



Ministry  
of Defence



# The Mutual Benefits of the Armed Forces Covenant

## Welcome

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# James Greenrod

## Team Leader - Armed Forces Covenant

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# The Armed Forces Covenant



*A promise from the nation to ensure that those who serve, those who have served and their families are treated fairly.*

**No disadvantage in accessing goods and services**

**Special consideration is appropriate in some cases**

**Covenant  
across  
Government**

**Covenant  
in the  
Community**

**Covenant  
in  
Business**

**The  
Covenant  
Fund**

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# The Covenant in Business

The market we offer:

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## For Business as Employers

- c.16,000 service leavers annually
- c.36,000 reservists
- c.84,000 spouses and partners
- New Employment Model

## For Business as Service Providers

- c.10 million-strong UK Armed Forces Community (serving personnel, veterans and their families)
- c.83%-90% of the UK population support and respect the Armed Forces

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# The Covenant in Business

What we have achieved so far, and where we're going:

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- 1,500 signatories,
- Delivering both as employers and as service providers,
- Originally with a primary focus on Reservists,
- Now increasingly incorporating the full scope of the Covenant – including Veterans, Spouses and Families...
- It's working for us,
- And it seems to be working for you...

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# The Covenant In Business

How we can build on the partnership going forward – one example:

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## The Competition for Skills

- **The Challenge:**
  - Forecast reduction in the UK school leavers population
  - Numbers studying STEM subjects declining
  - The UK needs to double the number of engineering apprenticeships
- **The MOD Offer:**
  - Single largest provider of apprenticeships in the UK – the vast majority of whom will have a second career after leaving Defence
  - Engaging across government and with industry to set the requirement for the next generation of apprenticeships

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# The Covenant In Business

## How can you get involved?

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<https://www.armedforcescovenant.gov.uk/>

<https://www.ctp.org.uk/contact-us>



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# Chris Recchia

Partner – Deloitte LLP

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## Veterans Work

Recognising the potential of ex-service personnel

# Setting the scene

Changes in the nature of business make veterans' transferable skills of critical importance to the UK's economy

So the big question is...

**Can employing veterans and reservists be good for society and business?**

Employers who go out of their way to hire veterans are already realising benefits **But**, there's still some way to go...

Needed tangible evidence to create a compelling business case and views from the perspective of UK business



# Key Findings

- 72% of organisations with active ex-military recruitment programmes would recommend employing veterans
- 53% of organisations that have employed veterans say they tend to be promoted more quickly
- Veterans hold vital and needed skills: teamwork, planning & time management, communication, specialist knowledge & problem solving, leadership
- 79% that have employed veterans agree they take fewer days off sick
- 66% of large & medium organisations perceive veterans as having good communications skills
- 71% of medium & large organisations say they would consider employing veterans but only 39% would employ someone with no industry experience

# Our recommendations



Employers should invest in veteran recruitment



Employers should collect data about the veterans and reservists they hire



Employers should engage and improve their communications with the MOD and vice versa



Policy makers should consider the need for a national strategy and commission for veterans' employment



Call to action: socialise the report with CEO's and Resourcing Directors of your organisations to support the case for employing more veterans.





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## Questions for our panel:

James Greenrod – Armed Forces Covenant Team Leader, MOD  
Colonel Peter Germain – Assistant Head Employer  
Engagement, MOD  
Chris Recchia – Partner, Deloitte LLP

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