



Welcome to the Q3 newsletter from the VETS team. While there has been a number of new challenges for us all to contend with this year, mid-year is very often a good time to reflect on the year so far and consider plans for the remaining months. In this issue of the newsletter we will be doing just that, by showcasing some of our achievements from the past few weeks and months, as well as sharing a number of new events for your diary and key updates.

- WHAT'S NEW? -

VETS Relunched!

The new website has been months in the making and therefore we were very pleased to be able to launch it during Armed Forces Week 2020.

There have been a number of changes and updates to give you a better VETS experience including a brand new dashboard, pinning mechanics, searching options and more. We will be continuing to update the content including new pages, tools etc. The platform has now been live for six weeks, during which we have received really positive feedback from those using the site. We have been very fortunate to be able to work with our users throughout the creative process but ask that you continue to share your thoughts and feedback on the new site - we would welcome your feedback!

VETS Virtual Series and your thoughts on future sessions

Throughout June, VETS were excited to welcome a number of our partners to speak on our first ever series of virtual events. We were joined by experts from across the sectors, representing 10+ businesses. With over 300 registrations and a whopping 140 questions across the 4 events, we were blown away by your response to the series and want to thank everyone involved for their participation and enthusiasm throughout!

Many of you did ask if we would consider running more sessions and we are now open to suggestions on what topics you'd like to see covered in future. Simply click [here](#) to email us with your thoughts and let us know what you would find useful; whether you are a veteran, mentor, business or any combination of the three, we would love to hear your thoughts.

Tools for being a great mentee

Mentoring is a vital part of the VETS experience. We are incredibly grateful to our mentors for the support they offer and know how useful their experience and knowledge is to our veterans. It goes without saying that we all recognise that the

time the mentors give is extremely valuable, but it is important for us to remember to show this too, particularly during this time of remote working for many of us. So as a reminder, even though many of us are working flexibly at present, and have become more familiar with zoom than we could have dreamed, please ensure you are respecting your mentors time. Be that by attending meetings prepared and punctual, getting in contact during appropriate hours (using appropriate methods of contact) in a professional manner or simply by saying "thank you".

We do recognise that for many of our veterans reaching out to a mentor might be a new experience, that has not been required previously. Many are used to being mentored or guided by those around them and looking up to individuals, but asking a stranger for help may feel quite daunting. To support both our veterans and mentors, we have developed a series of tools and templates for you to use to guide your relationship. You can use as many or as few as you like, they are there simply to help you in your role in the mentoring relationship.

We have trialled some of these tools previously and have since refreshed and refined, with the feedback of our users, so we do hope you'll find them useful. You can find the full guide, templates and more on the VETS platform under "[toolkit](#)".

Welcome to our new partners

The focus for VETS is on finding the right job for the individual which is why it is so important that we have great partners on board, providing a wide spectrum of roles. We have partners across all sectors and located throughout the country and are continuing to grow; it is exciting to see more and more diverse businesses coming on board. This allows us to offer a wide variety of opportunities to our Veterans, something we and our partners are extremely proud of. Therefore, it is a pleasure to announce some of our newest partners:

- **Boston Energy** is a leading supplier in the Wind Energy industry for both onshore & offshore sites across the UK, Europe & USA.
- **Boston Rail** provides manpower in a number of segments in the UK rail sector including: Rolling Stock, Telecommunications, Signalling and Electrification.
- **Kearney** is a management consulting firm that provides trusted advisors to the world's foremost organizations.
- **Metro Bank** first opened its doors in the summer of 2010, the first high street bank to open in the UK in over 100 years.
- **Network Rail** manages most of the railway network in Great Britain to deliver 4.8 million journeys a day for customers.
- **Stepway** officially became a charity in November 2019 and is focused on supporting all veterans in Civilian life with their 7-Step Civilian Skills Programme.
- **Swish Fibre** – you can read more about them below!

- UPCOMING EVENTS -

BuildForce: 20th and 26th August

Join BuildForce on Thurs 20th Aug, 10-1130 for "NHS Nightingale and Rainbow -when construction and military joined forces".

Listen to 3 of our Alliance partners, HE Simm, Kier Group and Wilson James talk about their experience during the epidemic building covid-19 hospitals in London, Bristol, Bangor and Deeside followed by a Q&A lead by the BuildForce Chair.

On Weds 26th August, 11:00 – 13:00, BuildForce's Alliance partner Kier will be hosting a virtual site visit and information session.

Members of the Kier site team will give a brief outline on site, what they are doing, and a whistle stop tour of the site in its current shape. As well as provide a brief

description of their experience/career through the construction industry. At the end of the session, candidates will enter a Q&A session with the site team.

To reserve a place for either event contact:
caroline.logan.buildforce@wilsonjames.co.uk

Amazon Military virtual events: September

Amazon are always looking for innovative thinkers to join them in making history and need strong, dynamic leaders who can harness the skills developed within the military to make a significant impact on the business. The team are currently hosting an array of different workshops throughout September including CV & Interview skills and Insights sessions. Find out more at <https://amazonmilitaryeu.splashthat.com/> or by scanning the QR code.



