

VETERANS AND FAMILIES EMERGENCY RESPONDERS CAREER SUMMIT



OPPORTUNITY AWAITS

IRWIN BARRACKS, KARRAKATTA
10 MAY 2024



AUSTRALIAN DEFENCE FORCE

The ADF consists of the Royal Australian Navy, Australian Army, and the Royal Australian Air Force. The ADF has a strength of just under 80,000 full-time personnel and active reservists.

There are more than 200 different roles across the ADF, all which provide veterans with transferable skills for the civilian workforce.

EMPLOYING VETERANS MAKES GOOD BUSINESS SENSE

Australia's military is among the most highly skilled in the world, and Australian Defence Force (ADF) members receive world-class training.

When veterans leave the ADF, they take with them a unique combination of qualifications, training, experience and skills.

There are more than 200 different roles across the ADF, and veterans bring specialist qualifications and technical expertise in sought-after fields including healthcare, trades, engineering, project management and logistics, information management, hospitality, security and many more.

Just as importantly, veterans have demonstrated experience and existing high-level capabilities in leadership and decision making, problem solving and critical thinking, risk management and communication. They also have the proven ability to work in high-pressure environments as well as the personal qualities of integrity, loyalty, self-discipline

and perseverance. This skill set is difficult to obtain and expensive to cultivate in new employees.

In an increasingly competitive labour market access to experienced and highly skilled candidates is a competitive advantage.

Each year around 6,000 members leave the ADF, and businesses have an ideal opportunity to take advantage of this professional talent pool.

VETERANS REPRESENT A UNIQUE, DIVERSE AND HIGH-PERFORMING SOURCE OF TALENT

Veterans have an extensive range of skills, abilities and attributes that make them valuable employees; including leadership, organisational skills, and resilience.

These skills are easily transferable from ADF to civilian workplaces. What is missing for some veterans is the ability to translate these skills into a language that the business world can understand.

GUEST SPEAKERS

SHAMSA LEA

"BE A GOOD HUMAN, LEADING MEANINGFUL CHANGE, FOR A BETTER WORLD"

- AIR FORCE VETERAN



Shamsa Lea is a logistician by trade, and an Air Force veteran of Afghanistan, Papua New Guinea and the Middle East Region. She is a Consulting Director in Climate and Sustainability at Deloitte, and is currently seconded as Chief of Staff, Indigenous Leadership Team.

As a trained UNSCR 1325 Gender Advisor and social justice advocate, she cares about a systems approach to intersectionality in the workforce and community- and leveraging that for more equitable social and business outcomes.

In 2020, Shamsa co-founded Propel Her Australia- The Defence Women's Leadership Series, an online hub for resources specific to a woman's career development experience in an Australian Defence and public sector setting. Shamsa and her co-founder received the 2021 ADM Women in Defence Awards People and Culture Leaders of the year.

Shamsa is also a Board Director, military spouse, mum and leadership coach with a special in-terest in emerging female leaders.

Find more about Shamsa here: www.linkedin.com/in/shamsalea

Find more about Propel Her here: www.groundedcuriosity.com/propel-pel-her



Aly Bannister

Aly Bannister is a Multi-Award-Winning Career Coach with 30+ years' experience of partnering with female job seekers, Defence Spouses, small business owners, local government, and global organisations to support career success.

Most recently Aly has been recognised as one of the Top 15 Coaches in Perth - 2023.

Previously she has won the Prime Minister's Employment Awards for Excellence in Supporting Spouse Employment.

In addition, she is a successful Author of a best-selling, motivational, straight-talking book called *Get Your Rear into Gear – Job Searching tips for Career Success* As well as her children's book: *Johnny the Leprechaun – Breaking School Rules*.

Aly started her business in 2018. Since then, she's built a reputation of enabling and empowering women to build confidence, increase knowledge, upskill, and make positive career choices.

And amassed over 175 x 5 star Google reviews in the process.



