us a deep insight into military ethos and we believe that this helps us position ourselves as an employer of choice for service leavers, veterans, reservists and the wider military community. ●

LEARN MORE ABOUT CAREERS AT SODEXO

sodexojobs.co.uk

BNY

Founded by Alexander Hamilton in 1784, BNY is the oldest bank in the US and the longest continuously operating company in New York City. You may not have heard of us – we don't have a retail, high-street presence in the UK – but we are the bank for other banks. Our clients include more than 90% of the companies in the Fortune 100. We oversee nearly 50 trillion dollars in assets for our clients – roughly a fifth of all the world's investible assets – managing it, moving it and keeping it safe. We have veterans employed across most areas of the business in the UK, albeit with a tendency towards Operations, Change Management and other Corporate Staff roles.

How many veterans does your company employ in the UK? 35

How many veterans were employed in the last year? 11 in 2023, and seven in the first half of 2024 so far.

Do you ask at the point of job application if the applicant is a veteran? If individuals register with our UK Veterans Programme they are captured as service leavers, veterans or reservists.

What perks / benefits are offered to employees of your company? Contributory pension and health benefits, among

a range of other industry-standard contributory and non-contributory benefits.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? The UK Veterans Programme is our pathway into the firm for members of the Armed Forces community. This covers service leavers (about to leave the Armed Forces) and job seekers; veterans (have already left the Armed Forces, however long ago); and Reservists (members of the Reserve Forces across the three Services. The UK Veterans Programme operates all year round, so it is available whenever it is needed. Service leavers, veterans or reservists can apply when they're ready and keep in touch with their Talent Acquisition point of contact throughout the time they are searching for a role. As the programme is open all year round, if registrants are still serving, they don't need to align resettlement or last day of service with a fixed programme start date. The programme is focused on matching registrants to open roles at BNY, primarily those that have been identified with a manager seeking to hire veteran or service leaver talent. Talent Acquisition will verify registrants as an eligible member of the Armed Forces community and then get in touch to

arrange a screening call; this approach will typically happen within two weeks of registration. The screening call will be conducted by the assigned Talent Acquisition point of contact, who will remain the principal point of contact throughout a registrant's time in the programme for all matters related to specific roles. They will discuss the programme, career aspirations, and the types of roles we have available in our different UK locations. Once registered with the UK Veterans Programme registrants will also be notified of opportunities to network and to understand more about BNY, including through insight events.

What career development/training opportunities do you offer to employees from the Armed Forces community? All BNY employees have access to the full suite of Learning and Development opportunities. In addition, the VETNET Employee Business Resource Group provides additional opportunities under its Leadership and Development pillar, for which veterans have priority.

Do you have a leave policy for reservists and cadet force adult volunteers? BNY offers an additional 10 days of paid annual leave to support reservists and Cadet Force Adult Volunteers to complete their annual training requirements. As a Group there is a commitment in policy to support Reservists through the full deployment cycle.

Do you have a veteran/military Employee Resource Group (ERG) or network? BNY has six officially recognised and funded EBRGs, of which VETNET is one of the longest established, with more than 430 members in the UK. VETNET has four pillars: Veteran Advocacy, by which veterans, supporters and allies seek to improve understanding across the enterprise of what hiring service leavers and veterans can bring to the firm, and also to enhance opportunities for veterans to progress; Leadership and Development, through which we strengthen inclusive leadership by delivery of programming that exposes





RANKING

JUDGES' SCORE

18

77.25/100



employees to military learning and experiences; Continued Service, by which we build and maintain meaningful relationships with veteran charities globally to provide opportunities for volunteering in support of the military community; and Leveraging Veteran Networks, by which we leverage the common thread of military service to foster meaningful employee connections as well as highlight, develop and support commercial opportunities.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? VETNET takes every opportunity to brief senior leadership teams based in the UK about the business benefits of hiring service leavers and veterans, in an effort to challenge stereotypes and create positive awareness. We also engage them with the Armed Forces community whenever possible and practical, taking every opportunity offered to us as a Gold

Award holder to educate hiring managers on the Armed Forces community and the talent pipeline it offers. In addition, the firm runs an EBRG Allyship programme for its most senior managers and VETNET is a leading contributor to these. Talent Acquisition identifies 'veteran friendly' roles, which simply means that the role does not require financial services experience, and therefore the hiring manager recognises the transferrable skills and experience that members of the Armed Forces community would bring to BNY.

Do you exhibit at job fairs designed specifically for members of the Armed Forces community? We have sponsored the Forces Employment Charity's 'Women

into Employment' Conference in 2023 and 2024. We also sponsored the FEC's 'Careers in Finance' Conference in 2023 and hosted the 'Pathways into Finance' event in June 2024.

Do you put on 'Insight Days' for members of the Armed Forces community? Once registered with the UK Veterans Programme, service leavers, veterans and reservists will also be notified of opportunities to network and to understand more about BNY, either through Insight Days, held regularly in Manchester and London, or the Veteran Insight and Experience Week (VIEW), which is run three times a year for eight participants at a time, again in Manchester and London. ●

LEARN MORE ABOUT CAREERS AT BNY

bnymellon.com/emea/en/careers/experienced-professionals.html

Microsoft

Microsoft Corporation is an American multinational technology corporation. Microsoft's best-known software products are the Windows line of operating systems, the Microsoft 365 suite of productivity applications, and the Edge web browser. Its flagship hardware products are the Xbox video game consoles and the Microsoft Surface lineup of touchscreen personal computers. With approximately 200 veterans already working for it in the UK, the company understands the rich seam of talent that service leavers can bring to the organisation. We employ SLs in a wide variety of technical and non-technical roles across the business.

How many veterans does your company employ in the UK? Approximately 200

How many veterans were employed in the last year? 20

Do you ask at the point of job application if the applicant is a veteran? Yes

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? Microsoft recognises that Armed Forces veterans are accustomed to operating in the most complex of environments where they can maximise the benefits of working in a team whilst harnessing cutting-edge technology to its very limits. The core values of Microsoft are respect, integrity and accountability and they chime very

well with the values and standards of all the services, which makes the cultural transition from the military to Microsoft that much easier. All roles are open to service leavers and veterans at Microsoft. You'll find members of the Royal Marines selling business applications software, Household Cavalry soldiers as digital specialists, submariners as customer success account managers, signallers skilled in cyber threats and security, helicopter pilots as technology strategists and engineers as go-to-market managers for Microsoft's cloud platform – and lots more in between

What perks / benefits are offered to employees of your company? The typical salary range for veterans in the company is £42,000 and upwards. Microsoft values and supports flexibility as part of its hybrid workplace where every employee can do their best work by working the way they work best. The company is committed to exploring new ways of working that shift paradigms, embrace flexibility, create enduring connections, promote inclusion and drive innovation. It will offer as much flexibility as possible to support individual work styles, while balancing business needs and ensuring Microsoft lives its culture.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Military mentoring scheme. Military hiring programme (pending pilot launch later this year).

What career development/training opportunities do you offer to employees from the Armed Forces community? We offer training and free certification in our cloud technology platforms to give veterans a broad foundational knowledge in its technology and something tangible to put on their CV.

Do you have a leave policy for reservists and cadet force adult volunteers? Microsoft UK wishes to promote an environment that recognises the importance of inclusion of reservists and fully supports those employees who wish to provide support and service to their country. As a result its policy includes ten days of additional paid special leave to meet annual commitments to the Reserve Forces. If mobilised, reservists in Microsoft are guaranteed six months continuity of employment. They can be awarded payment in lieu of untaken annual leave and accrue any rights to service-related company sick pay. Reservist spouses are ensured flexible working.

Do you have a veteran/military Employee Resource Group (ERG) or network? Diversity and inclusion is essential to Microsoft's culture and the success of the company around the world. Its employee resource groups (ERGs) are a central tenet of this strategy. The Military at Microsoft ERG allows military veterans, reservists, cadet force adult volunteers and allies to join and participate in various activities throughout the year. An executive sponsor of the Military at Microsoft ERG sits on the company's senior leadership team. Some of the activities and outreach that Military at Microsoft has done include Remembrance Day activities (raising £10,000 for the Royal British Legion and lighting up the UK headquarter building with a falling poppy display), participation in the Catteran Yomp to raise funds for SSAFA, arranging military speakers to speak to the whole of Microsoft.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? We run a Hiring Managers



We actively seek authenticity and would really encourage military veterans to consider a career at Microsoft where you can 'come as you are and do what you love'



RANKING

JUDGES' SCORE

19

77/100



interview workshop pre-interview of a SL. A member of the AF community will also sit on the panel.

Do you exhibit at job fairs and post on job boards for members of the Armed Forces community? Microsoft actively works with organisations such as the Career Transition Partnership and the Forces Employment Charity to attract talent.

Do you put on 'Insight Days' for members of the Armed Forces community? We hold 'Military to Microsoft Insight Days' throughout the year which invite service leavers to learn about the various aspects of the business, hearing from HR as well as people that have made the transition from the military into Microsoft. Networking wraps up the day and this allows connections to be made and coaching into open roles if applicable.

Do you offer any kind of 'Guaranteed

Interview Scheme' for veterans? Not yet but coming.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Yes and we often collaborate with other organisations to show our advocacy for the wider community. We do not mind if someone joins us or another organisation; as long as they feel supported in their transition.

How does employing from the Armed Forces community add value to your organisation as a whole? Microsoft

recognises the immediate value that hiring a veteran can bring and this is demonstrated in its signing of the Armed Forces Covenant and holding Gold status with the Defence Employment Recognition Scheme. we welcome the diverse thought that veterans bring with them and the company understands the rich seam of talent that service leavers can bring to the organisation.

Why should service leavers and veterans consider working for your company over others? We actively seek authenticity and would really encourage military veterans to consider a career at Microsoft where you can 'come as you are and do what you love'. ●

LEARN MORE ABOUT CAREERS AT MICROSOFT

military.microsoft.com

Siemens Mobility

As a leading technology company, we combine the real and digital worlds like no other in rail. In an open ecosystem, we bring together rolling stock, rail infrastructure, rail services, and software to provide sustainable, comfortable, and cost-effective rail traffic today. Siemens Mobility has over 160 years' experience in the UK rail industry. Our 3,500 employees enable people to connect with their friends, family and work all across the country. Roles are spread across our organisation in all parts of our business. In the last few years we have predominantly hired veterans into engineering and technical roles. However, we have also successfully recruited into back office roles and areas such as EHS, Planning and Project Management.

How many veterans does your company employ in the UK? 150+

How many veterans were employed in the last year? 50+

Do you ask at the point of job application if the applicant is a veteran? No.

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? Veterans arrive with extensive personal skills including leadership, self starting motivation, determination to get a job finished, organisation of people and materials and in most cases extensive engineering experience that can be moulded to fit the business. Communication, Team Work, Organisation, Work Ethic.

What perks / benefits are offered to employees of your company? Continuous development in chosen role along with the suite of benefits that are available to all Siemens employees that may include car or car allowance, medical cover, private health care, reduced gym membership plus many others.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Siemens Mobility specifically target veterans via our Military

to Rail Programme. The programme runs on an annual basis and in 2023 we ran the programme twice. Each programme takes up to 12 individuals that are put through a paid 6 to 8 week development programme prior to starting their full time roles. This is role specific training but also helps them settle into the company and get used to civvy street. During the programme all travel, hotel and meal expenses are provided for each individual. Individuals are selected following an Assessment Centre where they are interviewed by potential Line Managers (usually ex-military) for a number of different vacancies that are identified following an intensive CV review. In 2024 we have expanded the programme to 1 intake but are targeting to bring on around 20 hires. We are running this on behalf of the Rolling Stock part of our business and its the first time they have participated in this specific programme.

What career development/training opportunities do you offer to employees from the Armed Forces community? Siemens values its employees and provides ongoing face to face and virtual career development. This includes monthly Growth Talks to ensure that all employees are reaching their absolute potential.

Do you have a leave policy for reservists and cadet force adult volunteers? Yes,

leave policy in place for reservists. We also offer two volunteering days per employee for CSR opportunities.

Do you have a veteran/military Employee Resource Group (ERG) or network? There is a veterans network group on our internal social media pages, that whilst in its infancy seeks, to ensure that veterans receive all the support they need especially during the transition phase from the military. It provides a network amongst service leavers and an opportunity for communication regarding veteran topics such as programmes, benefits cards etc.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? With so many veterans within Siemens, hiring from this community is generally looked upon very positively by our colleagues. With programmes like Military to Rail we try and make sure those reviewing CV and interviewing the applicants are also ex-military, so they understand the value that they bring. It also makes them more relatable to the applicants.

Do you exhibit at job fairs designed specifically for members of the Armed Forces community? Yes, multiple events with the CTP, over five per annum. We





also support with events hosted by RAJA (REME) and for the first time this year have attended an event run by the Forces Transition Group.

Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? CTP Right Job and LinkedIn Groups targeted towards service leavers.

Do you put on 'Insight Days' for members of the Armed Forces community? In coordination with NTAR we run a annual event called 'Step into Rail'. This is an insight event whilst also offering support with things such as CV writing, interview preparation etc. We have also previously supported an event similar to this but run by Transport for London.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? Military

to Rail guarantees applicants at least a telephone interview with the recruiter, as long as they meet the entry criteria. And most are then progressed to interview via an assessment centre.

How does employing from the Armed Forces community add value to your organisation as a whole? Veterans arrive with extensive personal skills including leadership, self starting motivation, determination to get a job finished, organisation of people and materials and in most cases extensive engineering experience that can be moulded to fit the business.

Why should veterans consider working for your company over others? Siemens is a business that values veterans and this can be evidenced from the number we employ and the number that progress through the business. Our ongoing commitment to the Military to Rail Programme ensures we are providing opportunities not just for employment but for a very rewarding career in the Railway engineering industry. This along with our commitment to the environment, communities that we impact and the drive for net zero carbon from our projects makes Siemens a go-to employer. ●

LEARN MORE ABOUT CAREERS AT SIEMENS MOBILITY

[siemens.com/uk/en/company/jobs/life-at-siemens/military.html](https://www.siemens.com/uk/en/company/jobs/life-at-siemens/military.html)

Sunbelt Rentals

Part of FTSE 100 company Ashtead Group plc, Sunbelt Rentals is the leader in equipment rentals in the UK, US and Canada, as well as specialist operations in Europe. Together, our teams of experts provide rental equipment and managed solutions into every market and sector, including construction, industrial, energy, infrastructure, government, FM and events. We have the widest range of rental equipment and pride ourselves on our unique structure of specialist teams which collaborate to deliver a tailored solution for customers.

How many veterans does your company employ in the UK? 150–170

How many veterans were employed in the last year? Our UK Veterans Programme has been designed by Veterans for Veterans, and we are very proud of the impact it is having. Since April 2021 we have attracted over 100 veterans into employment, and have provided support to many others, helping them take the next steps in their careers both into the wider industry and within Sunbelt Rentals.

Do you ask at the point of job application if the applicant is a veteran? Yes we do, and this flags to us to help support an individual on their journey and to talk to Hiring Managers about giving an element of consideration for those who may be less experienced or adept at a traditional interview process.

What perks / benefits are offered to employees of your company? A competitive salary, holidays, pension, bonus and access to an Employee Assistance Programme (EAP). Flexible benefits are in operation, including the ability to buy or sell additional leave.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Our 4 Rs Programme (Resources, Recruitment, Recognition and Retention) was designed by Master Chief Shane MacKenzie, US Navy Seals (Retired), our Veterans Programme Director, and it has been instilled in 17

Veteran Ambassadors across the UK. Our Ambassador Network covers Veterans, Reserves, Cadet Force Adult Volunteers, Service Family and Support Staff who represent the Programme. This helps us live the values of the Programme at a grass roots level across the business, offering support from a Tri Service and/or regional perspective to all Veteran Colleagues, especially those who are new to the business.

What career development/training opportunities do you offer to employees from the Armed Forces community? Veteran colleagues are regularly afforded the opportunity to upskill and move around the business. Colleagues who wish to move sideways or upwards to other areas of the business are supported by the our team of Veteran Ambassadors and our Talent/Learning & Development Team. We have several examples within our business where our Veterans Programme has helped Veterans to move and progress to new roles, which has helped retain them in their next steps in their career. We can supply testimonials from these individuals if this would be of interest.

Do you have a leave policy for reservists and cadet force adult volunteers? We have a Reserve Forces Leave Policy which includes an additional 10 days paid leave, which was audited as part of our MOD Gold Armed Forces Covenant Employer Recognition Scheme. We are currently in

the process of updating our Cadet Force Adult Volunteers Leave Policy to similarly allow CFAVs to undertake necessary training and time out of the business, over and above their usual entitlement.

Do you have a veteran/military Employee Resource Group (ERG) or network? Our Veterans Network is available to all Employees to join and is extended to our wider Service Family. 150 Veterans have formally identified themselves as Military Service Family on our WorkDay People Data System, and we know of at least 170 in the business. In order to allow all of our colleagues access, especially those 'harder to reach' colleagues who are not sat at a laptop all day (eg drivers, engineers in our workshops) we have designed a Veterans & Service Family Hub, which is part of our internal social media channel, 'Interaction' which colleagues download to their phones at Induction. The specific activities of our Veteran Network are to support our Veterans to help them enjoy and thrive and grow during their careers with us and to offer a series of regional gatherings/ adventure therapy type activities to help Veterans bond with like-minded friends. These include events with veteran owned Challenge The Wild and our strategic partner Walking With The Wounded.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value



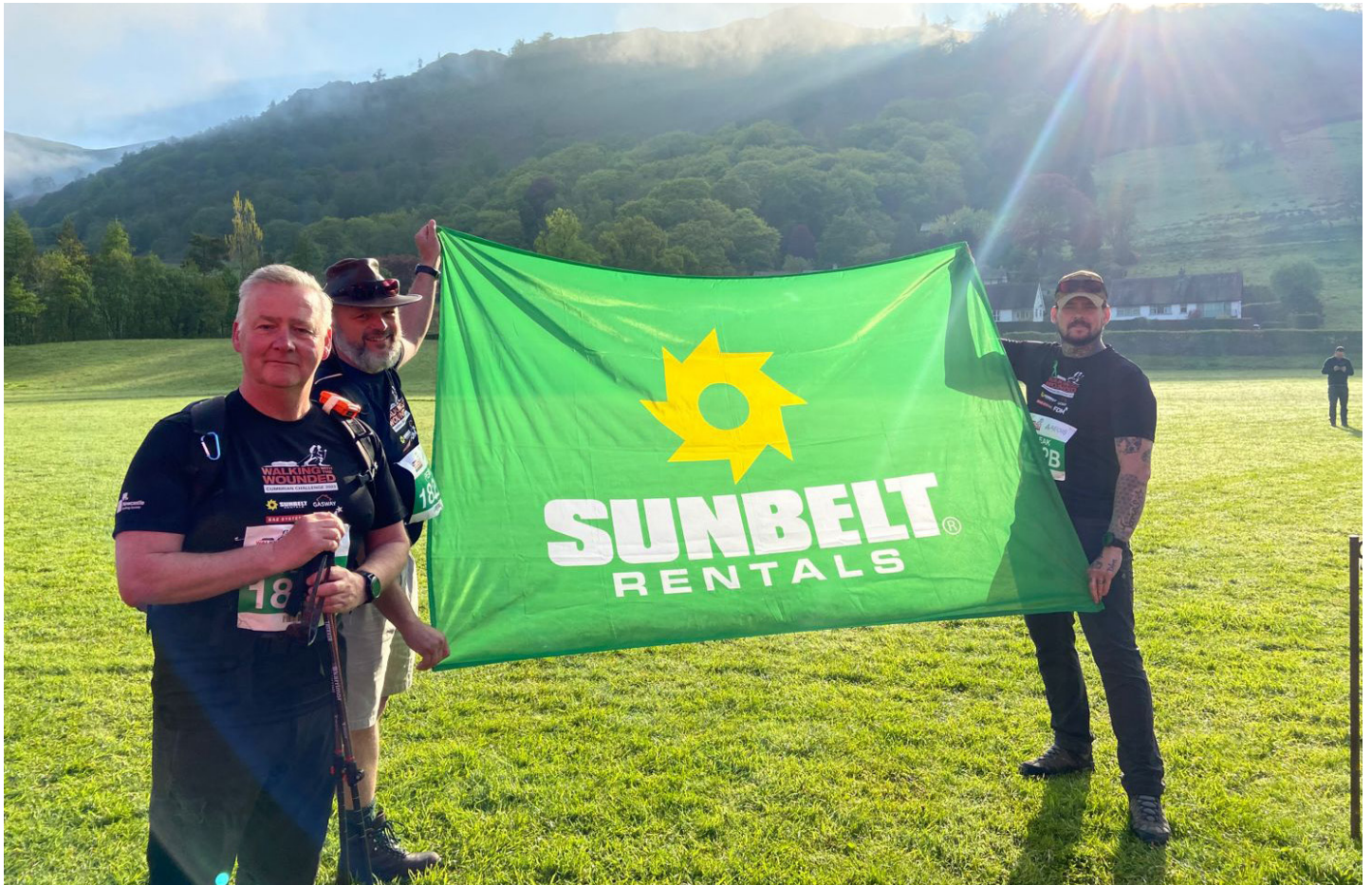


RANKING

21

JUDGES' SCORE

76.5/100



highly? We regularly push out information regarding the successes we have achieved in our veterans programme on our internal "Interaction" media platform. This helps "educate" colleagues on the benefits of hiring and celebrating veterans & Service family. We regularly host workshops around our Veterans Programme to help educate our colleagues on members of the Armed Forces Community.

