

# Partnering with Defence: tangible benefits for employers

There are many ways in which supporting Defence can help your organisation become stronger and more successful.

## World-class transferrable training – paid for by Defence, not you



We train – at every level. Military training develops exactly the core skills which you may value the most in your employees: self-confidence, determination, teamwork, problem solving, leadership and ability to work under pressure. The Chartered Management Institute estimates that comparable training would cost you £8,000 to implement.

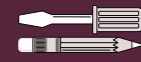
## Fit and resourceful employees



Military trained personnel are fit, focused and positive with a can-do attitude. They have to be. Many operate in locations and situations that require sound judgement, adaptability, respect for others, good communication skills, loyalty, integrity, and courage.

Leadership, management, instructor and assessor, IT, language skills, health and safety, driving licences, first aid and qualifications relating to trades such as catering and engineering are among the many technical skills that we train in, bringing a breadth of bright individuals to your workforce. Much of our training is nationally recognised and accredited.

## Accredited skills



## Enhanced recruitment and employee retention



Demonstrating support for Defence can help attract multi-talented job seekers, thus increasing the quality of your recruitment. Support for the dual role of Reservists offers extraordinary variation and personal development which may otherwise not be available within your organisation. This can improve employee retention.

## Reputation



Defence recognises support at all levels. The Armed Forces Covenant and the Employer Recognition Scheme give employers a unique opportunity to pledge, commit, demonstrate and advocate support for Defence and raise their corporate reputation with a gold, silver or bronze award.

## Corporate Social Responsibility



Defence sits at the heart of communities. Becoming an Armed Forces friendly organisation allows you to align some of your CSR objectives in support of Defence.

## Effective teams



Individuals with experience in military service have exceptional team spirit and the ability to lead and follow, qualities that are seamlessly transferred to your organisation.



# What employers say

“We fully support colleagues who choose to be Reservists alongside the jobs they hold at the Trust. The dedication and commitment these colleagues show in both of their roles is hugely admirable. Not only do reservists provide a vital role for our armed forces, but we and our employees also benefit enormously from the many transferable skills they learn and bring back to our hospitals, notably team work, leadership and decision-making skills.”

Julia Tabreham - Non-Executive Director  
Nottingham University Hospitals NHS Trust

“Our military trained staff use their leadership skills to communicate, motivate, inspire and get people to go the extra mile. What more could we ask for? We fully support our Reservist and veteran staff and would like to see their numbers grow in the near future.”

Geoff Kneen - MD of Atkin's Management Consultants, Aerospace,  
Defence and Communications Businesses  
Atkins

“We have huge numbers of serving and former service personnel working for us, and they bring an enormous number of benefits to our business. We are honoured to be the first supermarket to sign the Armed Forces Corporate Covenant, and we will always look to do more for our heroes who regularly put their lives on the line to defend our country.”

Robin Terrell - Chief Customer Officer  
Tesco

“The Deloitte Military Transition and Talent Programme has been established since 2012 and we continue to see interest in the programme and demand for transition support increase. There is lots of work to do and we are delighted to play our part alongside our people, clients and friends of the programme.”

Chris Recchia - Partner and Deloitte Military Transition  
and Talent Programme lead  
Deloitte

“We believe that supporting Reservists brings benefits to both us as employer, the individuals concerned and the wider society. The transfer of skills, knowledge and professional development is a win:win:win. We are proud to help these courageous people have the opportunity to connect – and protect – Britain.”

Joe Garner - CEO  
Openreach

“Our ex-military employees are our most valued asset. They give us an edge in understanding our defence customers' needs and, more importantly, in delivering – especially in complex, fast-changing environments, be they military or civil. Our reservists are the icing on the cake, and they bring currency, contacts and professionalism into the Company on a scale that is simply not possible by any other means.”

Bill Bird - Managing Director  
Systems Consultants Services Limited (SCS)





## The Defence-employer proposition

Are you an SME, a public sector organisation, a charity or a large corporate business?

Your organisation – whatever its industry sector or size, can become a powerful force for positive change at a national and regional level. Defence is keen to establish open, strategic relationships with employers, tailoring partnering opportunities to mutual needs and business goals.

Join some of the most dynamic organisations in the UK who are already enjoying relationships with Defence and working towards outstanding results.

## Key initiatives for employer support include:

- Employment of reservists and support through flexible HR policies
- Employment of regular service personnel at the end of their engagements and support for their resettlement, in collaboration with Career Transition Partnership
- Employment opportunities for service leavers with more challenging transitions including the wounded, injured and sick
- Employment of spouses/civil partners of service personnel
- Joint development of skills in key areas such as engineering, medical, communications, cyber security, etc
- Career opportunities and support for Cadet Adult Instructors
- Tackling disadvantages faced by service personnel in the consumer market

## Working with Defence is easy

The Ministry of Defence's Relationship Management (DRM) team provides an accessible interface for employers in the UK to partner with Defence. DRM can help your organisation form the right partnerships and act as a trusted, single point of access to all Defence personnel initiatives.

From the moment you indicate your willingness to support Defence, DRM will work with you to tailor opportunities to meet your own goals.

## Want to find out more how you can work with Defence?

### Defence Relationship Management (DRM):

A single point of contact for employer information and support and a trusted partner to form strategic relationships with Defence.

**Visit:** [www.gov.uk/mod/employer-relations](http://www.gov.uk/mod/employer-relations)

**Call:** 020 7426 8383

**Email:** [employerrelations@rfca.mod.uk](mailto:employerrelations@rfca.mod.uk)

See further information about the Armed Forces at:

[www.royalnavy.mod.uk](http://www.royalnavy.mod.uk)

[www.army.mod.uk](http://www.army.mod.uk)

[www.raf.mod.uk](http://www.raf.mod.uk)



Partnering with  
**Defence**

