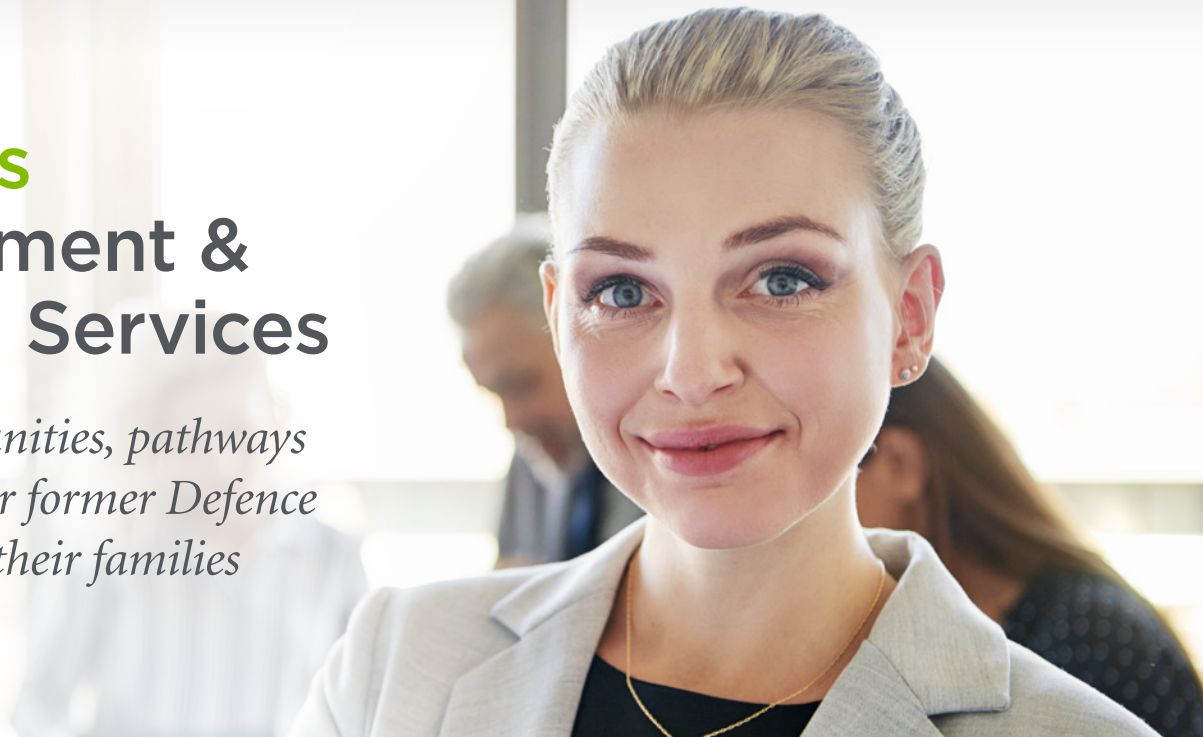


## Veterans Employment & Training Services

*Career opportunities, pathways  
and training for former Defence  
personnel and their families*



### Connecting leading organisations with former Defence personnel

*Our specialist Veterans Employment and Training Services (VETS) provides meaningful career opportunities and pathways for ex-Defence personnel and their families.*

#### Services:

- Temporary and permanent Technical and Professional recruitment
- Temporary and permanent Trades and Skilled Labour recruitment
- Executive Search
- Training and career pathways program design
- HR and IR consultation
- Project recruitment
- Strategic workforce planning support
- Aptitude and psychometric testing

#### Specialist industries we partner with:

- ICT and STEM
- Professional Services
- Executive & Management
- Mining, Oil and Gas
- Government
- Construction
- Engineering
- Rail and Infrastructure
- Not for Profit
- Banking
- Telecommunications & Technology
- Health

VETS connects employers with **highly skilled** and qualified candidates who are job-ready.

Together with our customers, we successfully employ tens of thousands of people each year, keeping them safe, providing an income, developing their skills, supporting the communities in which we operate and creating pathways and a future workforce through our apprentice and trainee programs.

