



# Kier support to the Services

Defence Relationship Management  
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# Key points

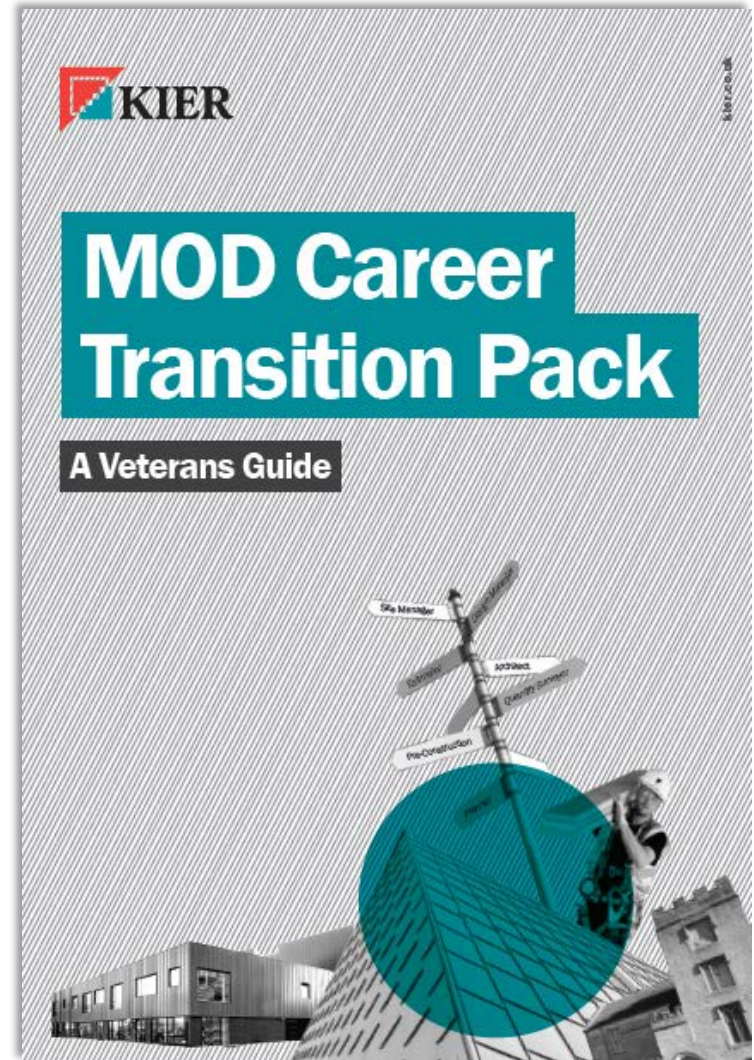


## Skills and Culture:

- Ex Forces transition into the workplace:
  - Early Careers Programmes (5% Club)
  - Ex Forces Recruiting Pilot
- Reserves Service:
  - Leave Policy
  - AFEP

## Housing:

- Community and Housing:
  - Veterans
  - Housing wounded ex-services personnel





# Highways England recognition scheme award



Kier received the **Special Award** for working with recruitment partners **First Military**, in the recruitment of suitably skilled ex-services personnel who had been wounded in action, and medically discharged.

Kier demonstrated their willingness to create an inclusive environment in which diversity of talent can thrive.

*His line manager commented: "He has been an extremely valuable asset to us, learning very quickly the role and becoming a great part of our team. He has formed great working relationships with many of our team"*



# Supporting our armed forces



## Armed Forces Employment Pathways - NE Trials

*MoD and DWP working in partnership with Industry to drive down the number of NEETs and drive up Reserves numbers.*





# Armed Forces Employability Pathways

September 2014-2015

- ❑ 486 people accessed the pathway in the North East
- ❑ 70% entered full time employment
- ❑ 72% expressed an interest to join reserves
- ❑ SROI - £4.5-£5m



# DIYSOS - Homes for Veterans

- Need for a home and sense of community
- WwtW needed housing, but not simply a roof
- Enter BBC DIY SOS...but scale too big
- This is when they called Kier
- Private sector expertise – scale – supply chain
- My personal experience
- Blended communities – sustainable solutions



# Learning points

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- Networks, New and Established:
  - Recruiting, Reservists, Supply Chain / SMEs.
- Sustaining the support:
  - MoD, Services Charity, Community and Industry coming together to meet aligned objectives.



# Questions