Do you exhibit at job fairs and post on job boards designed specifically for members of the Armed Forces community? We present regularly on the Project Recce Pathways into Construction course. We advertise on a number of military job sites such as Veterans Job Board and Project Recce's new ERV.

Do you put on 'Insight Days' for members of the Armed Forces community? We regularly speak to service leavers during their transition period. This is mainly done via Project Recce's Pathways Into

Construction course.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? If candidates meet the minimum criteria, they are guaranteed a screening interview with our Veterans Programme Manager & Head of Talent.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? We are strategic partners to Walking With The Wounded and Project Recce. We work closely with these organisations to support and help members of the Armed Forces Community. We also work locally with

smaller organisations such as The Block in Liverpool, The Spearhead Foundation in Manchester and most recently, we took part in a fundraising event for The Royal Marines Charity – Which our team won.

Why should service leavers and veterans consider working for your company over others? Veterans & service leavers who are interested in working for a dynamic and successful business that recognises and appreciates their military skills and training should contact Sunbelt Rentals. With over 150 Veterans and wider Service Family already employed across a wide variety of roles in the UK, we'd love to welcome veterans and service leavers into what we hope will be a long and happy career at Sunbelt Rentals. ●

LEARN MORE ABOUT CAREERS AT SUNBELT RENTALS

careers.sunbeltrentals.co.uk

Leonardo

Leonardo is a global security company that realises multi-domain technological capabilities in aerospace, defence and security. The roles are widespread and we have veterans employed across the full spectrum of the business. We have veterans employed within the UK senior leadership team and at every grade in the organisation. We even have a few veterans who have joined as graduates following a return to full time education. Essentially there are no restrictions to where our veterans can be employed and they are found across each business area including the following: Sales and Business Development, Legal, HR, Risk Management, HSE, Engineering, Procurement, IT, and Cybersecurity. There really is no restriction on where veterans can be employed due to their wide range of transferrable skills.

How many veterans does your company employ in the UK? Approximately 150 registered veterans within our Armed Forces network, but this is a conservative estimate as there are a number of veterans who wish to remain anonymous.

How many veterans were employed in the last year? We do not currently record this information, but we estimate that we routinely hire in the region of 20-30 veterans on an annual basis.

Do you ask at the point of job application if the applicant is a veteran? Through enhanced investment in our recruitment processes recently, it is our long term ambition to have greater analysis of the source of candidate data.

What perks / benefits are offered to employees of your company? Core benefits provided by Leonardo include: wellbeing policies such as custom working, work life balance, an employee assistance programme and an inclusion and diversity committee; enhanced holiday entitlement; company funded pension, life assurance and income protection; access to a company-funded online benefits portal (flexible allowance); access to a lifestyle account to benefit from health, fitness and self-improvement

options; an employee discounts portal; an occupational health service; and green car scheme.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? We support a series of Armed Forces specific events in order to recruit from the Armed Forces community. These include CTP events, Officers Association Scotland, the Forces Employment Charity, the REME Association Job Agency, and the White Ensign Association. Alongside this, Leonardo UK is signed up to the 15,000 Futures partnership from WithYouWithMe, to help place ex-military service personnel into meaningful digital jobs.

What career development/training opportunities do you offer to employees from the Armed Forces community? We offer a comprehensive development suite of products through access to Coursera and LinkedIn Learning. Each employee can access thousands of training courses for free, in addition to annual training budgets that are allocated to specific teams and form part of Personal Development Plans.

Do you have a leave policy for reservists and cadet force adult volunteers? Yes, we offer a paid leave service for voluntary work such as Armed Forces Reserve

work and CFAV work too. Each individual applies for this leave through their relevant line manager but we offer a minimum of 10 days paid leave to support this activity.

Do you have a veteran/military Employee Resource Group (ERG) or network? Yes, we have a central group for the whole of the UK business, but also site specific leads who coordinate activities and events at each location on a regular basis. We have approximately 150 active members and conduct low key events such as monthly 'Tea & Toast' in addition to more flagship type events during Armed Forces Week in the UK and also during Remembrance Week. Furthermore, we support the other Inclusion and Diversity groups within the business on an ad-hoc basis and provide support to our talent attraction (TA) team at Armed Forces specific recruitment events.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? Our TA team work closely with hiring managers to ensure the qualities that veterans offer are fully understood. This is supported by our Armed Forces Network offering advice during the hiring process. Additionally, we have members of the network positioned throughout the organisation (on their own merit), so





they are well placed to offer advice and guidance to supplement the good work done by the TA team. Additionally, we are working on an initiative to educate hiring managers to recognise the transferable skills and experience and how they align/complement our opportunities.

Do you put on 'Insight Days' for members of the Armed Forces community? Yes, we hosted an in person insight day in Edinburgh in June 2023 and also several virtual events each year which are nationally focused.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? No but it is an aspiration of ours to be in a position to offer this in future.

How else do you seek to engage with and support the wider Armed Forces community? We actively sponsor military charities such as the RAF Association 'Finding It Tough?' programme to raise awareness of the importance of mental health. We are a long-standing supporter

of the Armed Forces Para-Snowsport Team and a sponsor of British Army Sports, which see Leonardo sponsor seven different teams including boxing, football and motor sports. We are an Army Benevolent Fund Corporate Member and provide funding to contribute towards a national transition project that they are undertaking. We also sponsor the RAF Typhoon and RN Wildcat Display Teams.

How does employing from the Armed Forces community add value to your organisation as a whole? As a Defence Company our employees from the Armed Forces community have an innate knowledge of the industry that we support. In summary, our veteran community have shown on multiple occasions that are better able to adjust to their surroundings and drive forward work

for the betterment of both the business and the individual.

Why should service leavers and veterans consider working for your company over others? Leonardo is proud to be an employer of veterans across each every of our business and as such can cater for the needs of the individuals as they are leave the UK Armed Forces. Being part of a Defence Company offers the opportunity to remain part of the 'Whole Force' concept, where service experience is a vital part of the day to day role. Leonardo understands and values the commitment of veterans and reservists. As a signatory of the Armed Forces Covenant, as well as being awarded the UK MoD's Employer Recognition Scheme Gold Award, we ensure that our processes reflect best in class. ●

LEARN MORE ABOUT CAREERS AT LEONARDO

lnrdo.co/UK_Veterans

Northrop Grumman

Programmers, engineers, data scientists, manufacturers, project managers and more work together across ten specialist sites in Northrop Grumman UK to develop and deploy pioneering, next-generation technologies. Together, they help to transform the defence and national security capabilities for the Royal Navy, Royal Air Force, British Army and wider UK Government. The work is critical to the future safety and prosperity of the UK. Northrop Grumman's mission focus allows veterans to contribute and integrate from the moment they join the team, while continuing to engage in defence and security post retirement from uniform. Veterans are not employed for specific roles, they are spread across our organisation

How many veterans does your company employ in the UK? 50+. In our latest DE&I report, over 8% of employees said they were veterans.

How many veterans were employed in the last year? Approximately 10 in the last 12 months.

Do you ask at the point of job application if the applicant is a veteran? Yes

What perks / benefits are offered to employees of your company? Hybrid and remote working options are available from day one. Some 80% of staff benefit from this flexibility. Employees can also apply for a compressed fortnight working pattern, which just under 70% of UK staff members have already moved to. Enhanced family friendly policies and leave. Medical Insurance and health benefits (medical screening, dental etc). Electric Car scheme. Childcare discounts.

Are there any specific benefits offered to employees from the Armed Forces community? We purchase railcards for our veterans, offering reduced cost rail tickets for business and personal travel. Navigators is Northrop Grumman UK's buddy initiative designed to support new starters who are service leavers by connecting them with fellow veterans and reservists, aiding their transition as they

join our business. Navigators has been designed to propagate camaraderie from those who have been through shared experiences in the services. Experienced veteran employees are matched with new employees to support them through their first few days, weeks and months at Northrop Grumman UK. Our buddy process is there to support veterans with the transition and expand their knowledge of corporate culture, processes and practices. This support network provides opportunities to meet people who have been on a similar journey and understand how it can at times be daunting. The team also assist hiring managers with translating military skills on CVs to match our requirements in industry, providing opportunities for veterans to attend an interview who may have otherwise been overlooked.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? In 2022 we became one of the first UK partners of WithYouWithMe, which provides a framework for neurodiverse, ex-military and military spouses to learn new skills on the job. After joining the programme, participants are deployed as teams, called 'Squads', which encourage and support one another through the experience and journey in their new career, meaning they are never alone and have an additional layer of support.

After completing a 12-month training and work placement, participants are considered to become full-time Northrop Grumman employees.

What career development/training opportunities do you offer to employees from the Armed Forces community? We currently provide a four-month training academy within a two-year graduate development programme to support early career/career changers technical and soft skill development. We are reviewing our early careers strategy and infrastructure to grow this to other roles and to target employees from the armed forces in 2025. We are working closely with our Navigator community to support the programme development/training opportunities and attend more outreach events to support more veteran individuals with their application, through the interview stages at NG and in their second Career at NG.

Do you have a leave policy for reservists and cadet force adult volunteers? We provide reservists with up to ten days of special paid leave to attend training as well as protected benefits during deployment. A business case is going to the Leadership team this month to allow employees one day each calendar year to undertake volunteer activities, to include supporting the Cadets.

Do you have a veteran/military Employee





Resource Group (ERG) or network? We have circa 30 employees currently as 'Navigators'.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? We invite all employees to our Veteran events (lunch and learns etc) to showcase and Senior Leaders reinforce the messaging by opening and attending these events. We are currently engaged with a veteran owned start up business to deliver workshops to support our hiring managers to better understand the value that veterans bring to our business and assist with understanding skills transfer. We hope to run the initiative as a pilot later this year. We are adding training resources for our hiring managers to complete which includes unconscious bias and D&I training such as Culture add vs Culture fit. We also have 'Navigators' screen every forces CV to translate it to for the hiring managers and Navigators

attend interviews to support where required to further support 'translating'.

Do you exhibit at job fairs designed specifically for members of the Armed Forces community? Partnership with the Forces Transition Group. We also attend the Security Cleared Expo.

Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? Tech Returners, Career Transition Partnership, Forces Transition Group and Forces Families Jobs.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces

community? Support to military charities including the Jon Egging Trust, Combat Stress, SSAFA, Navy Wings and the RAF Association.

Why should service leavers and veterans consider working for your company over others? Working at a company like NG, means you will continue to feel the sense of purpose and mission you felt in the forces. Veterans are surrounded by fellow veterans and allies who are civilians but appreciate your experience and skills and want to support you to succeed. Our Navigators will help you navigate the transition from a place of experience and understanding. Values veterans are familiar with and used to, apply at NG. Veterans can continue to work with a purpose and mission, but away from the front line. ●

LEARN MORE ABOUT CAREERS AT NORTHROP GRUMMAN

northropgrumman.com/who-we-are/global-presence/northrop-grumman-in-europe/northrop-grumman-in-the-uk/working-for-northrop-grumman-in-the-united-kingdom/uk-veterans

Carbon60

Carbon60 provides engineering and digital services to aerospace and defence organisations. Typical roles include an array of engineering disciplines, project/programme/portfolio management, service management and support.

We have a key focus on the hiring and deployment of veterans as civilians back into military support services and projects. For example, we have redeployed circa 200 Royal Navy veterans on contracts we have with Navy Digital (c/o the Royal Navy).

How many veterans does your company employ in the UK? 200

How many veterans were employed in the last year? 20

Do you ask at the point of job application if the applicant is a veteran? Yes, we review applicants' CVs for employment history and ask at point of application during a qualifying call. We tag veterans on our Applicant Tracking System so we always know who is in the recruitment process, what stage they are at and when they join our business.

What perks / benefits are offered to employees of your company? Competitive salary; Employer Pension Contribution; Leave for Reservists; Birthday day-off (paid); 25 days holiday as standard – rising to 30 based on length of service; Buy/sell holiday; One paid day leave per year for volunteering; Recognition of performance and successes at half-yearly celebration

events which all our veterans are invited to (during normal working hours); Mental health support through Employee Assistance Program and Mental Health First Aiders; Lifestyle benefits such as discounts at major retail outlets ; Salary sacrifice including travel/dental/medical insurance; healthcare cash plan; health assessments; critical illness insurance (self and partner); discount dining; give as you earn (charitable giving); electric vehicle scheme.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Yes, our recruitment process uses predictive, skills-based work sample questions to assess candidates' suitability for a role which allows service leavers and veterans to demonstrate their transferrable skills. A senior employed veteran attends candidate interviews. Early engagement during terminal leave to aid transition. Whenever possible we support our new recruits in their final weeks of military employment through proactive onboarding, meet and greets etc.

What career development/training opportunities do you offer to employees from the Armed Forces community? We support transition from military service to civilian employment through online learning platforms and enhanced educational attainment, including apprenticeships. This is necessary to help with both the transition from military to

civilian employment, and to address the omnipresent digital skills gap across all of society. We are providing apprenticeships that are aligned to individual needs.

Do you have a leave policy for reservists and cadet force adult volunteers? Yes, we have a dedicated Reserve Forces Policy: an additional ten days paid leave per holiday year is granted for Reservist's training. Line managers will adjust work schedules to allow for attendance at annual camp and other training commitments wherever practicable. In all cases of mobilisation, our Reservists are released to report for duty unless there are exceptional circumstances. Continuity of employment remains.

Do you have a veteran/military Employee Resource Group (ERG) or network? Yes, we have a well-established Employee Resource Group known internally as IMMilitary which brings together employees with a shared connection with the Military in the UK. IMMilitary has 12 members (predominantly ex-military and/or reservists) whose objective is to educate, generate awareness and support for their activities, military commitments and attract/retain more people from the military community to our business.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? We have high levels of communication that ensures the value of veterans is always understood, All members of staff attend a Fortnightly All Hands Call where all good activity and successes are shared. IMMilitary (ERG) hold regular review meetings and communicate with all employees via our intranet. Our line managers host monthly 1-2-1s with their members of staff which provides further opportunity to discuss individual negative stereotypes or misconceptions.

Do you exhibit at job fairs and post on job boards designed specifically for members of the Armed Forces community? CTP, National Transition fairs and Security



The integrity, loyalty, and cultural match of ex-military SQEP to our contract objectives helps us to respond in an agile manner to changing customer needs



RANKING

24

JUDGES' SCORE

75.75/100



Cleared Expos, Forces Employment Charity, specialist recruitment agencies.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? Yes.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? We support several Armed Forces community initiatives as an extension of our recruitment and employment activities including: sponsorship of Royal Navy Men's football team and Ski Champs to fund kit, travel, consumables, and social events; donations to Portsmouth Sea Cadets., and leveraging relationships for community betterment. When engaging with new corporate partners we recommend that they sign the Armed Forces Covenant and record this as part of our supplier enrolment programme.

How does employing from the Armed Forces community add value to your organisation as a whole? Employing from the Armed Forces is a major tactical component of many of our key contracts. The community includes Suitably Qualified and Experienced Personnel (SQEP) who, as ex-users, understand military systems, their purpose and how they fit into military operations and strategic direction of the armed services. In simple corporate terms, ex-military SQEP enable us to perform to a high standard on high value military contracts. Furthermore, the integrity, loyalty, and cultural match of ex-military SQEP to our contract objectives helps

us to respond in an agile manner to changing customer needs – it's not just a day job, it's a passion underpinned through many previous years serving the Armed Forces.

Why should service leavers and veterans consider working for your company over others? We are proud to support ex-military personnel with meaningful employment and training opportunities. Over 80% of our MOD teams are ex-military. As part of our 'soft landings' to civilian life, we signpost individuals on how to set-up businesses or aid transition to permanent employment in a veteran friendly environment. ●

LEARN MORE ABOUT CAREERS AT CARBON60

carbon60projectservices.com

Capgemini

Capgemini partners with companies to transform and manage their business by unlocking the value of technology. As a leading strategic partner to companies around the world, we have leveraged technology to enable business transformation for more than 50 years. We address the entire breadth of business needs, from strategy and design to managing operations. To do this, we draw on deep industry expertise and a command of the fast-evolving fields of cloud, data artificial intelligence, connectivity, software, digital engineering, and platforms. We have veterans and reservists working across all business areas.

How many veterans does your company employ in the UK? 70

How many veterans were employed in the last year? 15

Do you ask at the point of job application if the applicant is a veteran? No, we do not ask but we do identify them when joined and ask if they would like to join our Armed Forces Network.

What perks / benefits are offered to employees of your company? As consultants, we frequently work for different clients throughout the country. That is why eligible employees receive a mobility allowance. How we spend this mobility allowance is up to us. We can opt for a leased car, a kilometre allowance for using our own car or an NS Business Card. Or we could opt to have the amount paid out gross. All Capgemini employees are eligible to participate in joining the Capgemini pension plan. We operate flexible working policy which empowers individuals to manage their working hours and roles to suit their lifestyle. Additionally, we have introduced a Flex Abroad policy which enables individuals to request to work remotely for up to 45 days within a 12-month period, at a number of approved countries. Capgemini provides employees with access to a flexible benefits scheme which allows them to choose various salary sacrifice benefits which attracts tax and National Insurance savings. In addition to

the salary sacrifice benefits, Capgemini is committed to ensuring the wellbeing of all employees, therefore offer free access to benefits such as nudge, Peppy, virtual GPs, Thrive and EAP (Employee Assistance Program). Employees also have access to products such as savings and loans, gym membership and employee discounts which are available at reduced costs.

What career development/training opportunities do you offer to employees from the Armed Forces community? Every employee when they join is invited to complete a consulting bootcamp training on core consulting skills. We are looking into whether to get designated training for veterans coming in, but this is not in flight when they join. Additionally, we are looking to establish a Buddy Scheme for recent joiners from a Service background to be paired with longer standing veteran employees from network to be a point of contact and support as they establish themselves into the business.

Do you have a leave policy for reservists and cadet force adult volunteers? Reservists are allowed 10 days paid leave as well as the option to take additional unpaid leave. CFAVs are currently allowed 5 days paid leave. We are also permitted to take two volunteering days for charitable endeavors like Poppy Day.

Do you have a veteran/military Employee Resource Group (ERG) or network? Yes, we have an Armed Forces Network comprising Veterans, Reservists, Military Family members, dependents and supporters. The network has 274

members at time of writing. Through this network we run welfare and community engagement calls.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? In early 2023 Capgemini ran a virtual internal Reserves Insight Week to raise awareness of Reserve Service with speakers from recruitment in the Royal Navy, Army and RAF. We have also run Diversity and Inclusion Awareness initiatives on working with Veterans and Reservists and the skills they have, tackling the stereotypes. We also host a cross business Remembrance Day meeting every year and celebrate Armed Forces Day.

Do you exhibit at job fairs designed specifically for members of the Armed Forces community? In 2023 Capgemini attended the CTP Fair in Telford where we had 28 candidates register an interest in working with Capgemini. Registered 60+ service leavers for our buddy system which aims to support them with their transition to a civilian career. In 2023, we also attended the Security Cleared Expo (obtaining 15 recruitment leads and one permanent hire).

Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? Established relationships with: Forces Friendly Jobs, Cyber Security Veterans, FDM and SaluteMyJob. Through these relationships Capgemini recruited over 15 veterans on a contract or permanent basis.

70

**military veterans are employed by
Capgemini in the UK**



RANKING

25

JUDGES' SCORE

75.5/100



Capgemini

Join us.

Do you put on 'Insight Days' for members of the Armed Forces community? In 2024 Capgemini have run a Veterans Recruitment and Networking Event for 60 service leavers in our London office.

How else do you seek to engage with and support the wider Armed Forces community? In the last 12 months Capgemini employees have: Mobilised on Op CABRIT in a specialised Intelligence and Communications role for three months. Deployed on HMS Queen Elizabeth in a specialised role with the RN's Air Branch for three months. Led ceremonial duties as parade commander for the Queen's funerary arrangements and tributes in Cardiff. Additionally, in 2023, Capgemini have Won Best Video in the 2023 RAD Awards for our celebration of our Diversity and Inclusion Networks, in which April Young represented our Armed Forces Network.

