# Template: Veteran Employment Strategy

Refer to the template, and examples provided, to help you write your Veteran Employment Strategy.

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| **PURPOSE STATEMENT** | | | | | | |
| **Insert your purpose statement for the Veteran Employment Strategy.**  E.g. To be a leading ‘Employer of Choice’ among Australian veterans by creating a workplace which supports veterans to thrive and succeed. | | | | | | |
| **FOREWORD (optional)** | | | | | | |
| **Insert a foreword from your organisation’s Chief Executive Officer (CEO).**  E.g. As we pursue our Veteran Employment Strategy, I want to highlight our commitment to supporting the valuable contributions of veterans in our workforce. These individuals bring invaluable skills, diverse experiences, and a level of dedication that elevate our organisation. Together, let us create an inclusive environment that not only acknowledges their service but also empowers them to thrive in their civilian careers. | | | | | | |
| **MESSAGE (optional)** | | | | | | |
| **Insert a message from an Executive Sponsor or Veteran Employee Champion.**  E.g. As an organisation committed to supporting our veterans, we recognise the unique skills they bring to our workforce. Our Veteran Employment Strategy aims to help service members move into meaningful careers with us and to create an environment that values their contributions. | | | | | | |
| **BUSINESS CASE SUMMARY (optional)** | | | | | | |
| **Insert key elements of your business case here.**  E.g. Our organisation aims to implement a Veteran Employment Strategy to recruit and support former service members. This initiative not only enhances our talent pool but also showcases our commitment to corporate social responsibility and community support, driving innovation and improving organisational performance. | | | | | | |
| **ACTIVITIES PLAN** | | | | | | |
| **Insert purpose statement here.**  E.g. To be a leading ‘Employer of Choice’ among Australian veterans by creating a workplace which supports veterans to thrive and succeed. | | | | | | | |
| **FOCUS AREA** | | **GOALS** | **OBJECTIVES** | **ACTIVITIES** | **RESPONSIBILITIES** | **RESOURCES** | **TIMELINE** |
| **Recruitment** | | E.g.  Increase the number of veteran employees | E.g.  Recruit X Veterans | E.g.  Advertise on veteran-targeted jobs boards | E.g.  Recruitment Officer, Hiring Managers | E.g.  VEP Practical Guide - How to write a veteran-inclusive job advertisement | E.g.  Within 12 months |
| **Support & Retention** | | E.g.  Improve veteran employee retention | E.g.  Increase the employee retention rate by X% for the calendar year compared to the previous year | E.g.  Provide a formal or informal mentoring program for veteran employees | E.g.  Direct supervisors of new veteran employees | E.g.  VEP Practical Guide - How to develop a mentoring program | E.g.  Within 12 months |
| **Leadership & Public Commitment** | | E.g  Demonstrate leadership and public commitment in veteran employment | E.g.  Achieve VEC recognition as a ‘veteran employer of choice’ | E.g.  Demonstrate activities to the level of ‘Veteran Employment Supporter’ consistent with VEC guidelines e.g. Publicly support veteran employment | E.g.  Veteran employment lead, Veteran employee champion | E.g.  VEP Practical Guide - How to develop and share veteran employment success stories | E.g.  Within 6 months |

For more activity ideas - See the [Veteran Employment Commitment](https://www.veteransemployment.gov.au/show-your-commitment/veteran-employment-commitment).

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| **EVALUATION** |
| Insert the details of your evaluation plan, including when this strategy document will next be reviewed.  E.g. Our Veteran Employment Strategy will be evaluated every six months and assess recruitment metrics, retention rates, and veteran employee satisfaction to ensure alignment with strategic goals. An annual stakeholder feedback session will also be held to gather input from veterans and management for continuous improvement. |