Joshua Hawes

Joshua has had an extensive career in the Australian Military (Army) and supporting Special Forces. He has had two decades of professional experience within military, forensics, organisational and clinical mental health services, both for public and private sector organisations. Josh applies robust theoretical frameworks, with applied knowledge and skills in multiple core areas such as; organisational psychology, vocational coaching, personnel selection, treatment protocols and performance optimisation.

Military Experience:

*Special Air Service Regiment - Personnel Selection and Team Development
Regimental Psychologist*

Army Major - Retired

Military Deployments (10+ - Iraq, Solomon Is, Afghanistan)

VETERAN AND FAMILY EMPLOYMENT TRANSITION ROADMAP

PHASE 1 - PREPARE

RESEARCH
AND PLANNING

PHASE 2 - TRANSITION

EVENTS
WORKSHOPS
NETWORKING
MEET & GREETES

PHASE 3 - EXCEL

CONNECTING
LEAD
SUCCEED
SUPPORT AGENCIES

VETERAN

START THINKING AND PLANNING

for what you will do before and after you take off the uniform.
Your family also makes the transition and it can be challenging for them.

CHECKLISTS



PHASE 1 - PREPARE


- ☐ Own your transition. It starts and ends with you and your family
- ☐ Plan and prepare for civilian employment like you did for any military mission or operation
- ☐ Define your mission (identify short- and long-term objectives and what it will take to get there)
- ☐ Create a timeline-and start early (ideally 12-24 months before separation)
- ☐ Know your new operating environment-research and understand the job market where you live, what employers are looking for, and how to best position your skill sets in the civilian market
- ☐ When assessing a possible job, look at it from a short- and long-term perspective to understand how it may lead to more opportunities in the future
- ☐ Perform a "gap analysis" by assessing your current skills and qualifications and then translate them into civilian-speak
- ☐ Decide whether further education or RPL is needed for your ideal job
- ☐ Be financially ready, and understand financial planning and management as a civilian
- ☐ Find mentors-both veteran and civilian-and ask for help

PHASE 2 - TRANSITION

- ☐ Create a strong personal brand and develop a personal "value proposition"- why a company should hire you
- ☐ Communicate your value through effective resume, elevator pitch, and interview skills-rehearse, rehearse, rehearse!
- ☐ Cast a wide net-know where and how to look for job opportunities and consider locations to publish your resume, online tools that highlight your capabilities (e.g., LinkedIn), and use of Working Spirit and RSL WA
- ☐ Build a network and make connections in order to develop contacts and exchange information that leads to employment opportunities and advancement; although something you might not be accustomed to in the military, networking is essential to civilian career success
- ☐ Allocate the necessary time to research, write emails, prepare for interviews, and other day-to-day facets of searching for a job; ensure follow-up and be proactive
- ☐ Use proper grammar and complete sentences when communicating with employers, even when you are communicating via email
- ☐ Widen your search for jobs slightly outside your interest or target geographic locations
Work part time, find temporary work, or look for volunteer opportunities during your search
- ☐ Explore internships and fellowship opportunities
- ☐ Learn how, and what, to negotiate before you accept
- ☐ Assess and reassess your situation to ensure previously defined goals and objectives are realistic

PHASE 3 - EXCEL

- ☐ Learn the organisation's work culture and core values and get to know your team
- ☐ Connect-engage socially and professionally (e.g., affinity groups, business resource groups, etc.) to discover new opportunities and valuable relationships
- ☐ Find a mentor in your new organisation
- ☐ Make networking a lifetime commitment
- ☐ Seek regular feedback and continue to train, develop, and grow by finding ways to better yourself in your new profession
- ☐ Serve as a mentor or volunteer with not for profit organisations to help fellow service members during their transitions
- ☐ Succeed-demonstrate the value of veterans to the civilian workforce



The Key to a successful transition depends on a veteran's ability to brand his or her service in civilian terms.