Been the Platinum Sponsor of the Defense Women's Network Conference. Arranged for well received forces friendly social media posts to go out monthly with each post receiving in excess of 3,500 impressions. We have also Introduced Lifestyle Architecture to the Armed Forces Covenant and actively supported their forces friendly strategy, encouraged the Scottish branch of Savills to re-join the Covenant in Q4, developed Heathrow's approach to veteran adoption with their Chief Solution Officer. Additionally we have sponsored the Ex-Forces in Business Awards, and three employees made the final shortlist for awards.

Why should service leavers and veterans consider working for your company over others? By employing individuals from the armed forces community, Capgemini can tap into a pool of talented professionals with diverse skills, experiences, and perspectives, ultimately contributing to the company's success and growth. Veterans should consider joining Capgemini for its career opportunities, supportive work environment, commitment to diversity and inclusion, global reach, and corporate social responsibility initiatives. It can be a fulfilling and rewarding place to work for those transitioning from military to civilian life. ●

LEARN MORE ABOUT CAREERS AT CAPGEMINI

capgemini.com/gb-en/careers

QA

QA provides high-end training delivery to a wide client base and have positions in digital skills training, learning consultancy, project management, data and cyber. We have a number of ex service personnel recruited into learning professional roles whether that is Learning solution consultants often coming from defence education roles or in project management positions where they deliver training programmes end to end.

As a proud signatory of the Armed Forces Covenant, QA pledges to create a working place that's inclusive of all those within the military family. Being a Gold member of the Defence Employer Recognition Scheme, QA also joins forces with other employers to drive forward the aims of the Armed Forces Covenant and tighten the ties between defence and employers.

For service leavers with no existing experience in education, QA offers roles as project co-ordinators and managers (working with clients to scope and deliver projects), learning solution consultants



As a proud signatory of the Armed Forces Covenant, QA pledges to create a working place that's inclusive of all those within the military family

10

UK veterans joined QA in the last year

(conducting training needs analysis and designing training courses and solutions for clients), relationship managers (working with defence clients and wider private sector to build relationships and communicate opportunities) and trainers (delivering training to learners on a variety of topics).

How many veterans does your company employ in the UK? 40

How many veterans were employed in the last year? 10

Do you ask at the point of job application if the applicant is a veteran? Yes

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? QA recognises that veterans offer a variety of transferrable skills such as leadership, communication and organisation. These are complimented by military values including integrity, self-discipline, loyalty, resilience, reliable and a can-do attitude. Education qualifications, Knowledge, skills and application across digital and technology specialisms. Professionalism and ability to analyse problems and overcome them. Calmness and robustness. Resilience.

What perks / benefits are offered to employees of your company? Attractive benefits package, 2 weeks paid reserve leave, 2 days for charitable activity, 5 days free training for QA courses, Military network internally

Are there any specific benefits offered to employees from the Armed Forces community? Paid reserve leave (2 weeks),

Guaranteed interview if minimum criteria met, Military buddy on joining, someone who has ben through the transition from service to civilian life, Member of the military community on interview panels where appropriate.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? We run a number of training academies for our client base focussed on recruitment of service leavers. We attend security cleared job fairs to promote our organisation but also sign post to clients where appropriate. A service buddy scheme helps all military-relevant new starters and colleagues transition from military to civilian life at QA. If you join, you'll be buddied up with an experienced service family member who'll show you the ropes and support you from day one. We are launching a programme to get service leavers in the criminal justice system into work.

What career development/training opportunities do you offer to employees from the Armed Forces community? As a training organisation we heavily invest in our people with QA courses easily access able and personal development plans for all.

Do you have a leave policy for reservists and cadet force adult volunteers? Yes 2 weeks paid.

Do you have a veteran/military Employee Resource Group (ERG) or network? The Military Network at QA allows employees from across the community to come together and support each other. We are represented on our diversity group to



RANKING

26

JUDGES' SCORE

75.25/100



Toby Barnard – Managing Director, Defence, QA

help drive initiatives.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? Our Armed Forces Network and D&I network promote this and all hiring managers and recruitment staff are made aware of internal support available to them.

Do you exhibit at job fairs designed

specifically for members of the Armed Forces community? Yes

Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? Yes

across jobs boards and also LinkedIn groups

Do you put on 'Insight Days' for members of the Armed Forces community? Yes and we are running a campaign for this years armed forces day where we shine a light on the day in the life of a reservist.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? Yes if they meet minimum qualifying criteria they get a guaranteed interview.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Yes part of the Joining Forces employers network group that fell out the back of the last awards programme.

How does employing from the Armed Forces community add value to your organisation as a whole? The experiences and professionalism of veterans enhance the organisation and also those around us. We deliver to the defence community and the service leavers fit perfectly into that role and are credible from the off.

Why should service leavers and veterans consider working for your company over others? QA is known for its welcoming and inclusive company with many people who have been through the leaver process so understand the challenges that you will face and offer a support pillar when needed. We pride ourselves on the onboarding and support that we provide to service leavers. We also recognise that QA may not be their final destination and they have a great opportunity to develop through our exposure to a variety of clients and sectors whilst achieving training qualifications. ●

LEARN MORE ABOUT CAREERS AT QA

qa.com/about-qa/careers/qas-military-family

MBDA

MBDA is a leading defence manufacturer in Europe specialising in the design and production of missiles and missile systems. We have close to 5,000 UK employees working together to deliver products that protect our nations, people and armed forces, as well as those of our allies. We have a wide variety of job opportunities, each requiring varying skills and experiences. Veterans employed with us are in roles across the company, depending on their individual skills and experience. As a defence supplier to the MOD, a number of our veterans fit well into our Customer Support and Services (CSS) functions.

How many veterans does your company employ in the UK? 400+ veterans according to our HR data available. The exact number is not known because it is dependent on the individual registering their Armed Forces veteran status on our HR tool.

How many veterans were employed in the last year? 90

Do you ask at the point of job application if the applicant is a veteran? Yes. Historically this was not captured at application though, so existing employees will only be identifiable as veterans if they manually updated their HR records since we moved to our current HR system 2-3 years ago.

What perks / benefits are offered to employees of your company? Depending on the internal role profile/level an individual joins the company on, will alter the benefits available. Some of the current benefits include: Annual Bonus, Pension, Paid Overtime (Depending on Level), Flexible Working options, Dynamic Leave (Up to 15 days in a year – depending on level), Share Incentive Plan, Life Assurance (6x Basic Salary), and Discounts (gym, shopping, car finance etc.).

Are there any specific benefits offered to employees from the Armed Forces community? When starting with us, ex-military personnel will be assigned a 'buddy' – someone outside their work

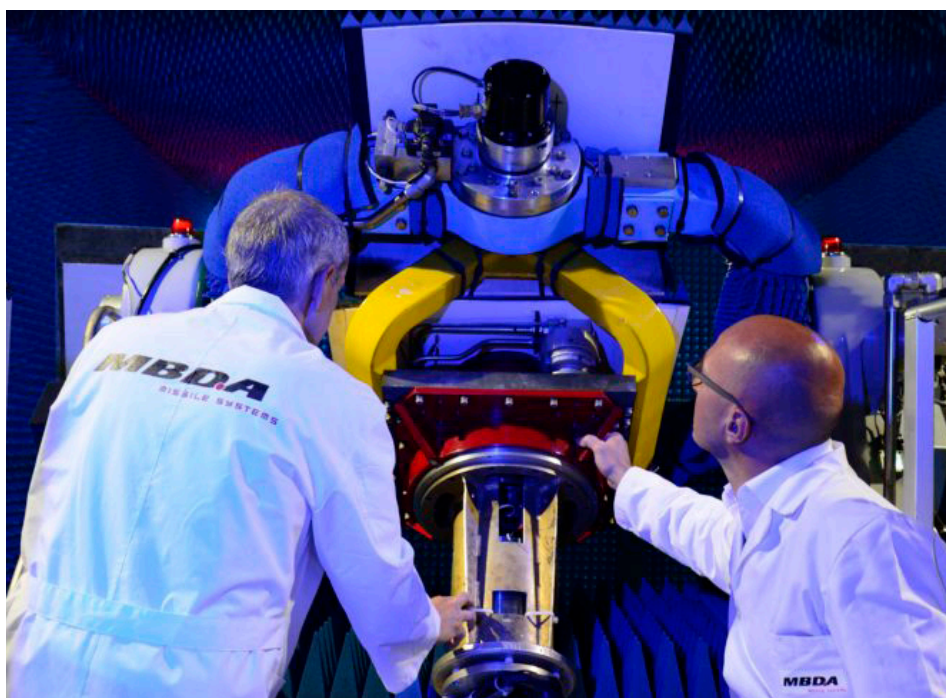
team to act as an independent source of information and support. More widely than that we have a very active employee network of ex-military personnel and reservists, who keep in touch through our Armed Forces Community (AFC) group. The Families network, along with the Armed Forces Community are also there to support those that have loved ones that are still serving. These forums are regularly utilised to share ideas and give advice on coping with separation and managing work and a family, whilst a partner is deployed.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? As part of the CV submission process, anyone identified as Ex-Services is filtered and reviewed by HR, and members of the Armed Forces Community to ensure Line Managers understand the skills the individual can bring to the role. Alternatively, if an individual is found to be unsuitable for the vacancy in questions, we will work with them to find a role that is better aligned to their experience. In early 2024 we launched our current recruitment campaign under the theme of 'stepping in', with video interviews and stylised edits

featuring 6 current ex-military employees at MBDA UK. All our campaign marketing leads to our dedicated landing page on our UK Careers website.

What career development/training opportunities do you offer to employees from the Armed Forces community? Within the first year or two at MBDA, many employees also have the chance to join our CONNECT programme which provides employees with opportunities to explore individual and company goals and drivers, while developing deeper connections with colleagues from across the business. We have an in-house Learning & Development team who provide and coordinate a plethora of courses, available both online and in-person. MBDA has an excellent track record of promoting from within, and offers dedicated management training courses to help employees transition into roles with people management responsibilities.

Do you have a leave policy for reservists and cadet force adult volunteers? Paid leave to participate in the annual two week training exercise, and policies that allow part-time work considerations for those with a secondary career within the Reserve Forces. There are multiple



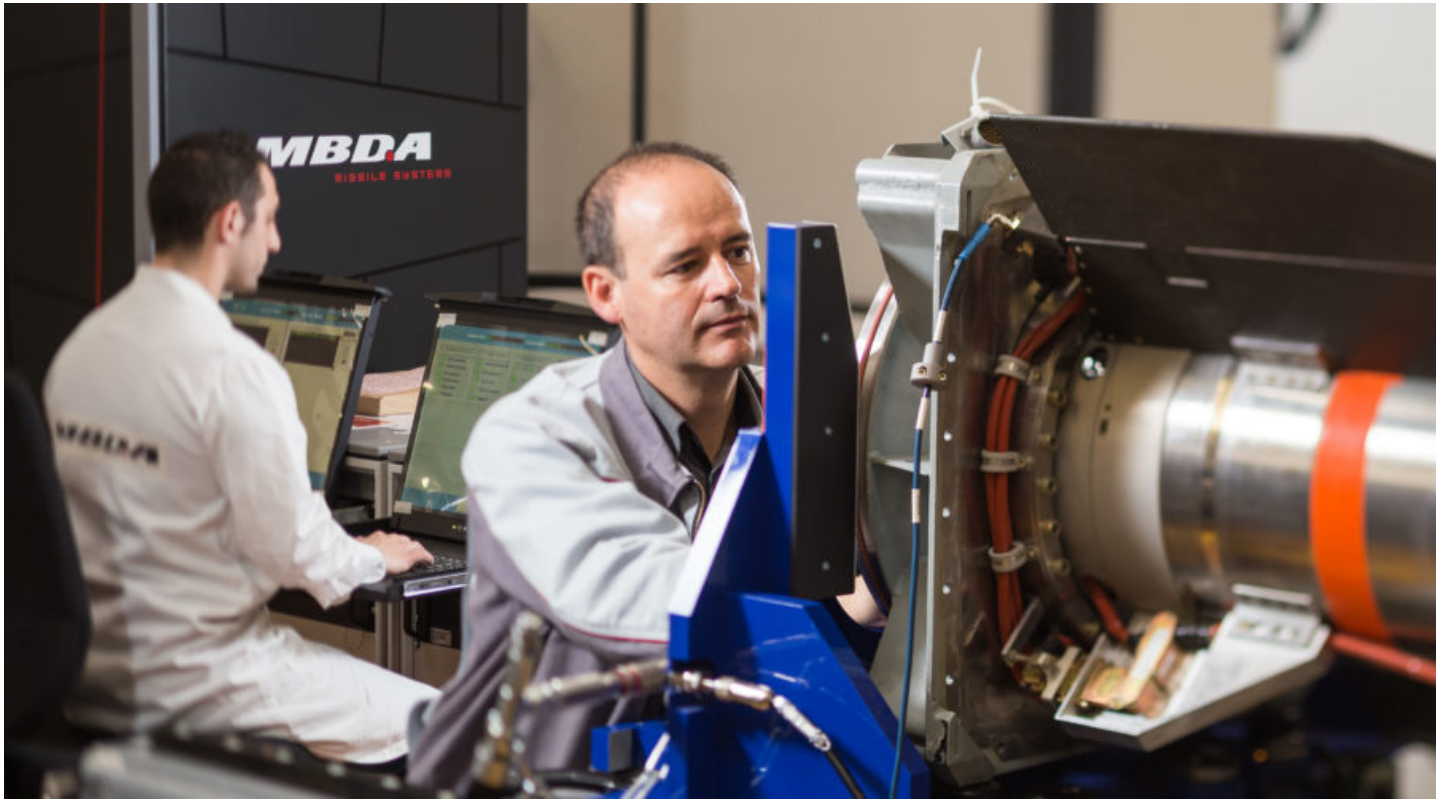


RANKING

27

JUDGES' SCORE

75/100



examples of individuals being mobilised in support of exercises during the national effort to tackle COVID.

Do you have a veteran/military Employee Resource Group (ERG) or network? We have a very active employee network known as the Armed Forces Community (AFC). This is an employee-led network of UK peers which currently stands at 441 members. The AFC is open to all employees, regardless of background, so while it predominantly includes our ex-forces personnel, it also includes other colleagues interested in supporting the group's activities. The goal of the group (as defined by its members) is to build the Armed Forces Community to deliver a tangible difference to MBDA and the community members.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? The strong presence of our Armed Forces Community employees on our intranet services and in-person at our UK sites means there is a consistent

awareness among our people. More directly, presentations are delivered at each of our UK sites throughout the year to hiring managers about the benefits and nuances of hiring veterans.

Do you exhibit at job fairs and advertise on websites designed specifically for members of the Armed Forces community? CTP, RAJA, Security Cleared Expo, White Ensign Association, Forces Employment Charity.

Do you put on 'Insight Days' for members of the Armed Forces community? We have reservist days, where we invite reservists onto the site. We also have multiple careers open days at each of our UK sites for the public throughout the year. While these events are open for anyone to explore our careers, each event includes a dedicated stand (manned by ex-military employees) with information about our ex-

military opportunities and benefits.

How else do you seek to engage with and support the wider Armed Forces community? In 2023, our annual charity dinner raised £250,000. The money raised was donated to the support service charities: SAFFA, ABF, RNRMC and RAFBF; as well as three charities near to our MBDA sites – Haven First, Bolton Hospice and Help Bristol's Homeless.

Why should service leavers and veterans consider working for your company over others? We have a high number of veterans already working with us, and a very active community of veterans and reservists within the business. People, policies and processes have all been addressed when considering any adaptations in relation to hiring and retaining veterans, from initial recruitment and attraction methods, through to long service awards. ●

LEARN MORE ABOUT CAREERS AT MBDA

mbdacareers.co.uk/career-areas/ex-military-careers

Landmarc Support Services

Landmarc provides the support services that enable Armed Forces from around the world to prepare for frontline military operations across the UK Defence Training Estate (DTE). This includes maintaining and delivering safe and sustainable infrastructure, managing and operating training areas and ranges and delivering multi-million pound projects to improve vital training assets. We have around 1,300 skilled and experienced employees working across the UK, in a wide variety of roles. These include estate managers, project managers, operatives, military training area and range specialists, IT specialists, administrators, foresters, nature conservationists, targetry technicians and maintenance technicians to name but a few. Veterans work across a wide range of roles, including our Managing Director and members of the senior leadership team. We also employ military spouses / partners, Cadet Force Adult Volunteers and their families.

How many veterans does your company employ in the UK? Approximately 300

How many veterans were employed in the last year? 76

What perks / benefits are offered to employees of your company? Landmarc offers a wide range of benefits including a stakeholder pension scheme, where the company will contribute up to 8% of the employee's salary, a high street discount scheme through Reward Gateway, life assurance at three times an employee's annual salary, a health cash plan, available to all employees and their families, a salary sacrifice car scheme and cycle to work scheme, access to SmartGo, which provides a range of discounts and incentives to encourage sustainable travel and Wagestream, where employees can access up to 40% of their earned salary before pay day, as well as save money directly from their pay.

Are there any specific benefits offered to employees from the Armed Forces community? In support of Britain's Reserve Forces and Cadet Force Adult Volunteers, Landmarc is flexible in granting an

additional 10 days paid holiday per year for training and summer camps, as well as supporting compulsory deployments. We also have flexible working policies for spouses / partners of a serving member of the Armed Forces deployed on operations or training.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Significant effort is put into targeting recruitment campaigns at the veteran community. This is achieved through multiple channels including: Role profiles – these often require specific military qualifications and seek those with previous experience as users of the Training Estate; Job advertising – we utilise a number of job boards that focus specifically on veterans and their families. We also actively engage with the Career Transition Partnership and Forces Family Jobs; Job Fairs – Landmarc attends multiple job fairs every year, aimed at service leavers specifically.

What career development/training opportunities do you offer to employees from the Armed Forces community? Landmarc offers a wide range of career development opportunities across all our roles. Our unique position means that veterans of the Armed Forces community can progress in a rapidly changing

commercial environment whilst still retaining an element of familiarity. This provides an outstanding pathway between army life and civilian life; for example our commercial teams deal with a wide variety of non-MOD stakeholders on a daily basis and we train our Team Leaders to be able to motivate and enthuse a civilian workforce. In addition, Landmarc also offers a variety of apprenticeship programmes where veterans can quickly build on their existing learning and gain formal qualifications they can use in the next part of their career journey.

Do you have a leave policy for reservists and cadet force adult volunteers? 10 days special paid leave in any one calendar year for the annual camp as well as support for compulsory mobilisation.

Do you have a veteran/military Employee Resource Group (ERG) or network? We believe in the value of employee networks and use our employee communications app to facilitate spaces for employees to connect and share information, which includes a dedicated space for veterans and reservists. Landmarc also provides a wide range of opportunities for employees to attend veteran focused events throughout the year through our partnerships with SSAFA, X Forces Enterprise and other military charities, as well as through our achievement of





RANKING

28

JUDGES' SCORE

74.75/100



the Employer Recognition Scheme Gold Award. Landmarc also actively supports key military events such as Armed Forces Week and provides volunteering opportunities for employees to support a wide range of military charities and community events.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? Working on the Defence Training Estate, Landmarc has a strong military ethos, gained from the environment in which we operate and the background of a large proportion of our team. We therefore naturally offer a hugely supportive environment for employees from the Armed Forces community, with veterans playing a significant role in the delivery of Landmarc's services to the MOD.

Do you attend events and advertise on job boards designed specifically for members of the Armed Forces

community? Career Transition Partnership, Forces Families Jobs, military job fairs and Employability Workshops with X Forces Enterprise.

Do you put on 'Insight Days' for members of the Armed Forces community?

Landmarc is currently working with a number of military charities to explore how we can run employability workshops and work placement opportunities for transitioning service personnel.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? Yes, Landmarc guarantees interviews for veterans who meet the basic minimum criteria for the role they are applying for. We are also looking at how we can extend

this to military spouses / partners in line with the updated requirements of the Armed Forces Covenant.

Why should service leavers and veterans consider working for your company over others? By joining Landmarc, service leavers and veterans will use their military experience to help train the next generation, supporting our vision to provide the best training experience we can for our Armed Forces. We are the first and only Special Purpose Vehicle to be contracted by the Ministry of Defence (MOD) as their Industry Partner on the UK Defence Training Estate and the only company that is solely dedicated to the UK DTE, delivering essential support services since 2003. ●

LEARN MORE ABOUT CAREERS AT LANDMARC SUPPORT SERVICES

landmarcsolutions.com/careers

Laing O'Rourke

L is an engineering and construction enterprise offering roles in all aspects of engineering and construction management, design and development and civils construction. There are a huge range of opportunities for service leavers and veterans with no existing experience, as their skills are so transferrable, and Laing O'Rourke offers training and mentoring. Roles could include construction operative, logistics, machine operators, health and safety, legal, human resources, planning and estimating, among other professional design roles. Laing O'Rourke teams build the hospitals the NHS needs to care for communities; schools, universities and science facilities that will educate and further our societies; the nuclear power stations needed to bring greener energy to the country; and the utility services required to keep our country functioning.

