

Armed Forces Talent Programme

Seeing beyond the uniform



The Armed Forces Community

Definition

- Service leavers (Regulars)
- Veterans
- Spouses and dependants
- Cadets (+ adult volunteers)
- Reservists





HM Armed Forces

A valuable talent pipeline

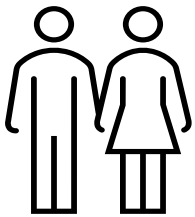


- **Transferrable knowledge & skills across 200+ trades/professions**
- **Background of training, mentoring and development**
- **Accredited and progressive leadership and management training**
- **Attributes, attitudes and values needed and sought after by NHSScotland (work ethic, loyalty, adaptability, resilience, positive attitude, attendance)**
- **Service ethos**
- **Experience of dealing with complex problems**
- **Outward mindset: empowered, team players, collaborative, innovative and willing to challenge**

#ServeAgain

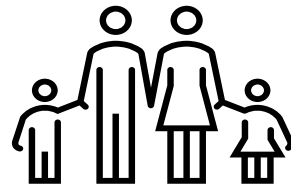
Target Audience

Armed Forces in Scotland



15,230 Regular and Reserve
Service personnel

Approx 42,100 service family
members



230,000 veterans

- Employment very high amongst veterans (often in high profile private sector orgs with developed AF programmes)
- Approx 1000 service leavers each year
- Of which 83% gain employment before their final day in service or within 6 months of leaving
- Of services leavers in UK – 20% from skilled trades, 18% with professional/technical
- Approximately 14K services leavers in UK – some of whom could/would consider relocation in Scotland

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Supporting Armed Forces Employment



- To lead and support NHSS in understanding and accessing the talent pipeline
- Bringing together the range of work and stakeholders in this space to maximise the benefits for our workforce
- Act as a source of data, information and guidance to Boards and partner organisations
- Development of pathways into the workforce
- Inspire and enable AFC to pursue careers in health & social care



- Increased visibility of NHSS as an employer of choice
- Maximising the available talent pipeline
- Increased numbers of applicants from AFC entering the health & social care workforce
- Supportive environment for our reservists

- Increasing awareness within AFC - direct engagement and work with partners e.g. website, events, resources, data collection and mailing lists
- Helping our recruiting manager population to know and understanding this talent pipeline – Working Groups, awareness raising events
- Mapping of knowledge, skills and experience of AFC to workforce needs and priorities
- Signposting of existing routes to train/retrain for health & social care roles
- Developing, where appropriate, new mechanisms/pathways to support entry to workforce
- Developing wider networks for support and activity – ambassadors, champions, staff networks

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Key things to remember

- Armed Forces Covenant Duty - legal obligation for NHS Boards to comply (all NHS Scotland Boards covered by this)
- Scottish Government *Strategy for Our Veterans* - outline specific commitment to programme of employability support in health sector
- At a time of workforce challenge (which includes shrinking working age population and increasing demand upon services) – all talent pipelines need to be maximised
- Significant competition exists in recruiting from the AFC community
- Resources exist to support applicants and recruiters to understand the range of qualifications undertaken by the armed forces and how they align to civilian qualifications e.g. [SCQF webpages](#)
- Armed Forces Talent Programme team are here to support external partners **AND** recruiting Boards/services



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Armed Forces Talent Programme

Your next line manager?



VS Veterans
Scotland



RECRUITVETERANS.SCOT

This resource may be made available, in full or summary form, in alternative formats and community languages.
Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how
we can best meet your requirements.



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