

# **THE CONCORDAT**

## **To Support Veterans into Civilian Employment in Scotland**

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# **THE CONCORDAT: to Support Veterans into Civilian Employment in Scotland**

*An Agreement between the delivery partners of Veteran and Employment support in Scotland*

The 3 Principles of the Concordat

## **Principle 1**

**Ensure that our Service leavers and veterans have access to good quality, fulfilling careers and that they, their partners and families are empowered to seek out the help and support they need to access them.**

## **Principle 2**

**To continue to support veterans to develop and enhance their skills and attributes and ensure that the value of skills and qualifications gained in military service is recognised when seeking civilian employment.**

## **Principle 3**

**Ensure veterans, their partners and families have access to on-going, relevant and high quality employment and careers advice information and guidance.**

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## Foreword

It is with pleasure I introduce this Concordat to support service leavers, veterans and their families living in Scotland into good quality civilian employment. Scotland has a long and distinguished military tradition, and as a country we hold our Armed Forces and their families in exceptionally high regard.



We want Scotland to be the destination of choice for veterans, and believe that Scotland offers a supportive and desirable long-term home for the Armed Forces community. We pride ourselves in Scotland that we are a small nation that works together to provide the best care and support.

The report by The Veterans' Commissioner<sup>1</sup> in 2016 made 19 recommendations to improve the experience of veterans and early service leavers seeking civilian employment. One of the recommendations was to establish a Veterans Employability Strategic Group (VESG). This was set up by the Scottish Government in October 2017, and is chaired by Mark Bibbey of PoppyScotland. The creation of VESG has been welcomed by the sector. Mark Bibbey has successfully led the group in achieving important progress to improve the experiences that armed forces leavers have of the employability services in Scotland and the opportunities they can access. This Concordat signifies the commitment to continue this work for the benefit of veterans, early service leavers and their families.

I would like to thank all the signatories and supporters of this Concordat for their support and commitment, and for their continued dedication going forward.

A handwritten signature in black ink, appearing to read 'Graeme Deay', written in a cursive style.

**GRAEME DEAY MSP**

Minister for Parliamentary Business and Veterans

27th September 2018

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<sup>1</sup> In his report 'Employability Skills and Learning', November 2016

## Introduction

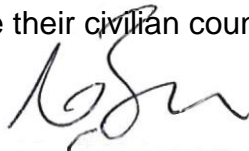


*Mark Bibbey On behalf of the Veterans Employability Strategic Group*

The Concordat, which I commend to you, provides a single, unambiguous statement of the expectations and responsibilities of the delivery partners represented within the group with regard to the employability of veterans and their families. It offers a broad framework of 3 principles, within which all those involved in the employment and training of Veterans and their families in Scotland can set out their commitment to make Scotland the destination of choice for Service leavers.

It is widely acknowledged that Service in our armed forces gives people a myriad of experiences and skills. Some, like many of the trade skills, have direct civilian equivalents, but others are less tangible and often do not bear a simple comparison to civilian benchmarks. These include, for instance, the qualities and skills associated with military discipline and ethos, experience of working under pressure and in tightly bonded teams, which nearly all those who have served have acquired, but are less well understood and rather more difficult to describe in a job application. Accordingly some find gaining meaningful employment difficult, or results in them getting a job, but not at a level commensurate with the skills and experiences they have acquired. This can be demoralising for the individual, and result in the loss of a valuable resource for the communities in which they live.

The Veterans' Commissioner identified those issues which needed to be addressed if this goal was to be achieved and recommended the setting up of the Veterans Employability Strategic Group (VESG) to chart the course. The VESG works alongside Scottish and UK Government and Agencies and brings together the stakeholders involved in Transition and Veterans' employment together with those with strategic responsibility for employment in Scotland. Working collaboratively together, they have consulted widely with employers and external stakeholders to develop systems and procedures which enable veterans and their families to compete for employment alongside their civilian counterparts.

A handwritten signature in black ink, appearing to read 'Mark Bibbey', written over a horizontal line.

**MARK BIBBEY**

Chair of Veterans Employability Strategic Group

# **Principles, Signatories and Supporters**

## **Signatories**

The Scottish Government

Veterans Scotland

Careers Transition Partnership

Skills Development Scotland

The Department for Work and Pensions

## **Supporters**

Ministry of Defence

Poppyscotland

**We hereby undertake to adopt the following Principles:**

**Principle 1: Access and Support**

**Ensure that our Service leavers and veterans in Scotland have access to good quality, fulfilling careers and that they, their partners and families realise ownership of, and are empowered to seek out the help and support they need to access them.**

1. Organisations will continue to develop a closer joined up partnership approach to ensuring information relating to support provision for resettlement is centralised, well signposted and easily accessible to veterans, their partners and families. This will help to empower individuals to take responsibility to seek out support and help, whilst developing the skills they require to seek out sustainable employment in line with their aspirations.
2. Signatories will continue to enhance the link between providers, support services and the Armed Forces community, including ongoing monitoring of joint working arrangements.
3. Through dedicated online portals, information will be easily available, ensuring all targeted materials are accessible to veterans in the most appropriate format through the most appropriate channels.

**Principle 2: Skills enhancement and development**

**Continue to support veterans to develop and enhance their skills and attributes and ensure that the value of skills and qualifications gained in military service are recognised when seeking civilian employment.**

4. Support, where appropriate or suitable need has been identified, veterans to develop and improve their skills to the desired or required level to successfully gain employment in the aspired profession or role.
5. Provide mechanisms to translate skills and qualifications gained in military careers into measureable and recognised qualifications within the wider employment sector.
6. Delivery partners will continue to take a joined up approach to engage/re-engage veterans upon exiting the Armed Forces and thereafter, ensuring access to appropriate Careers Information Advice and Guidance (CIAG) and further training and development that advances and continues to develop their skills set.

**Principle 3: Initiatives to Support Employment**

**Ensure veterans, their partners and family have access to on-going, relevant and high quality employment and careers information advice and guidance.**

7. Appropriate employment programmes will be easily accessible to veterans and their spouses/family.
8. We will continually seek to work with employers to ensure awareness of the skills and attributes veterans offer are widely recognised by employers.

9. Public Sector Employers will be encouraged to learn from best practice, raise awareness of the Armed Forces community within the workforce and continually review internal guidance.





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