

# Support to help businesses Inspire, Hire and Grow with veterans

We know that while employment levels in Wales have grown steadily in recent years, employers have often found it difficult to recruit skilled vacancies to support their growing businesses.

We also know that Wales has a pool of uniquely-qualified, high-performing people who may just need a little extra support to bring them into the workforce. By working with employers to increase sustainable employment opportunities, we can help to prevent the more serious social and health issues that come with unemployment such as homelessness and poor mental-health.

This is why the Cabinet Secretary for Local Government and Public Services Alun Davies asked Business In The Community Cymru to work to develop a toolkit for employers in Wales, which is being launched at an event with employers and veterans in Cardiff today.

The Employers' Toolkit – Inspire, Hire, Grow: How to capitalise on military talent – aims to raise awareness to prospective employers of the unique and broad range of skills ex-Service personnel possess and how those skills and experience could benefit a company.

Alun Davies said,

“We all recognise the value of our Armed Forces in Wales and we are proud of our veterans and our shared military history.

“I am delighted to launch the Employers' Toolkit to raise awareness to those companies who may not have considered the advantages of employing Service leavers and veterans before. It shows how employers can enhance their workforce by capitalising on the skills and disciplines gained during Service, including leadership, resilience and organisational skills.

“Our veterans deserve every opportunity for a successful second career after giving so much for their country.”

Matt Appleby, Director at BITC Cymru, said:

“It makes sense for us to make the most of our veterans in Wales. There is a skills shortage here with some 6% of employers having at least one vacancy to fill – and, in veterans, we have a pool of uniquely-qualified people who, with support, can be brought into the workforce. As one of our members who employs veterans says, military people are flexible and versatile as they are used to

being thrown blind into situations and getting on with it. They can also possess organisational skills and resilience which can be an asset in business.”

“The Welsh Government and businesses work closely together to make the most of veterans’ talents. BITC offers businesses who want to capitalise on military talent practical step-by-step advice, a toolkit for businesses to follow and many inspiring case studies.”