How many veterans does your company employ in the UK? 750+ employed nationally across multiple projects and Joint Ventures (JVs).

How many veterans were employed in the last year? 100

Do you ask at the point of job application if the applicant is a veteran? Enquiries are made at the point of application or during the application process. Also through internal veteran networks

What perks / benefits are offered to employees of your company? In 2022 Laing O'Rourke launched an industry-leading equal parental leave policy which entitles all employees, regardless of gender or how they become a parent, to take up to a year's parental leave, with the first six months on full pay. Reservists and Cadet Force Adult volunteers are afforded special leave arrangements to attend annual training or to manage pre and post-mobilisation. A very active veteran and reservists community portal is available to all employees. The portal has become an internal forum for the service community and the differing services and corps within the company.

Are there any specific benefits offered to employees from the Armed Forces community? Reservists and Cadet Force Adult volunteers are afforded special leave arrangements to attend annual training or to manage pre and post-mobilisation. A very active veteran and reservists community portal is available to all employees. The portal has become an internal forum for the service community and the differing services and corps within the company

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Not specifically as

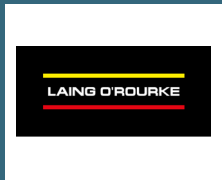
programmes are available to all, however where required there are a opportunities for service leavers and veterans with no existing experience, as their skills are so transferrable, including training and mentoring. These are offered on an individual requirement to support the service leaver, veteran or family member.

What career development/training opportunities do you offer to employees from the Armed Forces community? There are a huge range of opportunities for service leavers and veterans with no existing experience, as their skills are so transferrable, and Laing O'Rourke offers training and mentoring. These are offered on an individual requirement to support the service leaver, veteran or family member. The Laing O'Rourke professional apprenticeship programme has been developed to ensure individuals are supported throughout every step of their journey, combining work-based experience with off-the-job training. Individuals will be stretched, challenged and supported by a business that views their professional development and formal qualification as a priority. The Trade and Technical Apprenticeship programme provides individuals with a formal college education, leading to Level 2 or 3 apprenticeship standards in the chosen vocation. Delegates will also gain a broad set of trade technical skills through on-the-job training, supported by Laing O'Rourke's qualified and experienced workforce, and construction professionals.

Do you have a leave policy for reservists and cadet force adult volunteers? Reservists and Cadet Force Adult volunteers are afforded special leave arrangements to attend annual training or to manage pre and post-mobilisation.

Do you have a veteran/military Employee Resource Group (ERG) or network? A very active veteran and reservists community portal is available to all employees. The portal has become an internal forum for the service community and the differing services and corps within the company. Veterans-specific recruitment opportunities are posted for information





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JUDGES' SCORE

74.5/100



and comment, and many articles and information relating specifically to the ex-military community from the various charities are regularly shared.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? Hiring and resourcing advisors have regular contact with a group of selected senior veterans from across several business units and trade skills from the tri-service environment advising on individual transferable skills and any military specific acronyms or abbreviations or where any clarity is required.

Do you exhibit at job fairs and post on job boards designed specifically for members of the Armed Forces community? BuildForce, Forces Families Jobs, CTP, online career chat events.

Do you put on 'Insight Days' for members of the Armed Forces community? We

attend many events supporting the engineering and construction market place and equally take our turn to host such events.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? Not presently, but this is something that is being considered.

How does employing from the Armed Forces community add value to your organisation as a whole? At Laing O'Rourke we appreciate that a career in the military develops so many important skills, such as resilience, commitment, accountability, teamwork and the ability to be trained, which translate easily into those required in our roles and across our business adding a huge value to

everything we create for the future legacy of the environment in which we operate.

Why should service leavers and veterans consider working for your company over others? At Laing O'Rourke, we have always had a strong sense of purpose with underpinning values, stemming from our family ownership and a passion to deliver projects that improve the lives of the communities they serve. Laing O'Rourke fully supports the serving (reservist), cadet force adult volunteers and ex-serving communities from across the tri-service environment. The company signed the Armed Forces Covenant in 2015 and became a Gold Award holder in 2017 before renewing in 2022. Currently 750+ UK veterans are employed by Laing O'Rourke. ●

LEARN MORE ABOUT CAREERS AT LAING O'ROURKE

laingorourke.com/careers

Wincanton

Wincanton is a leading British supply chain solutions company. The Group provides business critical services including storage, handling and distribution; high volume eFulfilment; retailer 'dark stores'; two-person home delivery; fleet and transport management; and network optimisation for many of the UK's best known companies. Wincanton is active across a range of markets including food and consumer goods; retail and manufacturing; eCommerce; the public sector; major infrastructure; building materials; fuel; and defence. With almost 100 years' heritage, Wincanton's 20,300-strong team operates from more than 160 sites across the country, responsible for 7,400 vehicles. Typical roles that Wincanton recruit for range from Warehouse and Driving through to HR, Marketing, Sales, Finance, Facilities Management, Health and Safety, Continuous Improvement, Transport Management and Automation Engineering, the breadth is wide and diverse to support supply chain solutions

and logistics.

How many veterans does your company employ in the UK? 200

How many veterans were employed in the last year? 45

Do you ask at the point of job application if the applicant is a veteran? Voluntary identification as a member of the Armed Forces Family, from May will be asked on application.

What perks / benefits are offered to employees of your company? In addition to a generous salary, we really value our people and offer a friendly, safety-first working environment along with other benefits including company pension scheme, generous holidays, cycle to work scheme, employee benefits include, online discount platform, much more. Our people are at the core of our business and what makes Wincanton great. That's why we also provide significant opportunities for

career development and progression, as well as training enrichment and multi-skilling, in a dynamic working environment.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Wincanton are proud to offer formalised Civilian Work Attachments to those Service leavers as part of their resettlement.

What career development/training opportunities do you offer to employees from the Armed Forces community? Wincanton's success depends upon colleagues' effective contribution to the business. How we maximise and realise the potential of our colleagues and developing their skills, knowledge and behaviour is vital in retaining the most talented people in the industry. Our colleagues performance and career plans can be supported through a combination of work based learning, coaching and workshops and using career development tools available on our internal learning platform. Our internal learning platform is intuitive, with content targeted to roles and departments. Wincanton values the importance in investing in colleagues to develop themselves – both personally and professionally. Whether colleagues want to find out more and focus on their wellbeing, develop management skills, or learn how to manage their money, there's something for everyone. The platform hosts information and access to all of the learning solutions and resources available and is where you can complete online learning, book yourself onto a face to face or virtual event, watch a short video or register for an apprenticeship. Apprenticeship opportunities are open to all colleagues and can be discussed with managers to ensure they are aligned with individual personal development and business requirements.

Do you have a leave policy for reservists and cadet force adult volunteers? For Reservists we offer an additional 10 days paid leave to ensure that enough time is given to their additional duties, and an additional 5 days paid leave to Cadet Force Adult Volunteers.

Do you have a veteran/military Employee



The Wincanton logo, featuring the word "Wincanton" in a bold, italicized, sans-serif font.

RANKING

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JUDGES' SCORE

74.5/100



Resource Group (ERG) or network? We have an Armed Forces Network active within Wincanton, comprising of Veterans, spouses/partners, reservists, Cadet Force Adult Volunteers and supporters of the community. Active throughout the year we offer: Training and time for our 'buddies' to provide a safe a familiar arena to connect with likeminded people; Mental Health First Aid Training and Suicide Awareness training; Social events and fundraising for military focused charities; Access to the online Armed Forces Support Network community; and online and in-person 'coffee and catch' up meetings. Additional we are involved in Inspire, Hire and Support activities internally and externally of Wincanton.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? As part of our strategy we are underpinned by four pillars, INSPIRE, HIRE, SUPPORT and GROW; As part of Inspire we are continually providing guidance and education to colleagues, hiring managers and recruiters on the value of hiring from the Armed Forces Community. Do you exhibit at job fairs and post on job

boards designed specifically for members of the Armed Forces community? Wincanton can be found regularly at career events across the United Kingdom.

Do you put on 'Insight Days' for members of the Armed Forces community? We currently advertise our roles on the Career Transition Partnership, Forces Family Jobs, British Forces Resettlement Service and TROOPR.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? For veterans that identify as such during the application process and meet the minimum requirements for the advertised role, we will guarantee an interview.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? We support local regiments with career guidance for those on

resettlement, have been an annual support of RAF Brize Norton's families day for the last few years, we have offered support to local Cadet Associations as part of our commitment to social value under our Million Hours scheme and the Armed Forces Covenant. An active member of the 'Gen Dit Network' (LinkedIn Online Network) and the #JoiningForces initiative, Wincanton are proud to be supporting our Armed Forces Community.

Why should service leavers and veterans consider working for your company over others? Wincanton is a people driven company that cares about you and we are confident we have the flexibility to match your individual requirements, talent and skills. Come and work in an exciting and innovative industry, where we have a range of opportunities to suit you now and build your career in the fastest growing supply chain solutions company in the UK and Ireland. ●

LEARN MORE ABOUT CAREERS AT WINCANTONwincanton.co.uk/careers

SUEZ recycling and recovery UK

SUEZ recycling and recovery UK employs over 6,000 people, operating across hundreds of sites, and handles in excess of 10 million tonnes of waste materials every year – a significant proportion of the UK's total waste. Through collection, treatment, recycling and logistics operations, it serves more than 30,000 business customers and millions of householders throughout the country.

How many veterans does your company employ in the UK? 283

How many veterans were employed in the last year? 31

Do you ask at the point of job application if the applicant is a veteran? Yes. Through a state-of-the-art onboarding system, all veterans, reserves, cadet force adult volunteers and spouses or partners of serving military personnel or reserves who join SUEZ are recorded and an automatic notification is sent to the veterans network, prompting regional representatives to reach out and welcome them to SUEZ and the network itself.

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? Mechanical and electrical engineering; HGV Driving licence; Project Management; Discipline; Work ethic; Loyalty.

What perks / benefits are offered to employees of your company? WeCare - Employee Assistance Programme (EAP); You@SUEZ (Platform for discounts with retailers); Transave Credit Union (Savings and loans); Wagestream (Financial wellbeing); Tooth Fairy (Dental plan); myStrength (mental health and wellbeing); Age Wage (Pension valuation); Cycle to work scheme; Pension; Wellbeing and inclusion networks.

Are there any specific benefits offered to employees from the Armed Forces community? There is a dedicated veterans network, specific conference and Armed Forces Leave policy (inclusive of reserves, Cadet Force Adult Volunteers and spouse/partners of current serving military/reserve).

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? We are regular participants in CTP recruitment events and the National Transition Event at Silverstone. We also offer a guaranteed job interview to all veterans who apply for a role if they meet all the criteria of the job.

What career development/training opportunities do you offer to employees from the Armed Forces community? The Armed Forces community at SUEZ has the same exposure to training and development as other employees. We have an extensive Learning and Development catalogue that all employees can access remotely. Within this we have digital learning, classroom courses and practical training depending on the job role. These range from mandatory course such as ethics training and modern day slavery to intermediate and senior management development courses. The more practical training focuses on mobile plant training, transport training, and health and safety training.

Do you have a leave policy for reservists and cadet force adult volunteers? We have a specific Armed Forces Leave policy (inclusive of reserves, Cadet Force Adult Volunteers and spouse/partners of current serving military/reserve). Reserves are entitled to take up to ten

days paid leave in any one year on the completion of 6 months service. If mobilised, they will be granted leave of absence and will be reinstated upon their return. Cadet Force Adult Volunteers are entitled to take up to five days paid leave in any one year. They are also allowed up to ten days of additional unpaid leave if required in any one year. Spouses/partners will be granted flexibility to take time off during times of a partners deployment, injury or bereavement.

Do you have a veteran/military Employee Resource Group (ERG) or network? We have a dedicated Veterans network inclusive of veterans, reserves, CFAVs and spouses/partners currently at 321 members. However, we are awaiting confirmation of veterans, reserves, CFAVs and spouse/partners from two big TUPE transfers into SUEZ recently. We anticipate another 30 members joining who are currently employed.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? Quarterly Veterans newsletter. Regular communication at site level including posters and information about the veterans group. We get involved in Armed Forces Day. We also highlight this as part of our Armed Forces Day communications internally with webinars





RANKING

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JUDGES' SCORE

74/100



and news stories.

Do you exhibit at job fairs and post on job boards designed specifically for members of the Armed Forces community? Yes, throughout the year we exhibit at Career Transition Partnership events as well as the annual National Transition Event.

Do you put on 'Insight Days' for members of the Armed Forces community? Not currently but we are exploring the possibility or resurrecting these in certain areas of the UK.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? Yes, if they meet the role criteria.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Yes, we work with Combat Stress and Help for Heroes in regard to raising money. We've visited the

Battleback Centre in Lilleshall, the Combat Stress facility in Leatherhead and The Blind Veterans Centre near Brighton to start relationships with them.

How does employing from the Armed Forces community add value to your organisation as a whole? We value the Armed Forces community throughout our company, with the skills, work ethic and loyalty that they bring playing an important part in our ability to ensure consistency and achieve our company's strategic goals. Our support of the Armed Forces community has also helped us to build better partnerships with our suppliers and customers who share our values.

Why should service leavers and veterans

consider working for your company over others? Our purpose is to build a sustainable future that doesn't cost the earth, and we really do live by it. It is an exciting industry to work in with a lot of policies changes on the horizon. SUEZ follows a triple bottom line of people, planet and profit, with ambitious growth plans over the medium term so there is a lot of job security. Social value and sustainability are a large part of what we do, with passion throughout the company. We have developed long term relationships with our customers and suppliers, receiving high customer effort scores and constantly striving to deliver the best service possible. Engagement is high at SUEZ, with a fantastic health, safety and wellbeing programme that is constantly growing. ●

LEARN MORE ABOUT CAREERS AT SUEZ

careers.suez.co.uk/vacancies

Vodafone UK

Vodafone UK is a leading telecommunications provider in the UK, offering a wide range of mobile, fixed-line, and broadband services to consumers and businesses alike. With a rich history spanning decades, Vodafone UK has established itself as a key player in the UK's telecommunications industry, renowned for its reliable network coverage, innovative offerings, and commitment to customer satisfaction. From mobile phone contracts to high-speed internet connections, Vodafone UK strives to connect people and businesses across the nation, empowering them to stay connected and thrive in an increasingly digital world.

How many veterans does your company employ in the UK? 400-450

How many veterans were employed in the last year? 15-20

Do you ask at the point of job application if the applicant is a veteran? We check at offer stage if an individual is a veteran.

What perks / benefits are offered to employees of your company? We believe that taking care of our employees is the key to their success. That is why we offer an excellent remuneration and bonus package with up to 28 days holiday entitlement, in addition to bank holidays and 5 days paid leave for charity projects and volunteering. We offer an extensive benefits package that can be tailored to suit you and your family, including employee discounts, retail vouchers, defined contributory pension plan and share save schemes. We take pride in our commitment to supporting you at every stage of your career by providing top of the range learning and development tools and market leading parental leave policies. Vodafone discounts, Discounted Gym Memberships, Cycle to Work Schemes and Virtual GP.

Are there any specific benefits offered to employees from the Armed Forces community? Armed Forces Network. Workplace - for Armed Forces Network news and events. Reservist Support. Buddy Support. WIS – Workshops held

to support Veterans discharging via WIS (Tedworth House).

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Regular attendance at SC Expo and CTP Careers Fairs with dedicated follow-up discussions with a Recruiter post the event. Events are supported by both Veteran employees in the business and Recruiters. Attendance at the Employers Forum event which is hosted by the CTP for collaboration with other organisations to share knowledge and ideas. Celebration of Armed Forces Day with Spotlight stories of employees. The Vodafone Foundation offers the opportunity to get involved in Rapid Response activities (at home and overseas) which are particularly suited to Veterans and Service Leavers.

What career development/training opportunities do you offer to employees from the Armed Forces community? The Vodafone GROW platform is available to all employees who are encouraged to manage their own career development and learning. With access to skills assessments, on-line learning, courses and certifications, the next stage in your career can be clearly defined with sign posts to promotions or career switches.

Do you have a leave policy for reservists and cadet force adult volunteers? Yes, our Reservists policy provides an additional 10 days for Training with support for Employees called up for Duty.

Do you have a veteran/military Employee Resource Group (ERG) or network? The Armed Forces Network is one of the many D&I Networks here at Vodafone with around 300-400 members. The Armed Forces Network action Group work on initiatives throughout the year to ensure a voice and a platform for Veterans and continued activity to attract Service leavers.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? All applications are managed by experienced Recruiters who are briefed on the transferrable skills that Veterans offer. Our hiring managers complete License to Hire training which has a strong lens on inclusive hiring and unconscious bias. Representatives from the CTP have joined Manager Conference calls to run training sessions on hiring Veterans and highlight the relevant benefits and value add that individuals bring to an organisation.

Do you exhibit at job fairs designed





RANKING

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JUDGES' SCORE

74/100



specifically for members of the Armed Forces community? Exhibit at CTP Careers Fairs two to three times per year. Annual exhibit at SC Expo.

Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? Regular advertising via the CTP and other Diversity related platforms to include Evenbreak and MyGWork.

Do you put on 'Insight Days' for members of the Armed Forces community? We are looking to plan an on site Armed Forces Careers Fair on site in Newbury this year.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? All delegates who register at an event are guaranteed a discussion with a Recruiter, post the event. This discussion will usually focus on where the candidate skills may transfer into the business and the type of roles we offer. We support with CV reviews, application processes, interview technique and guidance on salaries and

benefits. The discussion may result in the candidate profile being shared with a Hiring Manager for consideration, a direct application to a specific vacancy or placement into a Talent Community for potential future roles.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Vodafone have this year teamed up with Qinetiq in Farnborough for WIS Insight days.

We are also in discussions with Microsoft on potential shared event activities..

How does employing from the Armed Forces community add value to your organisation as a whole? Service Leavers and Veterans offer agility and the ability

to adapt to new environments. With discipline, strong team ethics and leadership skills, a willingness to learn and take an active part in a diverse organisation.

Why should service leavers and veterans consider working for your company over others? Vodafone values innovation, offers opportunities for career development, promotes diversity and inclusion, emphasizes work-life balance, and provides comprehensive benefits packages. Our aim is to build a sustainable digital society that is inclusive for all, where technology and connectivity are enhancing the future and improving people's lives. We want our employees to represent the communities we serve and Veterans are an invaluable part of that community. ●

LEARN MORE ABOUT CAREERS AT VODAFONE UK

careers.vodafone.com

GXO Logistics

GXO is a world leader in providing cutting-edge logistics solutions for multinational companies and blue-chip market leaders. At GXO, we are proud to be a global workforce with strong talent at every level. We focus on creating a workplace that allows everyone to thrive. We take care of the health and safety of our employees; our diversity, culture of respect and focus on collaboration are core to how we believe a business should be run and key to how we deliver. We run logistics operations, so need strong managers to motivate and develop teams to deliver for the client within the Warehouse and Transport operations.

How many veterans does your company employ in the UK? 100+

How many veterans were employed in the last year? 40+

Do you ask at the point of job application if the applicant is a veteran? Yes

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? There are a number of soft skills that transfer fantastically into GXO from the forces. We need strong people managers for our business so team work and leadership is very important as well as the ability to communicate effectively with the team. We are also a client led business so the ability to solve problems, think critically and work tenaciously is essential for achieving the KPIs and SLAs.

What perks / benefits are offered to employees of your company? Benefits vary depending on the role, they can include; Your benefits package includes a company car or car allowance, a company sponsored pension scheme, private medical and dental insurance, a 24/7 online GP service, life assurance and a fully comprehensive employee assistance programme. You'll also have access to our MyBenefits platform offering a variety of high street discounts, a cycle to work scheme, cashback cards, a saving scheme and much more!

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Monthly Career Transition Partnership (CTP) Online event. Armed Forces work experience placements are available at GXO. Opportunity to live and breath logistics with GXO, can be from one day to a number of weeks. One day to two week placements and overviews to prospective Defence-community employees. Circa 15+ people do work experience with GXO per year.

What career development/training opportunities do you offer to employees from the Armed Forces community? All GXO permanent employees have access to GXO University. There are over 26,000 courses available free of charge. There is a huge variety of courses, training and apprenticeships available, not just within logistics, warehousing, transport and supply chain. We also have courses within IT, Finance, Legal, Procurement, HR, Payroll etc. You really can develop your career in any direction you like at GXO.