### Why employ a veteran?

Veterans come from diverse backgrounds and bring sought-after qualifications, skills, experience and an ability to work collaboratively under pressure.

With more than 200 different roles across the ADF, veterans bring specialist qualifications and technical expertise in diverse fields including healthcare, trades, engineering, project management and logistics, information management, communications, security and many more.

### Why employ a Defence family member?

The families of Defence personnel, often come with unique and highly-valuable skills and characteristics including: resilience, agility, loyalty and strong values.

With the changing living and working environments faced by many defence families, the partners and children of defence personnel often find it difficult to find employment due to their travel requirements. For this reason, partners and families of defence personnel face similar challenges securing long-term employment as those that served.

### Technical, professional and executive recruitment

PERSOLKELLY is one of Australia and New Zealand's leading professional staffing and recruitment providers, with a depth and breadth of expertise across diverse industries including: ICT, STEM, Government, Management, Executive and Professional Services. PERSOLKELLY is Programmed's white-collar specialist recruitment team.

### Trades, training and skilled employment and deployment

As Australia and New Zealand's largest supplier of blue collar workforce services, Programmed provides employees on a temporary, contract and permanent basis across a range of industries, including: Mining, Transport and Logistics, Manufacturing, Construction, Rail and FMCG, Telecommunications and more. Our varied experience extends from managing large teams to short-term event staffing.

**Together we are committed to making a difference in our industry by supporting Defence personnel transition to civilian employment and in turn, providing our clients access to highly skilled and trained candidates for their operations.**

## Our Vision

Be the leader in connecting ex-Defence personnel with leading organisations, to achieve more **together.**

### A true partnership, led by knowledgeable Ex-Defence personnel who have experienced transition

We support customers beyond just placing employees. We make sure our candidates and employees maintain the highest safety standards, take pride in their work and proactively contribute to any team.



Personalised service



Culture and skills matching



90 day replacement guarantee

## VETS is an alliance between Programmed, PERSOLKELLY and Executive Risk Solutions

### About PERSOLKELLY

As one of Australia's largest and longest serving managed professional workforce and recruitment providers, we specialise in connecting people with the capabilities and cultural fit to organisations in both the private and public sector.

Our specialist consultants operate like an extension of your team. By understanding your current and future business needs and the culture you want to ensure, we will identify the best people to match your organisational needs both in skills and capability as well as values and behaviours.

### About Programmed

Programmed is a leading provider of Staffing, Facility Management, Maintenance and Care services across Australia and New Zealand, and a top ten private employer. We recruit, deploy, manage and maintain a large, directly employed workforce of professional, skilled and semi-skilled staff with a wide range of capabilities from our 100+ branches across metropolitan and regional areas throughout ANZ. Our 35,000+ team members serve more than 10,000 customers every day covering most sectors including education, health, infrastructure, manufacturing, utilities, transport and mining.

Programmed is both a Group Training Organisation (GTO) and Registered Training Organisation (RTO 110043). We assist customers in upskilling their workforce through technical and vocational skills training, including:

- Short courses
- Certificates I-IV
- Apprenticeships
- Traineeships

### About Executive Risk Solutions

Executive Risk Solutions (ERS) is a world leader in security, emergency response and crisis & emergency management. Our recruitment division provides direct access to ex Australian Defence Force candidates and we're backed by a strong network of partners and led by an elite team from the Military Special Forces, Fire & Emergency Services and Law Enforcement.

Executive Risk Solutions was founded in 2008 by former Special Air Service (SAS) Regiment soldier Scott Houston, a third-generation military man who served in several overseas deployments including Afghanistan and East Timor. Swapping the battlefield for the boardroom, Scott now leads the company as Chief Executive Officer with a powerful Executive Team and Advisory Board by his side.

### Veteran's Employment Commitment

We are proud to be a signatory to the Veteran's employment commitment. We recognise the skills and experience veterans bring to the workforce and actively support employment opportunities for veterans.



Speak with us about the benefits of employing a veteran and their family members:

Beau Duncan, PERSOLKELLY

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