VETS CV & Interview workshop: 12th November

We are now registering interest for the annual VETS CV & Interview workshop in partnership with the House of Commons for 2020. This insightful event is split out in to two core sections with the morning focusing on practical advice for CVs and the afternoon dedicated to interview skills, closing with a mock interview with an MP or Business Senior Leader. The day will include personal experiences from those who have transitioned previously, top tips from those in business with a focus on 1:1 support and networking opportunities.

Places are limited and will be allocated on a first come first served basis, therefore registration is essential. Please confirm your interest by [emailing](#) us with your full name and best contact email.

- IN OTHER NEWS -

Government announcements highlighting veterans

Since the creation of the [Office for Veterans' Affairs](#) (OVA) toward the end of 2019, we have heard a great deal from the government around plans for Veterans. With exciting news coming from the Spring Budget 2020 and more, there have been a number of positive updates including:

- Plans to launch the new Veterans Railcard in November 2020
- Consultation beginning around tax break for employers of Veterans for the first 12 months of their civilian employment
- £6 million of funding for 100 military charities across the UK

Read full details of the announcements and more [here](#).

HMRC Update: RISE Programme

HMRC recognises the importance of supporting military veterans and the significant skills and expertise they bring into the Civil Service. With many service leavers wanting to continue serving their country, HMRC and the RISE programme, offers the perfect transition opportunity and range of professions, within public service.

Bypassing the normal recruitment principles, RISE is an accredited [Life Chances Programme](#), offering a 'try-before-you-buy' internship of up to 8 weeks, followed by a fixed term appointment for successful applicants.

"I was surprised by how many transferable skills are relevant to this job. I have learnt a lot and have a lot to offer. This is an ideal first step out of the military into civilian work life. I would recommend HMRC to other service leavers, the RISE scheme fits in

perfectly around resettlement.” - HMRC’s first RISE success and Brand Ambassador, Cameron.

To be eligible for the programme, you must be serving within your discharge period. If you are interested in applying for this fantastic initiative, please view the latest opportunities on VETS or contact the programme lead Maria.Clayton1@HMRC.Gov.UK

Vacancies available from new partner Swish Fibre

Swish Fibre are a full-fibre broadband provider with £250m of investment. Swish Fibre are rolling out a 10Gbps FTTP networks and have a plan to cover a total of 250,000 premises bringing truly exceptional connectivity services to homes and businesses in the South of England. Swish Fibre want to improve lifestyles and enhance communities by instantly connecting people and businesses beyond.

With a diversity and inclusion recruitment strategy in place welcoming applicants from all walks of life including background, age, gender, ethnicity and social mobility, the company culture is people centric, inclusive, collaborative and transparent. There is no set career path in place but as Swish is growing, they are ever changing. People, learning and development and career growth are at the heart of the business.

Swish Fibre are currently recruiting in the following areas, offering very competitive remuneration packages:

- Construction
- Customer Service and Installation
- Finance
- Sales and Marketing
- Technology

Find out more, check vacancies and any updates from Swish Fibre via their [profile page](#) on VETS.

COVID-19 Response from Santander

When the Pandemic occurred, Santander changed its “Special Leave” policy to increase paid leave for Reserve service, doubling the amount offered from 10 to 20 days for activities in support of the Covid-19 Task Force. Santander also doubled its “Matched Time” policy for Volunteering including activities such as working with RE:ACT (formerly Team Rubicon).

One member of the team at Santander has been using this additional time to work with the RE:ACT team, supporting the NHS staff at London’s Guys and St Thomas’s hospitals.

It is fantastic to hear about how the VETS community is supporting the response to COVID-19 and encourage you to get in touch if you have more examples to share. Read more about the experience of utilising the Santander matched time [here](#), and find details on RE:ACT [here](#).

And the nominees are...

We are so pleased to be able to share that the VETS team have been shortlisted for 2 awards for the Ex-Forces in Business Awards, and are delighted to see so many of our partners also making the shortlist in all of the categories. We wish all those shortlisted the very best of luck and we look forward to being able to celebrate with you all on the 20 October! You can read more about the Ex-Forces in Business Awards including the shortlist [here](#).

Update from Explosive Learning Solutions

The “new normal” around the world means that navigating the employment market is somewhat challenging. You no doubt have great knowledge and experience from the military but it’s possible that you don’t have the qualifications/certification that go with the experience. Now is the time to put that right.



Whether you are in resettlement now or looking to change roles in the civilian sector, visit the website or call Explosive Learning Solutions on 01235 861805 to ensure that your CV has the certification you need for the role that you deserve.

WWTW Update: Walking Home for Christmas

WWTW, are offering a positive, brand-building or staff engagement opportunity for Q4 with their annual [Walking Home For Christmas](#) campaign. 2020 is WWTW’s 10th anniversary year so there is no better time than to arrange a small team, family members or indeed your entire business to get behind this – and as lots of us are likely to still be working from home this year, we all have the time!

There is still opportunity for any business to get involved with sponsorship too. To find out more please contact Andy Sloan (andy@wwtw.org.uk) and see the attached flyer for information on how to access a free video talk from ex-RAF SGT and double-leg amputee Duncan Slater as a thank you for your support for the cause.

For new connections, roles, events and resources, head to the [VETS Website](#)

The VETS Team



**If you would like to unsubscribe to this newsletter please email team@veteranemployment.co.uk*