Do you have a leave policy for reservists

and cadet force adult volunteers? GXO have a policy in place that details the support and steps to take before, during and after mobilisation. Including but not limited to: Paid time off for training commitments; Pre mobilisation meetings; Terms and Conditions during mobilisation; and Returning to work and additional support available. The policy is available to all employees in the policy section of the HR intranet and the GXO armed forces web pages. Includes 10 days additional paid leave for reservists and Adult Cadet Volunteers to attend training.

Do you have a veteran/military Employee Resource Group (ERG) or network? Yes, we have over 80 people registered for the GXO ERG called 'Tea and Toast'. It's a monthly online teams meeting, a safe space to support and advise teams members from the military community, discuss military events that GXO attend and share ideas to grow the community internally and externally. There are over 20 GXO Armed Forces Champions across all services.

How do you ensure hiring managers, line managers and other colleagues in





your company are aware and understand that veterans are a talent group you value highly? We regularly talk to hiring managers at Quarterly events about the positive results we have had hiring from the military community. We have also created a internal webpages to highlight the work that we are doing supporting the military community, this is accessible to the whole organisation.

Do you exhibit at job fairs designed specifically for members of the Armed Forces community? We will be in Wrexham for the CTP careers fair in June.

Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? Yes, we advertise on the CTP website, Forces Families and also looking to work with Troop.

Do you put on 'Insight Days' for members

of the Armed Forces community? Yes, we offer work experience or insight days. Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? No

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Yes, we engage with a number of different regiments and cadet units. For example, we recently presented at 158 Regiment RLC Study-Day: "The 4Ds - military logistic principles in a civilian space". The DWP Armed Forces Lead regularly puts GXO forward as advocate on best-practice to other clients,

eg) Lidl, Ocardo Logistics.

How does employing from the Armed Forces community add value to your organisation as a whole? The skills, abilities and ethos of our Armed Forces community definitely add value to the business.

Why should service leavers and veterans consider working for your company over others? It makes business sense. The individuals that we hire from the armed forces add so much value to the business. They are fantastic people managers, they can pull a team together to get a job done. They deserve our support. ●

LEARN MORE ABOUT CAREERS AT GXO LOGISTICS

gxo.com/careers

Travis Perkins

Travis Perkins is the UK's largest distributor supplier of building materials. As a leading partner to the construction industry, the Group's businesses support customers to build, repair and maintain the many places, buildings and infrastructure that touch all of our lives every day. The Group has been supplying trade customers large and small for over 200 years, and employs more than 20,000 colleagues, including 142 veterans, nationwide.

Our ambition is to be an inclusive, diverse and equality driven employer that reflects the wide-ranging communities the Group serves, and the Group sees the recruitment of out of sector colleagues as part of this effort to help attract and retain a more diverse pipeline of colleagues for the longer term. Having signed up to the Armed Forces Covenant in 2017 the Group's recruitment programme for former forces personnel is well established.

We recognise that the business will be more successful if it reflects the communities we serve, and so it is important that we tap into talent from a variety of sources in order to make this a reality. Welcoming service leavers to ensure they have a successful transition to civilian life is very much part of that commitment and has resulted in so many successful appointments across our Group.

How many veterans does your company

employ in the UK? 150+

How many veterans were employed in the last year? 30+

Do you ask at the point of job application if the applicant is a veteran? Yes, at the point of application the candidate is asked if they have a service background or current serving reservist.

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? We recognise the value serving personnel, reservists, veterans and military families bring to our business and were proud to be awarded a Gold Award in the MOD's Employer Recognition Awards Scheme in recognition of our support and commitment. Our experience has shown us that veterans come to us with a range of valuable skills; from leadership and teamwork, to problem-solving and IT and many more. We have also found that their values of respect, integrity, discipline and loyalty align well with those of our business - We Care; We're Better Together; and We Give our Best to Be the Best - which serves to underpin the strategy of the business.

What perks / benefits are offered to employees of your company? As well as paying a fair wage, we offer a range of core and flexible benefits designed

to attract, motivate and retain the best people throughout their careers with us, and during those moments that really matter in their lives.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? We work with a number of different organisations, including the Careers Transition Partnership (CTP) and the Poppy Factory, to support both leavers of the Armed forces as they transition from military into civilian life and veterans with health conditions on their journey into employment.

What career development/training opportunities do you offer to employees from the Armed Forces community? The development of our people is key to securing the future of the Group's businesses and the construction industry more widely. With over 1,000 apprentices and 40+ apprenticeship programmes and a range of workplace and training opportunities on offer, we are a great career destination, but can only help to build better communities and enhance lives by providing a wide development curriculum offering. This means upskilling existing colleagues and introducing new colleagues, who can bring different and enhanced capabilities and perspectives to the business and the wider construction supply sector. Development for us is also about providing life skills, including digital skills, maths and English, so we retain existing colleagues, nurture new recruits and build a strong pipeline of talent that can help to modernise our business and facilitate modern methods of construction, so our customers build back better.

Do you have a leave policy for reservists and cadet force adult volunteers? The Company is committed to granting additional paid leave of 10 days per year to Reservists, specifically to enable them to attend their annual camp / reserves training.

Do you have a veteran/military Employee Resource Group (ERG) or network? Yes, we





have an internal network of approximately 150 colleagues from a service background. We meet remotely bi weekly to discuss various topics from CTP events to remembrance services held at the Head Office

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? When veterans apply for roles through the Travis Perkins recruitment site, the company's ex-forces community are contacted by the hiring managers to help them understand what the applicant can offer based on their service experience. Travis Perkins is also able to offer work placements across the businesses.

Do you exhibit at job fairs and advertise jobs on websites designed specifically for members of the Armed Forces community? Yes we commit to attending five CTP events each year as well as attending internal events and local cadet events and

advertising jobs on CTP Right Job.

Do you put on 'Insight Days' for members of the Armed Forces community? Yes, we offer insight days for service leavers to attend head office / distribution hubs with our ex-forces community.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? No.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? We sponsor Armed forces Day in Northampton.

How does employing from the Armed Forces community add value to your

organisation as a whole? Since 2015, the Group has recruited over 600 service leavers. These have gone into a variety of operational roles, ranging from drivers and warehousing staff to customer facing staff in branches, but there are also many who have been recruited into roles within the support functions that serve the businesses; be that in technology, finance, security or HR.

Why should service leavers and veterans consider working for your company over others? Travis Perkins takes great pride in supporting armed forces personnel to help ensure they successfully transition to civilian life. The Group welcomes the valuable skills they bring, and have found that their values align well with those of the business. ●

LEARN MORE ABOUT CAREERS AT TRAVIS PERKINS

tpplccareers.co.uk

Mabway

Mabway is the market leader for the provision of reality based training and our vision is to deliver outsourced services at the cutting edge of support to military operations, training and security with agility, imagination and flexibility as a trusted partner to government and industry. Since 2004 we have partnered with customers across the defence, maritime and railway sectors extending services from first aid courses to technical naval engineering training and the management of large-scale specialist role-playing environments which simulate real-world training. We have veterans at all levels with the company, from the Board of Directors down.

How many veterans does your company employ in the UK? 150+

How many veterans were employed in the last year? 30+

Do you ask at the point of job application if the applicant is a veteran? Yes

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? A strong work ethic, integrity, commitment to excellence, diligence and the ability to succeed in a challenging environment.

What perks / benefits are offered to

employees of your company? We offer both zero-hour and full-time opportunities, with a clear promotion structure.

Are there any specific benefits offered to employees from the Armed Forces community? We offer flexible working for military spouses to allow them to take time off during times of partner's deployment, injury or during bereavement.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? We have an active partnership with local Army Reserve Units, and this includes conducting virtual insight briefs as part of recruitment drives. We support the employment of Veterans and Service Leavers by offering regional internal mentors/advisers (Reservist or Service Leaver) at Senior Manager and Company Board level to aid with transition into the civilian workforce.

What career development/training opportunities do you offer to employees from the Armed Forces community? We are not unique, but unusual perhaps in that for many of our employees their day job is so closely aligned to Military Service. The synergies generate a benefit to reservist, their unit and the business. So, when a Reservist wants to attend a course, go on exercise or deployment, the

answer is invariably yes, unless there is a very good reason why not, and we share in the success, promotion and fulfilment of our Reservists whose parallel career we are proud to support. We always seek to promote from within, enabling our staff to fulfil their potential if, for whatever reason, Forces life prevented them from doing so.

Do you have a leave policy for reservists and cadet force adult volunteers? We offer (as a minimum) an additional 10 days paid leave to Reservist and Cadet Force Adult Volunteer employees.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? We promote our 'Reservist-friendly' policy during recruiting and provide a personalised level of support to service personnel during recruitment (our HR/Recruitment Team will, wherever possible, include at least one Reservist or Service Leaver). We encourage our workforce to understand the Armed Forces, how they work and who they are. This happens routinely, but we also brief on such as things as the Integrated Review and Soldier First. We employ an injured Service Leaver (amputee manager) who provides guidance on the employment of sick and injured veterans.



Do you exhibit at job fairs and post on job boards designed specifically for members of the Armed Forces community? We work in partnership with regional and national Career Transition Partnership offices. Mabway's Operations Director, Lieutenant Colonel (retired) James Cushnir, has attended a number of Final Approach Workshops to conduct mock interviews and provide advice to service leavers on CVs and transitioning to civilian life. We also hold Company Virtual Insight Briefs with CTP as part of our recruitment initiative.

Do you put on 'Insight Days' for members of the Armed Forces community or offer any kind of 'Guaranteed Interview Scheme'? No



Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Since 2020 we have sponsored the Lord Lieutenant of Hampshire Best Reservist Award and will continue to do so until at least 2024. We advertise and support Reserve Day / Armed Forces Day through internal media. Mabway Ltd is a member of the Regional Employer Engagement Group with a view to helping advise Defence..

How does employing from the Armed Forces community add value to your organisation as a whole? Mabway can show its commitment to Service Leavers, Reservists, and their families by the significant uplift in the number of employees from this cohort, but this only tells a part of the story. We invest in our Service Leavers as individuals, recognising that their military service may have been

long or short and the reasons for leaving will be distinct. We offer an employment pathway that recognises the ambition of the individual to forge a new career with the support of individuals with a common service background. We always seek to promote from within, enabling our staff to fulfil their potential if, for whatever reason, Forces life prevented them from doing so. We champion mental health awareness and have First Aiders dispersed across the workforce. The solidarity this engenders contributes to an organic support network with touchpoints for signposting to professional agencies as and when required.

Why should service leavers and

veterans consider working for your company over others? We are proud to be recognised by the Armed Forces Employer Recognition Scheme as a Gold Award winner in 2017, and re-certified in 2022. Mabway is a member of the Regional Employer Engagement Group with a view to helping advise Defence. We are committed to employing service leavers and veterans and work hard to ensure that the environment within which our ex-soldiers are employed is very similar to that of the Army. Respect for tradition, integrity, a 'can do' ethos and a supportive governance structure all combine to ensure that our service leaver and veteran employees feel at home from the outset. ●

LEARN MORE ABOUT CAREERS AT MABWAY

mabway.com/careers

GE Aerospace

GE Aerospace is a world-leading provider of jet and turboprop engines, as well as integrated systems for commercial, military, business and general aviation aircraft. We rise to the challenge of building a world that works. Veterans are well suited to a wide variety of roles within the company from technical roles in supply chain, manufacturing and engineering to commercial roles such as sales, finance, contract and program management.

How many veterans does your company employ in the UK? Approximately 200 across seven sites. This could be more as we do not ask veterans to actively identify themselves during the hiring process.

Do you ask at the point of job application if the applicant is a veteran? GE Aerospace does not specifically request job applicants to identify if they are a military veteran, however, a CV should reflect the experience of that individual and GE Aerospace does value the experience that military service brings to the organisation.

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? Recruiting veterans bring a wealth of valuable skills and attributes to GE Aerospace including leadership, adaptability, problem-solving, discipline and reliability, teamwork, unyielding integrity, resilience and technical skills.

What perks / benefits are offered to employees of your company? At GE Aerospace we understand the importance of Total Reward. The flexible benefits plan, called FlexChoice, gives new joiners freedom, choice and flexibility in the way they receive benefits, as well as the opportunity to make savings where possible. New joiners to GE Aerospace are offered the following as default in your benefit fund, which you then can tailor to meet your individual needs: Non-contributory Pension, Life Assurance, Group income protection, Private medical cover.

Are there any specific benefits offered

to employees from the Armed Forces community? At GE Aerospace, we are proud to have implemented a Reservist and Cadet Volunteers policy, as well as establishing a Veterans Employee Resource Group (ERG), which are detailed elsewhere in this response. Additionally, at most of our UK sites, we actively welcome veterans and offer support during their transition periods. This includes initiatives such as a buddy system, where veterans support each other through the transition process.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? The Military Officer Leadership Program (MOLP) provided by GE Aerospace is a two-year initiative tailored for military officers transitioning into civilian roles within the aerospace sector. Structured around three 8 month rotations across diverse business units, this program offers participants a multifaceted understanding of GE Aerospace's operations, fostering adaptability and comprehensive industry knowledge.

What career development/training opportunities do you offer to employees from the Armed Forces community? One notable aspect of the MOLP is its emphasis on empowering candidates to shape their own developmental journey through active networking within the organisation. This approach not only encourages autonomy

but also ensures that participants align their experiences with their career goals, maximising the program's impact on their professional growth. The MOLP's commitment to extensive training and mentoring underscores GE Aerospace's dedication to nurturing talent and fostering leadership capabilities among its participants. By providing access to seasoned mentors and targeted training resources, the program equips military officers with the skills, insights, and support necessary for a seamless transition and long-term success.

Do you have a leave policy for reservists and cadet force adult volunteers? Yes, reservists and cadet force adult volunteers are both offered an additional two weeks paid leave per year to fulfil training commitments. As well as other considerations pertinent to our reservist and cadet force adult volunteers workforce.

Do you have a veteran/military Employee Resource Group (ERG) or network? GE Aerospace has a very active Veterans Network, across both the UK and the US. The Network creates a community of Veterans, supporters and advocates who prioritize Veterans advocacy across three core pillars. The first pillar is the hire pillar focusing on recruitment of veteran talent into GE Aerospace. The second pillar is the support pillar and is dedicated to nurturing





RANKING

36

JUDGES' SCORE

72/100



veteran talent within the company and enabling veterans to flourish in their civilian careers. The final pillar is the grow pillar, concentrating on increasing the capacity and reach of the network across the globe.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? Our active global veterans network is a great conduit from which to demonstrate the value that our veteran community brings to the GE Aerospace business, sitting at the center of a number of volunteer projects, community and STEM outreach activities across our company sites. When veterans naturally succeed and perform within their roles, we actively promote their achievements and proud status as veterans across a wide network of internal and external communication platforms to highlight the benefit they bring to their teams and the overall success of the company. All business leaders

are actively encouraged to participate in veteran network events, promoting the talent veterans bring to the company.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? We support CTP events, Forces Families Jobs and the Forces Employment Charity.

Do you put on 'Insight Days' for members of the Armed Forces community? We've organised several events to provide valuable insight and opportunities. We've hosted a team from the RAF, organised an Armed Forces Day event, commemorated Armistice Day, and welcomed potential

candidates from the Armed Forces community to our site for first-hand experience.

How else do you seek to engage with and support the wider Armed Forces community? We continuously seek opportunities to engage with the wider Armed Forces community, attending RFCA events, volunteering with the RBL for the Poppy Appeal, conducting STEM outreach activity with cadet units as well as supporting veterans charities. Calendar events such as Armed Forces Day gives us the opportunity to invite local units on to some of our sites to demonstrate their work which is well supported by company management who actively encourage employees to get involved at all levels. ●

LEARN MORE ABOUT CAREERS AT GE AEROSPACE

geaerospace.com/careers / uk.veterans@ge.com

Galliford Try

As a leading construction business employing approximately 4,000 people across the UK, Galliford Try works on some of the country's most exciting projects across their Building, Infrastructure and Specialist Services. Having a network of offices across England and Scotland we are able to provide local delivery to regional markets. We are passionate about our role in providing vital buildings and infrastructure across the country, committed to the idea that what we do makes a real difference to people's lives. Our purpose, vision and values shape our culture, proactively guiding our day-to-day activities and keeping us focused on what's important to us. Our Military colleagues have been employed in the business in a variety of positions across the UK. Recently recruited roles range from Quality Manager, Stakeholder Manager, Health & Safety Advisor, Senior Defence Sector Manager, Senior Project Manager to Strategic Development Director.

How many veterans does your company employ in the UK? 88

How many veterans were employed in the last year? 8

Do you ask at the point of job application if the applicant is a veteran? Yes, during the application process this is a question that is

asked and this information is pulled across to our HR system as part of the onboarding process. In addition, we actively promote our Military Programme on our website.

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? Our Military colleagues display a wealth of transferrable skills that have been developed in the military. Managing a team of people, looking at strategy, project planning, stakeholder management, time management and remaining calm in challenging situations are just some of the key skills service leavers can bring to our business and resulting in a successful career.

What perks / benefits are offered to employees of your company? Generous holiday entitlement of 28 days plus bank holidays, increasing with years of service, plus the opportunity to purchase further holidays; range of corporate discounts; Cycle to Work schemes; pension plan; Save as You Earn share purchase scheme; Private medical scheme options; advice and support for a range of issues; yearly membership to one recognised professional association; access to a 24/7 Employee Assistance helpline; and training for employees of all levels.

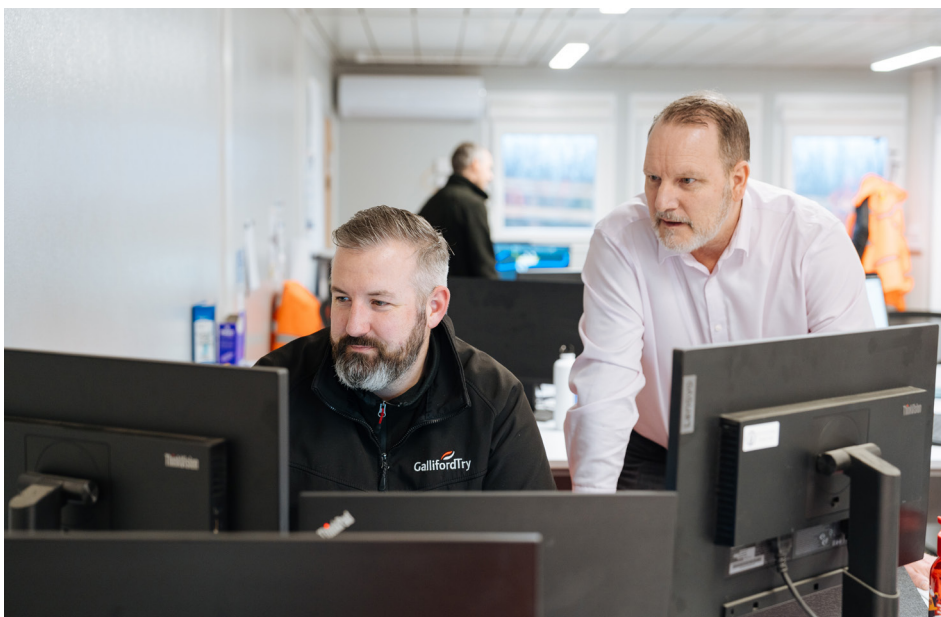
Are there any specific programmes or

initiatives in your company designed to attract and recruit talent from the Armed Forces community? We offer a two-week placement to enable service leavers to experience the civilian construction life and expose them to the everyday activities and tasks involved in their chosen career path. Although this our standard offering, we have flexibility and can amend our placement length to suit the candidate.

What career development/training opportunities do you offer to employees from the Armed Forces community? We invest in a wide range of development opportunities for our people, ensuring there's something for everyone. In addition to our courses and programmes, we offer a range of online resources which can be accessed, on demand, through our training platform. All employees have the opportunity to engage with a personal development plan, whereby training and development needs are identified with a focus on future aspirations for progression opportunities within the business.

Do you have a leave policy for reservists and cadet force adult volunteers? Yes, our Special Leave Policy accommodates active reservists who require additional leave to support their units. This provides 10 days' paid leave and avoids the use of their own personal holiday allowance which they can keep to use as and when they wish. We are also open and flexible to applications for further additional leave for longer term sabbaticals. We have flexible and agile working policies that enable our cadet force adult volunteers to balance their employment with their volunteering commitments.

