

Evaluating your veteran employment activities

Why is it important to evaluate my veteran employment activities?

Evaluation allows your organisation to review and improve your veteran employment activities.

Sharing insights from evaluation with other organisations helps to generate best practice in veteran employment.

How can I evaluate my organisation's veteran employment activities?

Collect data on veteran employment

Collect and monitor data such as:

- recruitment and retention rates of veteran employees
- veteran employee satisfaction.

Use data to improve veteran employment activities

You can use your veteran employment data to review and improve your veteran activities.

Larger organisations may conduct a formal evaluation of veteran employment initiatives. Formal evaluation might involve:

- an evaluation framework
- theory of change and program logic modelling
- implementation analysis
- process and outcome evaluation
- cost-benefit analysis.

How can I contribute to the development of best practice in veteran employment?

Consult guidelines and legislation when developing your veteran employment activities

Veteran employment activities should, as much as possible, be evidence-based. Consult relevant guidelines and legislation regarding reserve service when developing your veteran initiatives. Make sure to stay up to date with emerging research and any legislative changes.

Sources include:

- This ADF Guide for Employers of Veterans www.defence.gov.au/sites/default/files/2022-06/guide_for_emp_of_vet.pdf
- This Rank to Grade Guide www.veteranssa.sa.gov.au/programs-events/military-rank-to-grade-guide/ for the Army and Navy, developed by the South Australian Government
- The Productivity Commission's 2019 Report www.pc.gov.au/inquiries/completed/veterans/report on veteran supports
- The Fair Work Ombudsman's factsheet www.fairwork.gov.au/tools-and-resources/factsheets/rights-and-obligations/defence-reservists-rights-and-responsibilities-at-work on employers' legislative obligations for reservists
- This ADF overview of employers' legislative obligations for reservists www.reserveemployersupport.gov.au/employers-of-reservists/reserve-service-protection



Share veteran employment metrics collected in your organisation

The internal metrics that your organisation collects, including data on veteran recruitment and retention, can contribute to developing best practice in veteran employment.

Sharing data with other employers can help improve veteran employment practices more broadly.

Support research into veteran employment

By supporting new research, your organisation will contribute to the development of best practice.

Research activities could include:

- publishing an evaluation of your organisation's veteran employment initiatives
- partnering with veteran-focused research organisations to undertake a research project
- sponsoring research on veteran employment, transition and supports.