Organisations such as Working Spirit and RSL WA can help you make the transition.

Our not for profits provide great one on one guidance and support.

The Veterans Employment Portal supported by Working Spirit and RSL WA will be partnering with a host of public, private and other support agencies, to assist placing veterans into employment.

WE WOULD LIKE TO THANK

THE FOLLOWING COMPANIES AND ORGANISATIONS FOR THEIR ATTENDANCE AT THE MILITARY, THEIR FAMILIES AND EMERGENCY RESPONDERS CAREER SUMMIT 2024

CHEVRON

MPX

PUBLIC TRANSPORT AUTHORITY

ROHK EXPLORATION AND
EQUIPMENT

WESTERN POWER

DFES

RADLINK COMMUNICATIONS

SETS SERVICES

SLB

ROY HILL/HANCOCK

PROSPECTING

WAPOL

VENTIA

KINETIC IT

SOUTH METRO TAFE (DIVES)

BYRNECUT

WORKING SPIRIT WOULD LIKE TO THANK BRIGADIER AMANDA WILLIAMSON, COMD 13TH BRIGADE, RSM WO1 DAVID NUTINI AND WO2 CHRIS WAINWRIGHT FOR THEIR SUPPORT TO HOST OUR EVENT.

WE ALSO EXTEND A BIG THANKYOU TO 10 LIGHT HORSE REGIMENT 10LHR FOR THE USE OF THEIR DRILL HALL.

WORKING SPIRIT *History*

By way of introduction my name is Karyn Hinder and I am the Founder of Working Spirit assisting our veterans and military members transition into employment post their military service.

I launched Working Spirit in November 2016, after completing a Certificate IV in Small Business Management through the Royal Melbourne Institute of Technology (RMIT) supported by The Princes Lead Your Own Business Program (PLYOB Program). In Late 2016, I was invited by the US Chamber of Commerce to attend and observe transition summits and programs at Camp Pendleton Marine Base in San Diego.

The PLYOB Program is part of the Princes Charities Australia (started by His Royal Highness Prince Charles) and is in partnership with RMIT to support transitioning Australian Defence Force (ADF) Personnel to start a small business or consultancy.

To give you a little insight into 'Working Spirit', it is a not-for-profit registered charity with DGR status. The idea for the charity was born after a very close friend and a colleague of mine whom I have had the privilege of serving with, was going through tough times, whilst also having to deal with the stresses of finding meaningful

employment and adjusting back to mainstream life outside of the ADF.

Over my military journey, I have learned many things from my service both here and abroad. Something I am extremely passionate about is the difficulty for serving men and women to find employment post their military service. What is even more distressing is the flow on effect of injury, anxiety, stress, depression, and other major symptoms, which lead to difficulty in gaining employment, confidence, and hope.

Working Spirit's goal is to simply to help veterans move into employment both in the Public and Private Sector whilst highlighting the workforce potential of these military veterans. Working Spirit wants businesses to "capture the talent" that comes from their military service and get our Military Veterans hired. Military Veterans have many intangible skills that they can bring to the table, over and above any technical skills.

I am passionate about supporting our military veterans into civilian employment pathways post their military service and proud to say we have placed over 400 veterans into employment since Nov 2016.

**Kind Regards, Karyn Hinder.
Founder Working Spirit**



TRANSITION
EMPLOYMENT PORTAL

REWARDING WORK FOR EVERY VETERAN AND THEIR IMMEDIATE FAMILY

Looking for work? Changing Careers? Or maybe you want help to find your passion and purpose? Working Spirit and RSLWA are proud to present the Transition Employment Portal (TEP), which is a job matching platform designed specifically for companies/business to connect directly with veterans and their families.

The TEP allows veterans and their family members (aged 15+) to create a profile and launch their profile which can be matched with job opportunities by employers/
In addition to job matching services, the platform is free to use for veterans and their families. The TEP is the first of its kind in Australia and is a valuable resource for companies who are seeking to give employment opportunities to our veterans and their families.