Do you have a veteran/military Employee Resource Group (ERG) or network? Yes, we have 88 members who will engage as "Buddies" to those on work placement programmes or new starters to our business. Supporting in the transition to civilian careers, lending their experience and being a friendly face and ear during their time with us. These members will connect with each other and support recruitment events and engage with their businesses to support and be an advocate





RANKING

37

JUDGES' SCORE

71/100



on the benefits of military recruitment.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? We engage the business with regular communications about our programme and the successes we have had from recruiting from this talent pool. We also have great support from the wider business on our engagement activities, which gives our colleagues a first hand opportunity to engage with talented military leavers. We hold regular diversity and inclusion focused sessions throughout the business to highlight the benefits of a diverse and inclusive workforce.

Do you exhibit at job fairs designed specifically for members of the Armed Forces community? Yes we attend events arranged by the CTP and RAJA throughout the year and across the country.

Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? We

advertise with the CTP and Forces Families websites.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? We offer one to one meetings to all military colleagues that express an interest in our programme or employment opportunities. Although we don't term them as interviews, we use it as an opportunity to understand the candidate's area of interest and skill sets to identify any potentially suitable roles within the business.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? We sponsor the Forces sailing charity, Turn to Starboard (T2S), which supports veterans who have been affected by life in service. We also support the

UKAD Rugby team as a Gold Sponsor, promoting the UKAF rugby brand.

Why should service leavers and veterans consider working for your company over others? We believe that our Military colleagues enrich our workplace culture, enhance innovation and help us to deliver lasting change for the communities we work in. We are therefore committed to providing our Military colleagues with meaningful and sustainable employment opportunities that nurture their diverse range of skills, experiences and perspectives. At Galliford Try, we provide comprehensive support to enable a seamless transition from Military to civilian living, with structured programmes, an established and engaged Military network, and policies and procedures to support colleagues to develop a rewarding career with us. ●

LEARN MORE ABOUT CAREERS AT GALLIFORD TRY

careers.gallifordtry.co.uk/military-programme

Mears Group

Mears is one of the UK's leading housing solutions providers to both the public and private sector. With more than 5,400 employees, we work with clients to help develop, fund and implement innovative housing solutions. We are the largest provider of repairs and maintenance, and regeneration services across the UK. We are a highly responsible partner, who is committed to; delivering the highest levels of customer service, keeping our promises, creating a great place to work, and tackling issues that matter to people and communities. Mears places a strong emphasis on the transferable skills gained through being part of the Armed Forces community. Any specific development required for a role is then incorporated into a personal development plan. Where qualifications are gained through military service but onsite experience is missing, Mears will offer work placements to members of the Armed Forces community in order to help bridge this gap.

How many veterans does your company employ in the UK? 31

How many veterans were employed in the last year? 3

Do you ask at the point of job application if the applicant is a veteran? As part of the recruitment process we do ask at the point of job application if the applicant is a veteran, so that we can identify those who qualify for a guaranteed interview. Also as part of the on-boarding process, successful applicants are also asked to record their Armed Forces details and achievements within Workday, our dedicated HR management system.

What perks / benefits are offered to employees of your company? Subject to individual contract terms and conditions, employees have access to a range of benefits. These include but are not limited to, workplace pensions, private healthcare, access to a confidential employee assistance programme, 2 days paid volunteering leave per calendar year, access to share save schemes, access to car benefit schemes, free eye tests for

DSE users, refer a friend, cycle to work schemes, fun days and a large range of staff discounts.

Are there any specific benefits offered to employees from the Armed Forces community? Mears has a dedicated Armed Forces policy which defines its obligations towards all employees who are members of the Reserve Forces, CFAV, veterans or service partners. An accompanying 'Line Manager and Reservist Guidance' document provides practical guide to help managers support employees from the Armed Forces community.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Mears regularly attend CTP events across the Country. These Employment Fairs allow Mears the opportunity to network directly, with skilled and experienced armed forces leavers and their spouses / partners, and also promote the many opportunities available within Mears.

What career development/training opportunities do you offer to employees from the Armed Forces community? Mears places a strong emphasis on the transferable skills gained through being part of the Armed Forces community. Any specific development required for a role is then incorporated in a personal development plan. Where qualifications are gained through military service but onsite experience is missing, Mears will offer work placements to members of the Armed Forces community in order to help bridge this gap.

Do you have a leave policy for reservists and cadet force adult volunteers? Mears have a dedicated Armed Forces (Reservists, Cadet Force Adult Volunteers, Veterans and Service Spouses) Policy to ensure that our workforce is aware of the Mears positive policies towards Defence People issues. The policy also sets out our commitment to support mobilisations and also our arrangements for staff to receive additional fully paid leave in support of their military commitments. In recognition

of the commitment that reservists make to serving their country, each whole leave year reservists at Mears are given ten days' extra paid leave to help them to meet their commitments to the Armed Forces.

Do you have a veteran/military Employee Resource Group (ERG) or network? Mears formed an Armed Forces Working Group (AFWG), chaired by the Mears Armed Forces Champion, which drives all military-related activities and discussions in the organisation. The AFWG Group consists of 13 employees and is made up of a combination of ex-Military personnel, in addition to other key personnel from across the business. The Group meets on a quarterly basis, with our aim being to offer valuable support to the Armed Forces Community and to promote Mears Group as a Forces friendly organisation to work for.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? In addition to our Armed Forces Policy we also have an accompanying 'Line Manager and Reservist Guidance' document which provides a practical guide to help managers support employees from the Armed Forces community. Mears Armed Forces Working Group actively promotes across the wider business, the value and contribution that Veterans, members of the Reserve Forces, Cadet Force Adult Volunteers (CFAV) and the Spouses / Partners of serving personnel make, to the UK Armed Forces, their communities and also Mears.

Do you put on 'Insight Days' for members of the Armed Forces community? We attend many different events across the country, where we always look to actively promote Mears as a forces friendly organisation to work for. We are committed to honouring the Armed Forces Covenant and to support the Armed Forces community. We also continue to participate in the Employer Recognition Scheme, for which we are a Gold Award holder and also a mentor to other aspiring companies.



RANKING

38

JUDGES' SCORE

70.75/100



Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? Mears provide a Guaranteed Interview Scheme for those who apply for jobs with Mears, provided they meet the key criteria for the role. This includes Service leavers and also spouses and partners.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Mears are a Registered Corporate Partner of the Royal British Legion. We actively promote their work

throughout our business. We support Remembrance commemorations, in addition to taking part in various sporting events to help raise valuable funds for this very important charity. We also utilise fully paid volunteering days to carry out a range of Social Value activities such as the renovation of existing cadet huts.

How does employing from the Armed Forces community add value to your organisation as a whole? Mears recognises the many skills that are gained during military service which are transferable to the workplace. It also recognises that these traits are often similarly apparent in military spouses and partners. ●

LEARN MORE ABOUT CAREERS AT MEARS GROUP

careers.mearsgroup.co.uk

Fujitsu

Fujitsu recruits Service Leavers for various roles within our Defence business, including but not limited to Project/Programme Management, Desktop Support, Architecture, Integration, and Testing. All roles within our Defence business require at least SC clearance; and some (role dependent) require DV. This, alongside military experience of IT, makes Service Leavers a strong match for Fujitsu.

How many veterans does your company employ in the UK? 264

How many veterans were employed in the last year? 15

Do you ask at the point of job application if the applicant is a veteran? Yes.

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? Service Leavers bring valuable skills to Fujitsu. Their experience translates into cross-functional skills like leadership, teamwork, and problem-solving, making them highly qualified and ready to contribute. Their understanding of our customers and commitment to our values. This, in addition to our onboarding process ensures a smooth transition to civilian careers within Fujitsu.

Are there any specific benefits offered to employees from the Armed Forces community? Fujitsu hosts an online portal specifically for Veterans, Reservists, and their Families. This one-stop shop provides ongoing support and resources throughout their journey at Fujitsu. As ex-military personnel, veterans have access to valuable information and guidance curated by Fujitsu based on the shared experiences of veterans within Defence and National Security. The portal offers a wealth of resources, including: step-by-step guides on navigating NHS services specifically for veterans; information and guidance on managing an Armed Forces pension; resources on obtaining railcards and other travel benefits; information on applying for veteran badges and other forms of recognition; and links to helpful information on various topics relevant to veterans transitioning to civilian careers. This portal

demonstrates Fujitsu's commitment to supporting veterans beyond recruitment and into a fulfilling career at Fujitsu.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Fujitsu demonstrated its commitment to supporting Service Leavers by being among the first 20 companies to sign the Armed Forces Covenant - re-signed two years later having fulfilled all our pledges. Fujitsu remains committed to being an attractive employer for Service Leavers transitioning to civilian careers. As a business, we prioritise hiring veterans with a target of one-third of our Defence and National Security roles being filled by ex-military personnel. As a Defence Employer Recognition Scheme Gold Member, Fujitsu was invited to participate in a new platform launched by The Army Families Federation (AFF) called Forces Families Jobs. This platform was designed to be a one-stop-shop for spouses and partners of UK Armed Forces personnel seeking employment opportunities. Fujitsu's Defence IT and National Security vacancies are now listed on the platform. Additionally, Fujitsu is one of only ten UK employers to be featured in the Families Federation Magazine.

What career development/training opportunities do you offer to employees from the Armed Forces community? Military Transition and Talent Programme (MTTP) is an innovative initiative aimed at increasing

the support we offer to high-calibre individuals transitioning from military to industry employment. Through a focused coaching and mentoring scheme, we enable individuals to develop their business and commercial acumen to further increase their potential. MTTP delegates are offered a two year fixed-term contract to undertake a supported project management role in our Defence business unit. Individuals are given a project management position and receive additional mentoring and coaching from qualified and experienced project management personnel to bridge any identified skills gaps. Given the success of the project management opportunities, roles within our technical workstreams have been included to offer a two-year Train to Fit Programme.

Do you have a leave policy for reservists and cadet force adult volunteers? Fujitsu has a volunteering policy that provides two paid days of annual leave each year for our employees. We have a Reservist and Cadet Policy which provides guidance for Reservists, Cadets, and Managers on what to expect and the support available.

Do you have a veteran/military Employee Resource Group (ERG) or network? Fujitsu hosts an online portal which provides veterans with the option to join the Veterans Networking Group – it enables our veterans to connect with other Veterans in Fujitsu, ask questions that only a fellow Veteran would be able to answer, and find out interesting facts and information





from others. There is no obligation on the veteran to join or remain in the group, but most colleagues do - at present there are 78 members from within the Defence business unit.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? The understanding that veterans are a talent group that we highly value is embedded in our culture. Several of our senior leaders are ex-military and embed the values of the military in our business - acting as role models for the community.

Do you exhibit at job fairs and post on job boards designed specifically for members of the Armed Forces community? CTP, SC Expos, Forces Families Jobs.

Do you put on 'Insight Days' for members of the Armed Forces community? Yes - Fujitsu

host two to three CTP Industry Days each year in our Defence HQ Office (Basingstoke).

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Our Armed Forces affiliations, sponsorships and charity partnerships include SSAFA (to date we have raised £490,117.22 for the charity), Team Forces, sponsoring multiple sporting teams and supporting the Poppy Appeal at Waterloo.

How does employing from the Armed Forces community add value to your organisation as a whole? By hiring ex-military candidates, we can be reassured

we not only have a highly qualified member of staff but an experienced employee who can take initiative in the workplace. They present all the right behaviours, leadership styles and attitudes, understanding of our customer and transferable skills that Fujitsu are looking for.

Why should service leavers and veterans consider working for your company over others? Not many other businesses can say that they have 60+ years' experience in industry. As a company, this means that we're able to promote an ideal environment for someone transitioning from a military to a civilian career. We don't just welcome veterans, we actively seek to recruit them. ●

LEARN MORE ABOUT CAREERS AT FUJITSU

fujitsu.com/uk/solutions/industry/defence-national-security/career-opportunities

Rider, Levett and Bucknall

Rider, Levett and Bucknall (RLB) is a global independent construction, property and management consultancy, with a team of 1,500 people across the UK and Europe working together to shape the future of the built environment. The typical roles our company employ veterans includes but is not limited to Project Management roles, Fire and Security consultancy and Mechanical and Electrical Consultancy.

How many veterans does your company employ in the UK? 20. RLB as a company have employed Navy, Army, RAF and Royal Marine veterans providing them with a working environment where we look after each other similar to a service environment.

How many veterans were employed in the last year? 5

Do you ask at the point of job application if the applicant is a veteran? Yes, we request this on our job application.

What perks / benefits are offered to employees of your company? Gym membership, Medical insurance, Dental insurance, Eyecare, Pension, Nursery benefit, Flexible holiday, Employment bonus scheme, Referral bonus, Share purchase option, Travel allowance, Group income protection scheme, Life assurance, Family benefits, Employee loans, Annual professional subscriptions, Professional qualifications and chartership assistance, Study leave, Sponsored further education costs.

Are there any specific benefits offered to employees from the Armed Forces community? The company offer a CSR day where employees can spend a day giving back to the armed forces, we also have an armed forces community which meet regularly to discuss ex-forces related issues such as ways in which we can assist employees with serving relatives as well as veterans.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed

Forces community? We have attended various employment fairs and roadshows to advise and attract forces personnel considering making the move to civilian employment. Ex-forces RLB employees have attended CTP workshops and given presentations and passed on their experience of progressing their civilian working career.

What career development/training opportunities do you offer to employees from the Armed Forces community? We offer assistance towards professional qualifications, gaining chartership and study leave to achieve this as well as sponsoring further education costs.

Do you have a leave policy for reservists and cadet force adult volunteers? Yes, this is part of our Armed Forces Policy. Reservists and Cadet Force Adult Volunteers. Employees who are called up for full-time service are seen as serving their military duty therefore, this is not considered a break to their employment or continuous service. This time away from the role is recorded in the HR Self-Service system as special leave.

Do you have a veteran/military Employee Resource Group (ERG) or network? Yes we have an Armed Forces Community which meets bi-monthly our objective is to support service leavers, as they transition to the civilian world and into RLB employment. Furthermore, to support families of serving personnel, especially at times of deployment. The community advise and make

recommendations on appropriate initiatives and activities that will help RLB and our employees to achieve their aims. The RLB Armed Forces community is subject to the direction of the Head of People and Culture and CEO. They make recommendations and where appropriate, review policies and processes that impact the Armed Forces community to achieve our objectives at RLB. They actively contribute and take the lead on initiatives to ensure they are delivered. Finally, they share information and collateral to educate RLB's employees with regards to the Armed Forces and evolve RLB's practices.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? One of the aims of the Armed Forces community is to enlighten RLB employees to the benefits of hiring service personnel. RLB has worked closely with the Armed Forces over a number of years on various projects regarding accommodation and buildings within Service bases. This has allowed us to build working relationships with serving personnel and for those of us who haven't served at His(Her) Majesties pleasure to better understand Veterans. We hope to develop these relationships in the future within the Projects we currently have in the pipeline. Upon joining RLB one of the courses we are required to complete is the Unconscious bias course which is used to combat negative stereotyping



RLB as a company have employed Navy, Army, RAF and Royal Marine veterans providing them with a working environment where we look after each other similar to a service environment



and misconceptions regarding service personnel and other groups.

Do you exhibit at job fairs and post on job boards designed specifically for members of the Armed Forces community? Yes, we have attended job fairs aimed at the Armed Forces in the Bristol and South west region and are looking to develop this further in the London area as our workload in this area expands. We use a variety of recruitment websites including LinkedIn to target Armed Forces personnel. However, one of the most successful methods of recruitment of ex Forces personnel has been our referral bonus scheme whereby our employees can refer veterans and Service Personnel and receive a bonus upon successful employment with RLB.

Do you put on 'Insight Days' for members of the Armed Forces community? The Company has a short-term work

experience placement for serving personnel candidates approaching their end of service date where they can experience working within the company and better understand the work we do before making the leap into the civilian world. The Secondment Agreement is processed and approved by our HR team and coordinated through the L&D team before final commitment is made by either RLB or the candidate.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? We are in the process of reviewing our interviewing procedure and are in discussions with regards to offering a guaranteed interview scheme to all veterans applying for roles at

Rider, Levett, and Bucknall.

How else as a company do you seek to engage with and support the wider Armed Forces community? Through our Armed Forces Community we look to support employees with serving and veteran members of their families. We have also worked on Projects within Armed Forces bases improving living accommodation and whilst being within a working Project has allowed us to improve the downtime for serving members of the Armed Forces. As a community we also like to attend and support the annual Army vs. Navy rugby match at Twickenham, Veterans and civilians alike are welcomed. ●

LEARN MORE ABOUT CAREERS AT RIDER, LEVETT AND BUCKNALL

rlb.com/europe/careers

The NHS

The NHS provides healthcare, free at point of need, across England and Wales and offers more than 350 roles, non-clinical and clinical. Step into Health, delivered by NHS Employers on behalf of the NHS, provides a supported pathway for service leavers, veterans, cadet force adult volunteers, reservists and immediate family members to access employment and training opportunities within the NHS.

How many veterans does your company employ in the UK? Self-identification data suggests the NHS in England and Wales employs 3,626 veterans and this figure is likely to be higher because data collection only began a year ago and it can take up to five years to get a clear picture.

Do you ask at the point of job application if the applicant is a veteran? The NHS predominantly uses two job application systems. NHS Jobs, which already collects this information, and Trac, who we are working with to encourage increased use of the armed forces identifier question. Successful candidates are encouraged to also self-ID via the electronic staff record (ESR) system or through HR during onboarding.

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? These include leadership and management, communication and teamwork, loyalty and commitment, and an enhanced ability to adapt to change. Alongside critical thinking, resilience,

trainability and a positive work ethic all skills the NHS needs.

What perks / benefits are offered to employees of your company? Employees can join the defined benefit NHS pension, access flexible working opportunities and continuous professional development, benefit from policies to support Reserves, Cadet Force and the Armed Forces family members, plus local reward schemes and access the Blue Light discount card.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Yes, Step into Health provides a supported pathway for members of the Armed Forces community into NHS careers, education or training opportunities. The Step into Health team work closely with pledged organisations to support recruitment from the community by reducing known barriers.

NHS organisations pledging to Step into Health make a commitment to undertake key activities. These include reviewing recruitment practices and removing any barriers to recruiting members of the Armed Forces community, sharing dedicated Step into Health point of contact details, building a relationship with the Career Transition Partnership (CTP), and using the Step into Health candidate system. NHS Employers supports pledged organisations to embed Step into Health into their widening participation and inclusive recruitment strategies. Employers are supported through face-to-face

engagement and a series of web-based resources providing guidance on how to improve recruitment from the community. The Step into Health team encourages employer engagement through Armed Forces networks. Step into Health also provides bespoke webinars, employment and event information via closed social media channels, a dedicated website and, face to face engagement for the Armed Forces community to explore the opportunities available.

What career development/training opportunities do you offer to employees from the Armed Forces community? Potential employees can take a careers quiz, which asks questions about their skills and experience to give an idea of potential careers in the NHS and where it could take them. This includes apprenticeships which offer routes into many NHS careers through a mix of on-the-job training and classroom learning. Continuous professional development opportunities are numerous and varied, including educational courses, secondments and career change support.

Do you have a leave policy for Reservists and Cadet Force adult volunteers? We encourage pledged organisations to ensure they have policies to support the wider Armed Forces community including immediate family members, who may have to adjust plans according to service need at short notice. Many NHS organisations hold an Employer Recognition Scheme award which supports Reservists to attend training, this includes one or more additional weeks of leave and some include Cadet Force Adult Volunteers into this or their volunteering policies.

Do you have a veteran and military Employee Resource Group or network? We encourage organisations to develop a buddy scheme or network to support the Armed Forces community, this is often linked to Armed Forces Champions within the organisation.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly?





RANKING

41

JUDGES' SCORE

69.5/100



Step into Health hosts workforce training and network events with open invites to those who have pledged and those considering it. We also encourage all NHS organisations to host work placements and become involved in insight days. Through our annual conference and websites Step into Health celebrates and shares the success of members of the Armed Forces community within the workforce and organisational recruitment best practice to highlight the Armed Forces community as a significant talent group.

Do you exhibit at job fairs designed specifically for members of the Armed Forces community? Yes, many NHS organisations routinely attend CTP employment fairs either with Step into Health or independently.

Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? Yes, many NHS organisations advertise on RightJob and Forces Families Jobs (FFJ). We also have a map on our Step into Health website that shows all the organisations that have pledged to help potential candidates search for jobs near them.

Do you put on Insight Days for members of the Armed Forces community? Organisations pledged to Step into Health are encouraged to host insight days. Recent successful events of note have been held at United Lincolnshire Hospitals NHS Trust and University Hospitals Southampton NHS Foundation Trust, there is more information about these on our Armed Forces website.

Do you offer any kind of Guaranteed Interview Scheme for veterans? Yes, applicants must meet and demonstrate the essential criteria to qualify for an immediate invite to interview.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Absolutely. There are many fantastic programmes that link the NHS and the Armed Forces community including

Op COURAGE and Op COMMUNITY.

