



Veterans' Wellbeing Package - Veteran Employment Program

This measure will provide greater support to Australian Defence Force (ADF) personnel as they transition to civilian employment. The Veteran Employment Program will raise awareness and champion veteran employment by ensuring veterans' skills and experience are understood and valued by the wider community. This, in turn, will support the ongoing contribution of veterans to the nation through the civilian workforce. This will be achieved through:

- understanding why some veterans have difficulty finding employment when they transition from service
- raising community awareness of the benefits of employing veterans and family members
- providing veterans with new or enhanced career pathways through expanded recognition of prior learning (RPL), and
- helping employers to attract, retain and support veterans – particularly those most in need of employment support.

The \$24 million package includes RPL support provided through the Department of Defence and grant funding to assist the tertiary sector to develop or enhance veteran RPL frameworks and support within institutions, and to help businesses to adopt targeted veteran and partner recruitment and retention mechanisms.

Why is this important?

Veterans transitioning from the ADF may face a range of challenges that impact on their wellbeing, including securing suitable employment. Gaining civilian employment supports financial security, which improves quality of life, including mental health outcomes, and facilitates broader social inclusion.

While most veterans transition successfully into civilian employment, challenges can be experienced when moving from ADF service to the civilian workforce. In addition, the risk of unemployment is greater for certain groups of veterans.

There is a need to address misconceptions around veteran employment, provide employer education and practical support to address barriers to veteran and family member employment, and support veterans to recognise and communicate the value of their defence skills, attributes and experience in the civilian workplace or for further education.

- Targeted communication for industries experiencing skills shortages and awareness raising for the broader community will underpin and complement the efforts of a range of veteran employment programs to increase veteran employment opportunities
- The provision of enhanced recognition of prior learning support, including micro-credentialling of vocational skills, will provide scope for new or enhanced career pathways for veterans
- Barriers to employing veterans and family members will be reduced through opportunities for employer education, resources and advice in relation to recruitment and retention processes.



Who will benefit?

Any ex-serving ADF member, and for some parts of the program, their partners.

Employers will also benefit through the recruitment and retention of veteran employees.

Date of effect?

1 January 2023.

How much will this cost?

\$24 million over the forward estimates (\$20.5 million for DVA and \$3.5 million for Defence).