

Starting a new Career

As a Council we recognise the contribution and sacrifice made by members of the Armed Forces community, and the unique skills and attributes they bring to our workplace. We are committed to ensuring better access to employment opportunities, support, mentoring, and work placements for transitioning personnel, reservists, veterans, and spouses/civil partners of those serving personnel and veterans. We are doing this in a range of ways:

- We are members of the Defence Employers Recognition Scheme and we actively encourage other employers to engage in this scheme;
- We provide special leave to reservists, and Adult Cadet Force Volunteers, to undertake required training without sacrificing their annual leave;
- We can provide flexible working to spouses to help them manage periods of deployment;
- We have an Armed Forces staff network who meet and receive targeted Covenant updates;
- We provide work experience and mentorship to members of the Armed Forces community;
- Our own induction process for new council employees includes information about the Armed Forces Covenant and the key commitments we are working to uphold;
- We advertise our vacancies with the Career Transition Partnership (CTP), and the Armed Forces Families Federation (AFF).
- We work in partnership with [The Royal British Legion Lifeworks](#), [The Poppy Factory](#) and Families Federations to enable members of the Armed Forces community to realise their skills and attributes within the civilian workplace.

You can read a case study here;

<https://www.southampton.gov.uk/jobs/armed-force-community/>

Other Support

We know that successful employment is more likely if other key areas are also addressed. We also offer the Armed Forces community support with: Access to healthcare, education, family well-being, and having a home.

In addition to the Council, there are a number of local services that can support you with employment and finance;

Armed forces access to Jobcentre Plus services and armed forces champions

Solent Armed Forces Covenant Partnership Board Employment

<https://www.jobcentreguide.co.uk/southampton-jobcentre>

Armed Forces Champions have been established in Jobcentre Plus districts throughout the country to ensure that the concerns of Service personnel and their families are addressed. (Any problems accessing Jobcentre Plus services can be fed through to local Champions via Unit Admin Offices.)

The champions are not customer facing. This means a service leaver could not walk into their local Jobcentre Plus office and expect their local champion to be based in that office.

This page explains the role of the armed forces champion and the way members of the armed forces and their families can access their services.

<https://www.gov.uk/government/publications/jobcentre-plus-services-for-the-armed-forces-and-their-families/armed-forces-enhanced-access-to-jobcentre-plus-services-and-armed-forces-champions>

Royal British Legion - Civvy Street website

This is a fairly well known website for service leavers or veterans, it holds information related to employment support grants too. For more information: www.civvystreet.org

Veterans Gateway – www.veteransgateway.org.uk

https://support.veteransgateway.org.uk/app/answers/detail/a_id/60/Employment/Job-seeking/I-am-a-Service-leaver-and-I-need-help-finding-a-job-in-England,-Wales-or-Northern-Ireland

Forces Connect South East. - App

The “Forces Connect” app is designed to link users in four easy clicks to organizations’ offering help and support across a wide range of services.

The free app is aimed at the entire armed forces community – serving personnel, reservists, veterans and their families – as well as frontline public services staff.

To **download the app**, search “Forces Connect” in Apple’s App Store or the Google Play Store

Solent Armed Forces Covenant Partnership Board Employment

The Career Transition Partnership (CTP) aims to help ex-Service personnel find civilian employment by encouraging recruiters to hire people from the Armed Forces community. The service offers support through ten resettlement centres in the UK, and one in Germany. Service leavers are eligible for support for up to two years before leaving the Armed Forces, an up to two years after. Visit the [CTP website](#) for more information

RFEA - The Forces Employment Charity is the leading military employment charity and helps thousands of veterans each year. Its Ex-Forces Employment programme provides specialist employment support and job-finding help to all veterans.

<https://www.rfea.org.uk/jobseekers/>

Forces Recruitment Solutions assist those still serving, in transition or resettlement and veterans of the Army, Royal Navy, Royal Air Force (RAF) and Royal Marines. Have experienced military consultants who understand you and the value you can bring to the civilian jobs market. FRS will work with you to identify career opportunities that fit with your skills, experiences and behaviours. <https://www.forcesrecruitment.co.uk/bournemouth-solent/>

British Forces Resettlement Services (BFRS)

BFRS is a Community Interest Company (CIC), a Social Enterprise that was created to work in support of the Armed Forces Community. We support them by working with companies across the UK that are looking to hire, re-train, and offer career advice to the Armed Forces Community. <https://www.bfrss.org.uk/>

RBLI – Lifeworks

Provide employment support to veterans who are struggling to find work or who want a career change. <https://www.rbli.co.uk/support-for-veterans>

Solent Armed Forces Covenant Partnership – Work Experience / short term placements

Providing work experience to the Armed Forces Community:

<https://www.southampton.gov.uk/jobs/work-experience.aspx>

<https://www.portsmouth.gov.uk/ext/your-council/careers-portal/short-term-work-placementsov.uk/jobs/work-experience.aspx>



Forces Families Jobs Employment and Training platform

<https://www.forcesfamiliesjobs.co.uk/>

All Call Signs

It's easy for us to say that employers are looking for employees with a background in the forces, but where are they? Well, a great number of companies are so interested in you that they've joined the armed forces covenant and are actively looking to recruit you. The best way to find these jobs is a quick [google of Armed Forces Covenant Jobs](#) as this will bring up the most relevant opportunities at any given time.

<https://allcallsigns.org/articles/>

Forces Recruiting

Forces Recruiting Ltd offer a network of support and assistance to all service leavers from within the Army, Navy and RAF.

<http://www.forcesrecruiting.com/>