How does employing from the Armed Forces community add value to your organisation as a whole? Supporting members of the Armed Forces community into and within the workforce ultimately improves patient outcomes and staff experience through an increase in workforce numbers. Alongside this it ensures ongoing support for a community who face specific barriers to employment, acknowledging they are a skilled and talented community who add value to the NHS as a whole.

Why should service leavers and veterans consider working for your company over others? The NHS offers a wide range of roles, non-clinical and clinical, many of which perfectly suit the soft and hard transferable skills among members of the Armed Forces community. If you want to feel part of a team which works to improve others' lives the NHS is the employer of choice. ●

LEARN MORE ABOUT CAREERS AT NHS EMPLOYERS

militarystepintohealth.nhs.uk

Kuehne+Nagel

First established in 1968, Kuehne+Nagel UK is now a market-leading logistics provider with over 100 strategic locations nationwide and over 14,000 colleagues - offering a full range of supply chain solutions to anywhere in the world via air, overland or sea logistics. We also run one of the most successful contract logistics operations in the UK and are responsible for the distribution of some of the UK's most popular brands. Like with any global organisation we offer a diverse range of roles encompassing functions such as HR, Finance, Legal and more business unit focused roles dedicated to warehousing, distribution and management for customers.

How many veterans does your company employ in the UK? 100+

How many veterans were employed in the last year? 50+

Do you ask at the point of job application if the applicant is a veteran? Whilst we don't specifically ask about veteran status during the job application process, we're committed to fostering diversity and inclusion. Veterans are encouraged to self-identify and become part of our internal veteran network, so that we can support them in the most appropriate way.

What perks / benefits are offered to employees of your company? 26 days holidays plus bank holidays; 2 volunteering days per year; 3 x Life Assurance Option if you join the KN Route2 pension scheme; A tailored personal development and training programme; Trusted and empowered to deliver and be your best; Enhanced Maternity/Paternity Leave; Childcare Vouchers; Cycle to work scheme; Discount on high street stores and local supermarkets (Tesco, Asda, Sainsburys & more); Refer a friend scheme; 2 weeks full pay for reservists; All our job vacancies are advertised on Forces Families Jobs, British Forces Resettlement Services and Right management.

Are there any specific benefits offered to employees from the Armed Forces community? As proud holders of the Gold

Covenant, our promise and commitment to those who served extends beyond individuals transitioning from their military service. We also value veterans who bring additional expertise from their industry experience. Furthermore, we actively support spouses within the Armed Forces community.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? We take pride in our efforts to engage with veterans through various programs. Insight Days: We host these events at multiple site locations across the UK, providing veterans with a firsthand look at our operations. Career Exhibitions: We actively participate in service leaver careers events, showcasing employment opportunities tailored to veterans. Work Experience Program: Veterans have the chance to gain practical insights into our work, helping them understand our industry better. Mentoring and Support: Our dedicated support group connects veterans, fostering a sense of community and camaraderie.

What career development/training opportunities do you offer to employees

from the Armed Forces community? At Kuehne+Nagel, we believe in equal opportunities for all. Our commitment extends to employees from the Armed Forces community, who will receive the same training and career development opportunities as their colleagues. Our dedicated learning and development team is here to support everyone, tailoring learning experiences to individual needs. This includes a range of training programs and apprenticeship schemes available to all colleagues.

Do you have a leave policy for reservists and cadet force adult volunteers? We value our reservists and have a dedicated policy in place to provide them with the support they need.

Do you have a veteran/military Employee Resource Group (ERG) or network? We have a wide and diverse network of service leavers within the business, all of whom can connect with one another and support each other through our ex-service network. Kuehne+Nagel are fully supportive and in return service leavers are happy to engage with other service leavers going through transition or veterans seeking an alternative career direction.





How do you ensure hiring managers and others in your company know veterans are a talent group you value highly? At Kuehne+Nagel, our management population is deeply committed to diversity and inclusion. We take immense pride in the veterans and service leavers who are already making significant contributions to our overall success. Our managers witness first-hand, on a daily basis, the remarkable range of skills and talents that veterans and service leavers bring to the table, dispelling negative stereotypes and misconceptions.

Do you advertise jobs on websites designed specifically for members of the Armed Forces community? Kuehne+Nagel actively attend Armed Forces careers events throughout the year engaging with veterans and service leavers alike. We proactively advertise all open job vacancies on relative armed forces job boards.

Do you put on 'Insight Days' for members of the Armed Forces community? We pride ourselves on opening the doors of Kuehne+Nagel via hosting informative

Insight/open days. The events take place throughout the year at our sites up and down the country. This is a great way for veterans to engage with the business and often lead to interviews and job offers.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Local Reservist Groups: We engage with local reservist communities, fostering connections and mutual support. Air Cadets: We collaborate with Air Cadet units, providing opportunities for growth and development. Local Council: Our involvement with local councils helps us contribute positively to the community. Supporting Service Leavers and Veterans: We work closely with organisations and social enterprises to provide valuable

assistance to service leavers and veterans. Charities: Through our colleagues fundraising activities happen at a local level throughout the year for SSAFA, the British Royal Legion and Help for Heroes.

Why should service leavers and veterans consider working for your company over others? We recognise the rich base of skills, wealth of expertise and experience that veterans can bring to the business. When transitioning from military service, it's essential for service leavers to explore all potential opportunities and gain insights from the organisations they engage with. This allows them to assess whether the organisation is truly forces-friendly. At Kuehne+Nagel, we take pride in being a forces-friendly employer. Additionally, as a global business, joining our team opens up a diverse range of career pathways. ●

LEARN MORE ABOUT CAREERS AT KUEHNE+NAGEL

uk.kuehne-nagel.com/en/armed-forces

tImNexus

Underpinned by key web-enabled solutions, configurable to meet most acquisition and support situations, tImNexus's solutions include Resolve issue management, Derive requirements management, Approve and Foresight financial planning, budgeting and approvals, and observe mission feedback. The company has worked closely across defence for over 15 years, growing its activities every year with both the UK Ministry of Defence and the broader defence sector. It has gained a breadth of experience solving a variety of through-life acquisition and support management issues, while continuously enhancing its own services to meet the demands of defence.

Having Armed Forces experience is a huge benefit to us, particularly for our customer support roles but also for our business analyst and account manager roles too. Being able to speak the same business language as our customers and understand their pain points is vital to our success. Also, as the adage says, "it's not what you know, it's who you know". Our success has been built on establishing and building long term relationships with our customers, making them our advocates and recommending our products and services to their colleagues. There are several roles where we require this experience Customer Integration Engineers and that career pathway (Senior Customer Integration Engineers, Customer Integration Engineering Manager, Head

of Customer Support), Business Analysts (Senior Business Analyst), and Customer Account Managers (Senior Customer Account Managers and Head of Customer Accounts).

tImNexus seeks to help serving personnel and veterans by offering employment and sponsoring service activities. The company engages with organisations such as the Officers' Association and the CTP to source high-quality candidates and also shares its experiences with those individuals about how best to transition to civilian life.

How many veterans does your company employ in the UK? 19

How many veterans were employed in the last year? 1

Do you ask at the point of job application if the applicant is a veteran? We do not ask because this experience is something we actively recruit for.

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? Knowing how the MoD works, knowing the tasks the Armed Forces engineers undertake, being able to build effective relationships, adaptable, proactive, diligent, tenacious, active listening, loyalty, desire to give a great service to the customer.

What perks / benefits are offered to

employees of your company? Good salary aligned with the RAF pay scale. Pension up to 5%. 26 days annual leave, increasing with service. Various health and wellbeing benefits. Family friendly pay, i.e. maternity leave, paternity leave, compassionate leave. Sick pay. Flexible working. Being treated like an adult. As well as a full induction programme, tImNexus has a buddy system so that when people join they have additional support as well as their line manager. This helps them to settle in quicker and also gives them a safe person to ask all the embarrassing questions.

What career development/training opportunities do you offer to employees from the Armed Forces community? We train everyone who starts with us with everything they need to know for their role. This could be being coached by their peers or manager, or online training. We have a dedicated training budget to ensure that employees have access to training on an ongoing basis.

Do you have a leave policy for reservists and cadet force adult volunteers? If you are a reserve, we support up to 10 days training on full pay.

Do you have a veteran/military Employee Resource Group (ERG) or network? This is not necessary in our company as we only have 68 employees and we hold regular social events to ensure that everyone knows everyone else to build





great relationships in the company so that everyone feels supported.

Do you advertise on websites / job boards designed specifically for members of the Armed Forces community? We liaise with the Careers Transition Partnership and the Officers' Association to advertise our roles

Do you put on 'Insight Days' for members of the Armed Forces community? No

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? No

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? tImNexus has supported many service charities including BLESMA, Help for Heroes and SSAFA. We supported an Air Force cadet with an Arkwright engineering scholarship. We also provide financial sponsorship of Armed Forces sporting organisations RAF Dinghy Sailing, RAF Waddington Kart

Club and a military bobsleigh team. In the past we have sponsored Royal Navy Winter Sports Association activities.

How does employing from the Armed Forces community add value to your organisation as a whole? tImNexus's company values of 'Trust the Team', 'Do the Right Thing' and 'Build a Strong Future' mirror the military ethos of discipline, integrity, loyalty and commitment and these are reinforced daily by the company's veterans. One of the key capabilities of tImNexus's business is empathy with its Armed Forces customers. Empathy helps to build trust and a recognition that we will be able to understand and solve the customer's needs. Veteran employees bring that empathy in abundance, driving the company's success.

Why should service leavers and veterans consider working for your company over others? tImNexus has and encourages a strong sense of belonging in the company which mirrors the military team spirit. It wants people to come to work because they enjoy it and to continue to use the talents and skills that served them well in the military. When we run our annual employee engagement survey and ask 'what's the best thing about working at tImNexus?' The answer is always 'the people'. Our veterans always say the culture feels like working in the Forces. With great companionship and we like a laugh, as well as working hard. The veterans also like to go back to their previous bases and ex-colleagues out of uniform and enjoy the different relationship but still keep in touch with the same people. ●

LEARN MORE ABOUT CAREERS AT TLMNEXUS

tImnexus.com/careers

SA Group

SA Group is a Cyber Security, Project Management and Technical Consultancy working in vital Public Sector and Commercial markets. Veterans are employed as consultants across the three pillars of the business. Typical roles include Project and Programme Managers, Cyber Security Managers, Security Assurance Advisors and Coordinators, and Technical and Solutions Architects.

How many veterans does your company employ in the UK? Approximately 30. Over 60% of SA Group staff are veterans.

How many veterans were employed in the last year? 11

Do you ask at the point of job application if the applicant is a veteran? The company does not ask at the point of job application if the applicant is a veteran but often attracts veterans as many recruitment activities are aimed at ex-forces personnel. Following their recruitment the company publicises all new employees in the company newsletter where veterans can include details of their military service if they would like. This newsletter is read by all employees and is extremely useful for learning information about new starters. Additionally, veterans at SA Group are often celebrated in news stories publicised on the website and in relevant industry

publications if they wish to be featured.

What perks / benefits are offered to employees of your company? As well as the usual benefits like a pension, life assurance and annual leave, SA Group offers private medical insurance with flexible cover options, a competitive salary and a discretionary bonus which is tax-free due to the Employee Ownership Trust. SA Group has been employee-owned since October 2021 which is a significant benefit for the employees as they will be part owners of the company in the future without having to contribute any money. In addition, the company boasts a strong culture and reputation in the industry and also provides flexible working arrangements, offering every employee the option to either work from home, in the office, or a combination of the two.

Are there any specific benefits offered to employees from the Armed Forces community? The company continues to attract and retain members of the Armed Forces because they feel a sense of community at SA Group. There are many like-minded individuals to bond with and share similar experiences, and they will also distribute relevant information about any benefits available to the community. Additionally, these veterans are celebrated internally through email communications

and the company newsletter, and externally through the website, social media pages and industry press.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? SA Group offers all employees a monetary bonus if an individual they have recommended for a role is then recruited by the company. As the majority of the workforce are veterans, this is an effective strategy for attracting more Ex-Forces talent. In addition SA Group exhibits at job fairs such as the Career Transition Partnership (CTP) - the MoD's official provider of Armed Forces Resettlement. The company sends two ex-forces employees to represent SA Group and talk about their experiences transitioning.

What career development/training opportunities do you offer to employees from the Armed Forces community? Supporting employees with their training and professional development is extremely important at SA Group. The company is an Enterprise Partner of the Institution of Engineering and Technology (IET) - one of the world's leading professional societies for engineering and technology. This allows our team to have access to a number of online resources and a network of similar professionals to assist with their Continuing Professional Development (CPD). CPD is regularly communicated to all employees, and they are encouraged to take part in external training courses and qualifications. The company also funds an annual membership subscription to an official professional body for all employees.

Do you have a veteran/military Employee Resource Group (ERG) or network? The company does not have a specific ERG but does have a dedicated Resettlement Manager who is ex-military and responsible for arranging support for veterans. He will also detail the training and mentoring programs offered, and will provide access to relevant resources, and assistance in finding suitable accommodation where required. There are various online groups and communities within the employee





RANKING

44

JUDGES' SCORE

67/100



experience platform which are open, and the company hosts a number of in-person social events and team building activities throughout the year to allow colleagues to bond within a more casual setting.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? Hiring ex-military is embedded within the culture of the company. SA Group has always been a proud supporter of the Armed Forces Covenant since the company began, and it has been awarded a Gold ERS Award in recognition of its active support to veterans with their resettlement programme. Most hiring and line managers are veterans and those who aren't appreciate that the company founders are two veterans and that the company would not be what it is today without the multitude of skills that ex-forces personnel bring. The company regularly recognises and celebrates the achievements of employees from the

Armed Forces community.

Do you exhibit at job fairs and post on job boards designed specifically for members of the Armed Forces community? CTP, Forces Transition Group and LinkedIn.

How else do you seek to engage with and support the wider Armed Forces community? SA Group supports Bootnecks in2 Business – an organisation connecting Royal Marines with businesses to facilitate recruitment. Employees participate in a number of charity events which specifically support Armed Forces charities, and take part in relevant networking events to engage with the community.

Why should service leavers and veterans consider working for your company over

others? A number of current ex-military employees are dedicated to supporting new ex-forces personnel commencing work at SA Group to ensure that their transition from military to civilian life is as smooth as possible. This is especially important for those with families and other commitments, and the company supports any extra-curricular activities which ex-forces personnel are committed to. The company regularly highlights the valuable contribution that veterans bring to the business via the company newsletter, website, social media channels, and external publications. The transition to employee-ownership in 2021 has seen employees of SA Group become more engaged in the ambitious growth plans of the business, and rewarded for their valuable ideas. ●

LEARN MORE ABOUT CAREERS AT SA GROUP

sa-group.com/working-with-us

NHS Scotland

NHS Scotland is the publicly-funded healthcare system in Scotland and one of the four systems that make up the National Health Service in the United Kingdom. It operates 14 territorial NHS boards across Scotland, supported by seven special non-geographic health boards, and Public Health Scotland.

How many veterans does your company employ in the UK? 400

How many veterans were employed in the last year? 60

Do you ask at the point of job application if the applicant is a veteran? Yes

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? Tactical planning, and equipment maintenance. These skills are often transferable to roles requiring precision, attention to detail, and the ability to operate complex medical machinery. Training in specialised fields such as cybersecurity, logistics, engineering, or healthcare. Ability to adapt to rapidly changing environments and high-stress situations equips them with problem-solving abilities and a knack for quick decision-making. In terms of soft skills: leadership, teamwork, and communication, collaboration, and accountability. Their experience in leading teams, delegating tasks, and motivating

others makes them effective leaders and mentors in the workplace. Resilience, adaptability, and a strong work ethic, developed through their experiences in the military. Overall, the combination of hard and soft skills that veterans bring to the table makes them valuable contributors to NHS Scotland.

What perks / benefits are offered to employees of your company? NHS Scotland offers a range of similar benefits to those of the military (Job satisfaction, pension, leave allowance, continued personal development)

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? The Armed Forces Talent Programme provides information webinars, and is developing residential programmes and buddy buddy information partners from those who have already transitioned from the Armed Forces Community to NHS Scotland.

What career development/training opportunities do you offer to employees from the Armed Forces community? Within NHS Scotland, there are numerous career development opportunities available across a wide range of professions and disciplines. For healthcare professionals such as doctors, nurses, midwives, and allied health professionals, there

are structured pathways for career advancement. NHS Scotland offers opportunities for individuals interested in leadership and management roles within healthcare settings. For those interested in research and innovation, there are opportunities to pursue careers in academic medicine, clinical research, and healthcare innovation within NHS Scotland. NHS Scotland also offers career development opportunities for individuals interested in education and training roles. There are also specialised roles and services across various healthcare specialties and disciplines. This includes areas such as mental health, primary care, public health, and specialized services for specific patient populations. Overall, NHS Scotland provides a supportive environment for career development and advancement, with a variety of opportunities available for individuals at different stages of their careers and across various healthcare professions and disciplines. Continuous learning, professional development, and a commitment to excellence are key components of career progression within NHS Scotland.

Do you have a leave policy for reservists and cadet force adult volunteers? 10 days additional leave.

Do you have a veteran/military Employee Resource Group (ERG) or network? Across





all the 22 health boards there are a variety of networks.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? The Armed Forces Talent Programme is visiting all the health boards and utilising external partners; educating all the HR elements about the benefits of the employment of members of the Armed Forces Community.

Do you exhibit at job fairs designed specifically for members of the Armed Forces community? Yes, in close partnership with CTP.

Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? We have a mailing list that we send direct to those who show interest as well as on Right Job and send a weekly update of roles that are sent out for distribution with OAS, AFEC etc.

Do you put on 'Insight Days' for members of the Armed Forces community? Not yet, however, two-day residential courses are being worked up for the financial year that will have a look at life and an in-depth session on the application process.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? No

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Yes, we speak with RFCAs and reach out to Welfare officers across many units and have given presentations in Unit welfare centres.

How does employing from the Armed Forces community add value to your

organisation as a whole? Employing individuals from the Armed Forces community adds significant value to NHS Scotland due to their diverse skill set, work ethic, and strong commitment to excellence. Veterans bring with them a wealth of technical expertise acquired through training, along with leadership qualities honed in high-pressure environments. Their adaptability, resilience, and ability to work effectively in teams make them valuable assets in navigating complex challenges. Moreover, members of the AFC embody integrity, accountability, and a strong sense of duty, fostering a positive culture linked to NHS Scotland's values.

Why should service leavers and veterans consider working for your company over others? Job satisfaction and the ability to serve again. ●

LEARN MORE ABOUT CAREERS AT NHS SCOTLAND

careers.nhs.scot/shape-your-future/recruitment-support-for-the-armed-forces-community

Joint Security Services / JBS London

JSS and JBS operate in very similar service delivery space, predominantly Soft and Hard FM. JSS was originally set up in 2017 to provide Security Services, however, the company has now branched out into facilities management and other service delivery areas. JBS have been established longer than JSS and provide Maintenance and Engineering, Building Service Maintenance and Building Fabric Maintenance. The company is not limited to the type of mechanical and engineering services it can provide to clients, in the South of England area and nationally if needed.

How many veterans does your company employ in the UK? 19

How many veterans were employed in the last year? 11

Do you ask at the point of job application if the applicant is a veteran? JSS and JBS have always ensured job opportunities are advertised where Veterans, Cadet Adult Volunteers (CAVs), and military spouses or partners will have sight of vacant positions. Both JSS and JBS hold regular discussion groups around our sites and buildings (nationally) to ensure our veteran, reservists and CAVs can reach out to others within our internal network and if required ensure they get access to both internal and external support.

What perks / benefits are offered to employees of your company? Health Cover

– the cover can also be increased, and the package enhanced at an additional cost by an employee; Overtime opportunities; Death in service; Travel allowances; Bonus scheme; Vehicle provision for engineers; Work Clothing Provision; and SIA Licence Provision. We also encourage personal and professional development and provide funding assistance for those employees who want to qualify in other areas or gain higher qualifications.

Are there any specific benefits offered to employees from the Armed Forces community? We actively encourage our employees from the Armed Forces Community to continue to develop both personally and professionally and have recently helped to fund training for an employee who is a veteran and who has now qualified as a licensed Fire Door Inspector.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? No, we currently focus more on selling ourselves as employers who care for its employees and know the benefits of employing veterans, but as we grow further we will look into it.

What career development/training opportunities do you offer to employees from the Armed Forces community? We offer development and training opportunities to employees from the Armed Forces on a case-by-case basis. JBS

have a programme of re-certification and trade development for its engineers and technically qualified personnel and JSS will offer management training and courses to those employees who show potential or request the opportunity to gain experience professionally.

