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of Defence

# Seminar 1: Recruiting Service Leavers & Translating Military Skills

Facilitator: Air Cdre Warren James CBE, Head of Training, Education, Skills, Recruiting & Resettlement (TESRR)

Speakers: David Duffy, Contract Director, Career Transition Partnership  
Mark Arscott, Head of Military Engagement, BT



# Partnering in Defence

Wednesday 16 March 2016

QEII Conference Centre, London

Mark Arscott, Head of Military Engagement



# Aim & Agenda

- Aim: To outline BT's recruitment of ex-armed forces personnel
- Agenda:
  - BT's support to the armed forces
  - BT's armed forces recruiting story
  - Benefits
  - Vision



# BT is proud to support our Armed Forces



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# BT's recruitment of ex-armed forces people



# BT's recruitment of ex-armed forces people

- Civilian Work Attachment Programme



- Mobile Workforce deployment

- All recruits work in one business area
- “Managed Installs” for Superfast Fibre Broadband rollout
- Mainly military-only teams
- Programme managed and run by ex-military employees

# Business Benefits

- Cost
  - Lower cost of hire
  - Higher retention
- Quality:
  - Values and standards
  - Flexibility
  - Leadership qualities
- Purposeful Business
  - Employee engagement, e.g. volunteering
  - Stakeholder perception



# Summary







## Partnering with Defence Conference

DAVID DUFFY



The Ministry of Defence  
partnering with Right Management

# Why recruit from the Military?

- Access to a highly skilled talent pool
- Workforce planning – moving transactional to strategic
- Pipeline management – creation of a Talent Hopper
- Opportunity to address skills shortages
- Raise brand awareness
- Commercial sense

# Career Transition Partnership

## Support to Employers

- Job Board – Vacancies and Matching
- Employment Fairs
- Bespoke recruitment pathway
- Key Account Management
- Online employment events- Live chat
- Marketing and Promotion to Service leaver community

## Barriers

- Management of expectations /lack of common understanding
- Short term/ transactional approach
- Stereotyping
- Internal Process

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Any Questions?



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## **Opportunities to engage with Defence**



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Invictus Games 2016

#INVICTUSGAMES



@DRM\_Support

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Armed Forces Day 2016

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#SaluteOurForces



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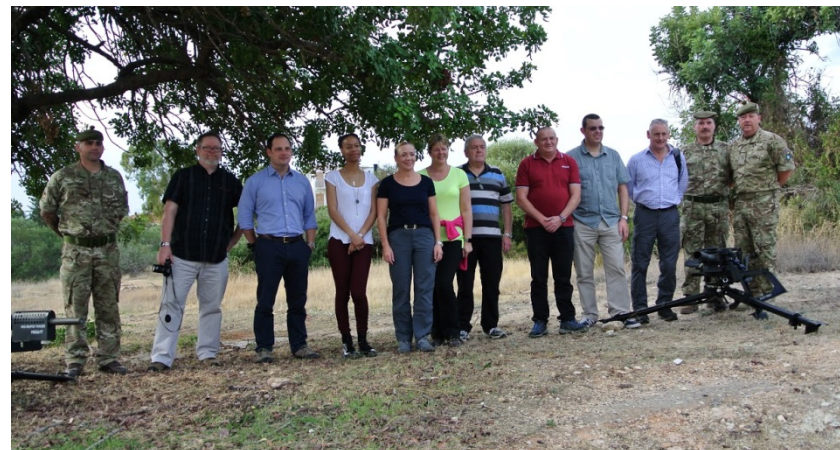
Reserves Day 2016

@DRM\_Support

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Employer visits to Cyprus and Norway