



Forces for Change (F4C) Charter for NHS

Securing Sustainable Employment for Our Ex Servicemen and Women

Our Intention and Commitment:

Our intention is to develop partnerships with organisations in both commercial and public sectors that accord with our aim 'to secure sustainable employment for our ex-servicemen and women'.

Our partners will commit to providing wide access to employment opportunities, with active and where appropriate prioritised recruitment with ongoing supportive employment.

Background:

Service careers can be seen as an anomalous career choice and also, there is little understanding among civilians as to what the Service Career involves and further, what extensive, transferable skills are acquired during training and service. The underlying reason for this is that the Military is very insular with its own culture, traditions and "language" making it hard to translate those skills and capabilities into a civilian or commercial value that is understood.

While there is a national contract in place to support resettlement, there are still some barriers and concerns that prevent seamless transition. Further, many organisations appreciate the values instilled in our servicemen and women, but have little understanding on how to capitalise on these, or how best to support effective transition to civilian employment.

It is well recognised that employment and support in transition have a positive impact on health and well-being.

The Proposition

F4C believe in providing guidance and support during the military career to enable career transition to be a strong and positive experience.

We intend to create an ecosphere of candidates well prepared to articulate their value and a pool of willing employers open to understanding the Military Human and committed to using their transferable skills.

Our belief is this will lead to improved employment prospects for ex service personnel through successful recruitment and, with underpinning support and services, improved retention.

The benefits for individuals are more effective transition and improved long term employment positions.

The benefits for partner organisations are wider recruitment opportunities, support for transition, improved retention and reduced turnover of staff.

F4C will provide the following services to individuals and partner organisations:

- Recruitment support through CV translation
- Provide access to CV Database to relevant prospective candidates (subject to the development and population of that Database)
- Support following recruitment through mentorship and/or regular check-ins with the employee.
- Training, advice and support to organisations helping them get the very best from those with service experience - understanding the "military mind".
- Network of additional support from third sector agencies specifically including those that support the Wounded, Injured and Sick, brought to the door of the partner organisation.
- Prospective evaluation of the impact of the Charter.



- Networking opportunities and events with recognition of their support

Partner organisations will:

- Actively promote recruitment of ex service personnel into their organisation.
- Identify a Forces Champion who would act as primary point of contact, and internal mentor.
- Provide F4C access to recruitment opportunities for posting on the ExForcesNet website with the requisite links for the ExForcesNet membership to apply through the usual NHS Channels.
- Provide ex services personnel in resettlement leave (or specifically authorised leave) with 2 - 12 week workplace experience opportunities to inform career decision making and further supply a reference in the event that permanent employment is not taken up.
- Participate in company-wide training opportunities ‘how to get the best from’ ‘ how to understand the military mind’

We the undersigned commit to this Charter on this day..... of 201.....

Tim Jones

Name:

Founder

Role:

ExForcesNet

Organisation:

Signed:

Signed:

Background Information:

ExForcesNet is the website and a platform for the community to convene, comment, engage and also access some materials for transition and ongoing support. There are plans to develop web based tools supporting our mission to enable smooth transition and ongoing support for our ExForces community and membership.

Forces 4 Change is a charter for organisations interested in working with the ExForces community and recruiting them in to their teams. It was intended, initially, to be for the SME sector, however, there are some major brands interested in getting involved too. The Charter will be signed with some PR for both organisations, and some glassware for the cabinet, there will be some face to face training on what constitutes an exMilitary person, and the kind of people they are through their experiences and additional online training in due course. Part of this training will put some reality to PTSD and the actual statistics and manifestation rather than that portrayed in the popular press and on TV. There will also be outreach services to support both the business and the employee. Additionally, F4C will offer support around translating CVs from the Military community. As the charter is rolled out to more organisations, then there will be an ecosphere of partners, and we intend to develop that community for networking and awards events.

Invictis is in the early stages of development and has been created through necessity as exForces people approach us to see if we know of any roles, and further, some businesses have requested that we recruit for them from the Military. The intent is that we are not like the majority of recruitment companies insofar as our candidates will be exForces (Regular or Reserves), pre-interviewed, and with a CV translated from the Military vernacular into one for commercial organisations. We pride ourselves in the amount of effort we spend in supporting our Service Men and Women in preparing for the commercial world. Finally, we will be charging at a reasonable rate and certainly not in the region of the rates charged by other recruitment organisations, while delivering more value.