Do you have a leave policy for reservists and cadet force adult volunteers? JSS commit to provide up to 14 days extra paid leave for employees who are actively involved and committed to supporting the British Forces Reserves as a Reservist. We also provide this same extra leave for Cadet Adult Volunteers (CAVs) and allow flexibility for spouses to take time off during a partner's deployment, injury or during bereavement. JSS and JBS both have company policies that are specifically focused on veterans, service leavers, wounded and injured veterans and military spouses or partners.

Do you have a veteran/military Employee Resource Group (ERG) or network? We have had an Armed Forces Network (Employee Recognition Group) in place for just over two years and it is specifically but not limited to employees who are veterans, CAVs or military spouses or partners. It is a voluntary, employee-led group which mentors and provides welfare support when required, it also gives guidance and advice on continued professional development. However, more importantly it helps create a sense of community, as well as support their unique needs within the workplace.

How do you ensure colleagues in your company are aware and understand that veterans are a talent group you value highly? The Senior Management teams from both JSS and JBS are ex-Military, and we make sure everyone is aware and understand that veterans are a valued talent group. At monthly management meetings and during team bonding sessions we discuss the benefits of hiring veterans. To ensure that our recruiting team and managers are not influenced by negative stereotypes or misconceptions about the Armed Forces community, we discuss regularly at team meetings what veterans can bring to the company.





RANKING

46

JUDGES' SCORE

66/100



Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? We advertise on the Forces Families Jobs and veterans (closed groups) on social media.

Do you put on 'Insight Days' for members of the Armed Forces community? We tend to offer insight days on a case-by-case basis through our individual ex-Military organisations and associations.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? Yes, both companies offer a guaranteed interview scheme for veterans that meet the minimum required criteria.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Several of the management team are involved regularly with military associations and two senior managers are still active on the ARRG, after recently leaving the Reserve Forces. We

provide support to a local Cadet Forces organisation and recently provided funding support to a cadet training exercise. We are also actively involved with "Gunners in Business" an initiative to promote job opportunities across different industries online and through a veterans' network.

How does employing from the Armed Forces community add value to your organisation as a whole? Our ex-military personnel have experience in different leadership roles, managing teams (regardless of rank), and they have an innate ability to make critical decisions under pressure and under tight time constraints. These skills and experiences are invaluable to any organisation and within our company they have had a positive influence within the workplace and have also helped us continue to develop

further the services we deliver. Employing personnel from the Armed Forces also helps foster a strong sense of teamwork and collaboration, throughout all areas of our business we want veterans who can excel in working within diverse teams to achieve common goals and who also have a great work ethic. The greatest value someone from the Armed Forces can bring to an organisation is loyalty, dedication, and a long-term commitment to their employers.

Why should service leavers and veterans consider working for your company over others? We value the skills and experiences that veterans bring to the company and have therefore committed to providing mentoring schemes, training opportunities and advancement within the company for those who want to progress. ●

LEARN MORE ABOUT CAREERS AT JOINT SECURITY SERVICES / JBS

jointsecurityservices.com / jbslondon.com

Expleo

Expleo is an engineering, technology and consulting services provider, working with large OEMs across aerospace, defence, automotive, transportation banking and finance. As such we have wide range of engineering and project management roles which are well suited to ex-forces personnel across the business.

How many veterans does your company employ in the UK? 70

How many veterans were employed in the last year? 17

Do you ask at the point of job application if the applicant is a veteran? Yes, we ask the question when applying, but it is an optional question so not all answer. As everyone in Expleo requires at least BPSS clearance this is a mandatory question in there, so we use that as an additional check.

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? Hard skills: engineering experience, particularly from an operators/maintainers perspective, which for defence equipment cannot be gained anywhere

else. Soft skills: Teamwork, Leadership, Determination, Loyalty, Honesty, Integrity, Flexibility/Adaptability.

What perks / benefits are offered to employees of your company? Pension scheme contributions with Legal and General; Associated benefit of Permanent Health Insurance for those who join the group plan; BUPA membership at a subsidised rate; Cycle Scheme; discounted gym membership; Help@hand benefits; Access to a salary sacrifice Electric Vehicle scheme through Octopus; Discounted purchases on supermarket / high street stores through an on-line benefits hub; Employee Assistance Programme – 24 hour confidential, free helpline providing emotional, legal and financial support; Flexible core hours of 10 am – 3pm Monday to Thursday and 10 am – 1 pm on Friday; Reimbursement of Professional membership fees; Life Assurance – three times salary.

Are there any specific benefits offered to employees from the Armed Forces community? No

Are there any specific programmes or initiatives in your company designed to

attract and recruit talent from the Armed Forces community? We have been running a major ex-forces recruitment campaign from September 2023 to date, with four main objectives: Attract the ex-forces community; Step into a brand-new talent pool; Support the recruitment pipeline and Position Expleo as an Armed Forces friendly employer in the UK. The campaign has run on our website, across LinkedIn, YouTube and Facebook, print media (RAF and RN News) and physical representation at CTP events. Since launch over 250 applications have been received (4% of all UK applications) from all branches of the Armed Forces. In January 2024 the Ex-Forces page was the most visited page on the Expleo website across the globe.

What career development/training opportunities do you offer to employees from the Armed Forces community? We have a structured career development programme within Expleo based on the Engineering Council's UK-SPEC. This takes all levels of engineer from technician through to Principal Engineer with structured training and development, which also meets the criteria for recognition as Engineering Technician, Incorporated Engineer and Chartered Engineer as defined by the Engineering Council. As regular employers of veterans we also understand the Enhanced Learning Credits that service leavers are entitled to and offer advice on relevant courses to use them for both before and after joining Expleo.

Do you have a leave policy for reservists and cadet force adult volunteers? Yes, an additional 10 days paid leave for both reservists and CFAVs.

Do you have a veteran/military Employee Resource Group (ERG) or network? Yes, currently 70 members. Meet monthly to offer support to each other, introduce new veterans and help them transition to civilian employment. Provide assistance to recruitment team when a veteran applies, helping to identify key skills in a CV and join interviews when required to give a service leaver the best opportunity to express their capability.



(expleo)

RANKING

47

JUDGES' SCORE

65.5/100



How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? Our best policy is to demonstrate the value of veterans by having as many of them in the teams as possible to demonstrate the advantages to all the managers. To get to this stage we held briefing sessions and continue to put out regular comms showing veteran success stories to back them up.

Do you exhibit at job fairs designed specifically for members of the Armed Forces community? Yes, regular attendance at CTP job fairs across the UK

Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? Yes. CTP job boards, FFJs, SaluteMyJob, Troopr.

Do you put on 'Insight Days' or offer a 'Guaranteed Interview Scheme' for

veterans? No

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Expleo are engaged with the Joining Forces network of employers, working together to transform perceptions of veterans and other members of the Armed Forces community; Increase the visibility of accessible support and opportunities; Foster collaboration, sharing best practices, and pooling resources. In support of this we have shared some best practice guides, presented and joined

a panel at their conference, hosted a face-to-face meeting for the group in our Bristol office. Presented at Defence and Security Equipment International.. Expleo representatives attended the Battle of the Atlantic 80th anniversary, the Edinburgh Military tattoo, the Nelson and Colne College Cadet Experience Day and the Altcar Armed Forces day flag raising.

Why should service leavers and veterans consider working for your company over others? With veterans at all levels of the business in the UK we understand you and appreciate all you have to offer. We understand everything you are, and we can help you be anything you want to be. ●

LEARN MORE ABOUT CAREERS AT EXPLEO

careers.expleo.com/en/insights/campaigns/ex-forces-community

SSGC Security

SSGC delivers national footprint manned guarding to sectors including facilities management, education, retail, shopping centres, healthcare and distribution. Since inception, it has set itself apart from the competition with bespoke technology and software solutions that surpass the status quo. With an in-built automated vetting capability, SSGC is able to carry out the rapid scaling of personnel unlike any other in the industry today. Roles across the business include security officers, administrators, financial staff, vetting staff, ops room personnel. IT specialists, Logistic personnel, Managers and supervisors.

Central to its ethos is its social value commitment and with veterans on its leadership team, it pledges to improving the lives of the military community through remobilisation projects. Throughout the lifetime of the business, it has made several personal pledges towards this cause and is a proud signatory of the Armed Forces Covenant.

How many veterans does your company employ in the UK? 12. We had 500 during the pandemic when SSGC was selected and deployed to the front line to monitor and marshal the government's Covid-19 testing sites on behalf of Serco and the Department for Health and Social Care. SSGC saw this as an opportunity to rally a struggling community of unemployed veterans and provide them with job security

in a potentially unstable economy. In a matter of weeks, the business mobilised thoroughly-vetted security offers, traffic marshals and operations staff nationwide and rallied more than 5,000 personnel, including more than 500 veterans, to provide services to 156 testing centres and 109 mobile testing units. This was the largest mobilisation of manpower in the UK since the Second World War.

How many veterans were employed in the last year? 4

Do you ask at the point of job application if the applicant is a veteran? Yes

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? A person that can be depended upon to be trustworthy, diligent, smart, a great communicator and have great values that are followed in the MOD.

What perks / benefits are offered to employees of your company? Pension, gym membership support, paid leave, opportunities to volunteer for good courses and be paid and supported, training opportunities, support from the veterans serving in SSGC and promotion and advancement on merit.

Are there any specific benefits offered to employees from the Armed Forces community? As a Gold Award holder

with the MOD Employment Recognition Scheme. SSGC has a guaranteed interview promise to all veterans and service leaver along with their immediate families. Veterans are also offered the chance to take part in outside activities such as charity work, the Invictus Games and attending events such as Remembrance services and Armed Forces sporting events.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Gold Award ERS. We attend job fairs that are linked to service leavers and veterans.

What career development/training opportunities do you offer to employees from the Armed Forces community? We have a training academy with financial support for individuals to take part, in improving their qualification that are needed in SSGC.

Do you have a leave policy for reservists and cadet force adult volunteers? We are very supportive of all personnel and their family members to join our workforce and we recognise the commitment that cadets show in their daily lives and of course the wider military family.

Do you have a veteran/military Employee Resource Group (ERG) or network? Led by our Veteran Engagement Director we actively encourage the veterans to get involved in all activities the veterans enjoy, from Buckingham Palace garden parties to marching in London on Remembrance.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? We have a newsletter that is used amongst our work force to keep all abreast of the trends and actively promote the military family. We hold monthly meeting allowing the Veteran Engagement Director to keep promoting the values of the service family.

Do you exhibit at job fairs designed specifically for members of the Armed Forces community? Yes we do. In the



past we have had stand at BFRS, CTP and Mission Motorsport career transition events. We also advertise on Facebook pages belonging to hundreds of veteran groups/regiments.

Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? Facebook is our big one and that goes out to more than a million people. We send them to our website and our jobs are active there.

Do you put on 'Insight Days' for members of the Armed Forces community? No

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? Yes and for their dependents.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? We support the Not Forgotten Association, the NAM, Mission Motorsport and the Yorkshire regiment. SSGC is very experienced in veteran and family support, and it also fully supports veteran employees when it comes to mental health, physical disabilities and learning difficulties. Its support to employees from the Armed Forces community in the past has been second to none.

How does employing from the Armed Forces community add value to your organisation as a whole? We understand the need for good security and how every member on the ground is there to safeguard the public and property. This is why the military family bring to the table, the values and standard that are promoted within the services.

Why should service leavers and veterans consider working for your company over others? The company MD is a veteran and we look after the military service leavers and veterans. No other company employs a Veteran Engagement Director. We care, we understand and we have all the support information when it comes to service charities if needed and how to access medical support from the NHS/MOD. ●



LEARN MORE ABOUT CAREERS AT SSGC SECURITY

ssgc-net.com

Northern Trust

Northern Trust is a leading financial services company that provides asset servicing, investment management and wealth management services for institutions, high-net-worth individuals and families. For more than 130 years, our success has been anchored in one purpose: to serve as our clients' most trusted financial partner, guarding and growing their assets as though they are our own. Today, we are more than 23,000 employees strong around the globe, and manage more than \$1.3 trillion in assets (as of March 31, 2023) for our clients.

How many veterans does your company employ in the UK? Approximately 20-25

How many veterans were employed in the last year? Approximately 20

Do you ask at the point of job application if the applicant is a veteran? No, that is not a question on our application in the UK. Northern Trust encourages Veterans within the organisation to feel comfortable self-identifying as a former service member and are encouraged to join one of our employee-led resource groups, aimed at providing tools and resources to support an inclusive culture along with career development.

What perks / benefits are offered to employees of your company? All employees of Northern Trust in the UK are able to access a number of resources: Flexible Working and Shared Parental Leave policies; Access to private medical cover; 24 hours access to our Employee Assistance Programme helpline and online support platform; Membership of My Family Care, an organisation that offers back-up childcare and eldercare Services; Invites to events and seminars run by our Working Families staff network group that support parents and careers; and Access to our trained Mental Health First Aid Champions. We have created bespoke materials outlining the business case for hiring from the military and signing the AFC, which we share with clients and vendors.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Northern Trust engages with several external partners specific to the Armed Forces community. These engagements range from participation on diversity boards to advocate for programmes on behalf of service members to mentorship programmes for those that have served and are looking for a career after military service.

What career development/training opportunities do you offer to employees from the Armed Forces community? Northern Trust recognises that every career path is different. We help all new joiners to our organization to map their careers through use of Northern Trust University – a virtual platform that helps meet all professional learning and development needs. Northern Trust's MAARC also provide a mentor/buddy system where partners from an Armed Forces background are matched with Veteran partners and are supported with settling into civilian office life, transition to corporate environment and introduction to Northern Trust network.

Do you have a leave policy for reservists and cadet force adult volunteers? Northern Trust's UK Employee Handbook, which governs all employee policies, outlines the details of our Reservists leave policy and how the company will support in the event of mobilisation.

Do you have a veteran/military Employee Resource Group (ERG) or network? Northern Trust encourages our partners to bring their whole selves to work by joining one of our employee-led resource group, tasked with supporting inclusive culture and valuing what diverse perspectives bring to the table. One of these groups is the Military Appreciation and Assistance Business Resource Council [MAARC]. EMEA MAARC's mission is to engage Northern Trust partners by facilitating opportunities to learn more about the Armed Forces and to understand the strengths those with military experience bring to our organisation. We aspire to function as a conduit for Northern Trust to attract, assist to develop and retain retired military personnel and to increase awareness and engagement around the UK and European Armed Forces. To date we have raised over £20,000 in the UK for military charities.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you





RANKING

49

JUDGES' SCORE

64.5/100



value highly? Our Talent Acquisition function works diligently to execute on their Inclusive Hiring strategy, which includes ongoing trainings to remove biases at all levels of the hiring process and partnerships with external programmes and affinity networks focused on recruiting veterans who bring a unique and valuable set of skills to the workplace. Moreover, we believe in the power of visible role models at all levels of the organisation and are proud to work with several internal leaders who share knowledge, experience and insights to support our intentionally inclusive culture. Most recently, MAARC hosted an insightful conversation with Brigadier Nicholas Cowley and one of Northern Trust's female veterans, discussing personal experiences serving alongside the most highly trained and elite soldiers in the world, and personal takes on leadership and how to be resilient in the face of change.

Do you exhibit at job fairs and post on job boards designed specifically for members of the Armed Forces community? Northern Trust periodically participates in

job fairs and advertises on sites designed for the Armed Forces community.

Do you put on 'Insight Days' for members of the Armed Forces community? In collaboration with the CTP we host an annual insight day where we invite around 30 Armed Service Leavers and Veterans to our offices in London. The event is educational and skills focused and we share information on how to successfully transition from a military career to one in financial services. We also have regular engagement with the CTP throughout the year.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Northern Trust employees sit on the City Veterans Network committee and act as Lead for the Diversity Project

Veterans Workstream.

Why should service leavers and veterans consider working for your company over others? We provide access to industry experts, global perspectives, leading technology and dedicated support from colleagues – all without sacrificing the richness of our partners lives outside of work. Northern Trust also knows how much military veterans can bring to the table. We really do believe that it's a win-win situation – we have witnessed the tangible benefits that ex-service personnel can bring – excellent leadership, exemplary teamwork, calm-under-pressure and the real can-do attitude that sets them apart and we know that harnessing the strengths and transferable skills of these individuals ensures that we continue to foster a globally diverse and inclusive workforce to support our clients. ●

LEARN MORE ABOUT CAREERS AT NORTHERN TRUST

northerntrust.com/united-kingdom/about-us/careers

Digital Realty

Digital Realty is one of the biggest Real Estate Companies that purely builds and leases data centres around the world.

Digital Realty brings companies and data together by delivering the full spectrum of data center, colocation and interconnection solutions. PlatformDIGITAL, the company's global data center platform, provides customers with a secure data "meeting place". Digital Realty enables its customers with the connected data communities that matter to them with a global data center footprint of 300+ facilities in 50+ metros across 27 countries on six continents.

Partnering with our customers provides a clear path to solve the challenges of digital transformation. Our mission is to provide the safe and open meeting place where companies of all sizes can come together, collaborate, and innovate around data.

With over 300+ data centres worldwide, our local experts work with you to enable new data workflows and unlock trapped value.

The majority of roles are in engineering, both M&E and IT engineers. Many other roles available including security, sales, administration and

marketing.

How many veterans does your company employ in the UK? 12 in the UK. Over 150 globally.

How many veterans were employed in the last year? 2

Do you ask at the point of job application if the applicant is a veteran? Yes

Please list the skills (hard and soft skills) you commonly identify in veterans that excel in your company? Engineering skills from the Marine Engineering branch of the Royal Navy and the Royal Engineers are a great fit to the data centre environment. Work ethic, reliability, integrity, can do attitude, conscientiousness, presentation, communication are all great skills that veterans bring to the business.

What perks / benefits are offered to employees of your company? Very good salaries, healthcare, pension, bonus, development and progression in a growing industry.

Are there any specific benefits offered

to employees from the Armed Forces community? Veterans Employee Resource Group for support and camaraderie. Box at the Army vs Navy Rugby at Twickenham. Veteran branded Company uniform.

Are there any specific programmes or initiatives in your company designed to attract and recruit talent from the Armed Forces community? Bronze Armed Forces Covenant (applying for Silver this year). Advertising roles on CTP and attending CTP Job Fairs. Promotion of opportunities on LinkedIn. Company Open Days.

What career development/training opportunities do you offer to employees from the Armed Forces community? All personnel have a Personal Development Plan. Leadership and Management Training is provided for roles with people management. Coaching and Mentoring. Technical Accreditation for Engineers through CNET Training.

Do you have a leave policy for reservists and cadet force adult volunteers? Yes, Reservists are given up to five days extra leave for their mandatory military training.

Do you have a veteran/military Employee Resource Group (ERG) or network? Yes, we have a Veterans ERG, set up to support the recruitment of and the support of veterans in the business. Membership of this group is c 200 veterans from across the USA, UK, EMEA and APAC.

How do you ensure hiring managers, line managers and other colleagues in your company are aware and understand that veterans are a talent group you value highly? We ran a promotion of Veterans building up to and at the signing of the Armed Forces Covenant. The Veterans ERG holds events through the year that promotes and supports the veterans community. Our Talent Acquisition Team in EMEA is run by a Veteran and we are working on trying to improve our reach into the Forces and Veteran





communities.

Do you exhibit at job fairs designed specifically for members of the Armed Forces community? Yes, we are booked on the relevant CTP Job fairs for the regions we work in.

Do you advertise jobs on websites / job boards designed specifically for members of the Armed Forces community? Yes, all our Operations roles are advertised with CTP.

Do you put on 'Insight Days' for members of the Armed Forces community? We are planning an Insight day at one of our Data Centres in Crawley this year.

Do you offer any kind of 'Guaranteed Interview Scheme' for veterans? No, but we will try to interview anyone veterans with the relevant skills for the role.

Beyond your recruitment activities and supporting existing employees, as a company do you seek to engage with and support the wider Armed Forces community? Some of our veterans attend a Forces and Veterans Breakfast Club locally.

How does employing from the Armed Forces community add value to your organisation as a whole? From an engineering aspect, veterans are well trained and qualified and are very procedural which fits extremely well to the critical nature of data centres. Also, resilience and ability to work well under pressure means that veterans provide a calm response to incidents and issues.

Leadership and communication skills are strong in veterans and this has been demonstrated with veterans in the organisation where they have quickly progressed in the business.

Why should service leavers and veterans consider working for your company over others? Data Centres are a growth industry. Digital Realty is one of the biggest Data Centre Companies in the World. There are good development programmes and opportunities to progress demonstrated by current Veterans in the business. Transition from Marine Engineering or Royal Engineers is very easy. The Veterans ERG are there for support. ●

LEARN MORE ABOUT CAREERS AT DIGITAL REALTY

careers.digitalrealty.com

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