REGISTER AT WWW.TEP.ORG.AU



RSLWA

rslwa.org.au

Our History is One of Service

In 1916, many Australian veterans returning from war experienced issues from the extensive lack of support available. This led to the formation of The Returned & Services League of Australia (RSL) – a veteran-run organisation with a national presence.

Today RSLWA is a place to come together with established community groups and programs that enable veterans and their families to thrive. We provide experienced Advocates that help veterans lodge compensation claims to get the medical treatment they need, employment services to guide their transition into meaningful work, and financial support for those few experiencing hardship. We host regular commemorative events and engage the veteran community through 112 locations around Western Australia.

NOTES:

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Working Spirit and RSL WA would like to thank our major sponsor Ventia for catering the Military to Civilian Career Summit. As charities, we are grateful for their support.



WESTERN AUSTRALIAN EXTERNAL SERVICE ORGANISATIONS

Connected By

connectedby.org

Connected By is a creative space for learning, sharing and growing that provides current and ex ADF personnel, first responders and the general public the opportunity to learn share and grow through engaging and challenging creative pursuits.

DRA

www.dra.org.au

Disaster recovery is rewarding work. Be it flood, bushfire, cyclone or pandemic, Disaster Relief Australia (DRA) is here to help. With our army of dedicated volunteers, we respond to disasters and deliver support to those in need.



Invictus Western Australia

<https://www.facebook.com/invictusaustalia/>

Invictus Australia is owned and operated by Australian International Military Games, the non for profit responsible for organising Invictus Games Sydney 2018, and

licensed from the Invictus Games Foundation. We carry on the legacy of the Games every day in local communities, as all veterans and their families can benefit from involvement with sporting communities, particularly 'at risk' veterans.

Legacy WA

legacy.com.au

Legacy WA is dedicated to supporting the families of veterans and keeping the promise.

The Legacy Busselton Camp is a beautiful camp ground, situated just metres from the beach in Busselton - and right on the doorstep of the magnificent South West.

The camp is designed to provide current and ex serving defence members, Emergency Service workers and their families an opportunity for respite. Book through legacy.com.au

Our Veterans Forge

ourveteransforge.com.au

Set up by veterans to help other veterans with PTSD and other associated medical issues after discharge from the ADF.

Sailing On

sailingon.org.au

Sailing on provides the opportunity to take part on the repair and sailing of disused yachts, improving mental health through learning new skills, being part of a team and providing an opportunity to communicate and support each other in a relaxed environment.



Soliders

soldiersandsirens.com.au

Whipper Snapper Distillery Veterans Club

whippersnapperdistillery.com

Support past and present members of our defence force events are hosted throughout the year creating connections.

NATIONAL

Department of Veteran Affairs

dva.gov.au

Open Arms

openarms.gov.au

Womens Veteran Network Australia

wvna.org.au





TRANSITION

EMPLOYMENT PORTAL





WS
WORKING
SPIRIT



2023 Princes Trust Australia Winner
2021 Prime Ministers Veteran Award Winner
2020 Women in Defence Award Winner
2019 - 2021 Westpac Community Grant Recipient
2020 WA State Hero Organisation Westpac

www.workingspirit.org.au

Minister Paul Papalia CSC MLA served in the military for 26 years mostly as a Navy Frogman. He served in the counter-terrorist squadron of the Special Air Service Regiment and twice deployed on operations to Iraq.

Minister Papalia actively supports organisations dedicated to the welfare of serving and former military personnel. Minister Papalia values our veterans and their service and through this program more veterans will have access to services that assist with the transition from the ADF to civilian life.

Hon. Paul Papalia CSC, MLA

Minister for Police; Road Safety; Defence Industry; Veterans Issues.

YOUR OPPORTUNITY AWAITS CALL 1300 219 443