

SOLDIER ON

PATHWAYS PROGRAM

SOLDIER ON'S PATHWAYS PROGRAM

The Soldier On Pathways Program prepares veterans and their families for a successful future.

Soldier On's Pathways Program provides employment transition and education support services to veterans and their families. The Pathways Program team will assist you and your family members to secure long-term employment.

TRUST
MEANINGFUL
THRIVE FUTURE
SUPPORT
THWAYS
NABLE MATESHIP
STRONG
COMMUNITY FAMILY
TEAM FRIENDLY



SOLDIER ON

PATHWAYS PROGRAM

The Soldier On story

The tragic death of Lieutenant Michael Fussell in a bomb blast while on deployment in Afghanistan was a watershed moment for Australian John Bale, his wife Dr. Danielle Clout and Air Force colleague, Cavin Wilson. The tragedy highlighted the lack of support for service personnel injured physically and psychologically in the line of duty and the families left behind.

In 2012, the three Australians made a commitment to do something about it, and Soldier On was born.

Since then, this charitable organisation has grown into Australia's only national, fully integrated support services provider for serving and ex-serving veterans and their families.

For over ten years, Soldier On has continued to provide holistic and individualised support through the HELP model, supporting participants across health and wellbeing services that includes psychological support.

Central to the HELP model is the Pathways Program, providing learning opportunities through education and vocational training, and employment and transition programs in collaboration with education and Pledge partners. Soldier On also provides the facilitation of social connections through sports and community networking.

While the support Soldier On offers has broadened considerably since the charity was established, its commitment to offering the hand of friendship and support to the brave men and women who have dedicated their lives to serving Australia, and their families, has never wavered.



The challenge facing veterans and their families

Imagine you've spent your whole career with one employer; your professional network and friendships built around that workplace. You've been a high achiever, progressing through the ranks and contributing to the success and the fabric of that workplace. You have a sense of purpose and pride in what you do.

Then you have to start all over again. You are leaving the job you love, the networks you've established, the security of understanding your value in a familiar environment, and you have no idea where to start.

Soldier On provides support for serving and ex-serving veterans and their families post-service as they transition from the Australian Defence Force.

Many find it impossible to translate the critical skills and experience they've honed over the years into a new paradigm; most don't have a CV and have never had to navigate a civilian recruitment process. Finding a suitable second career without the professional networks most of us enjoy can feel like an impossibility.

It's little wonder many simply give up looking for meaningful long-term careers after leaving Defence, and that veterans face higher rates of social isolation, mental health concerns and suicide than other Australians.

Family Focus

Due to the nature of temporary contracts within the ADF, many family members find it challenging to find meaningful employment. This is made even more difficult when families have to move every couple of years due to deployments. Interrupted friendships and careers, uncertainty and isolation are just a few of the challenges service families face and will continue to face after their loved ones have left the Defence Force.

of 6,000 men and women leave the services every year) is that Australian employers are missing out on opportunities to recruit exceptional talent at a time when attracting and retaining high-value employees is vital.

The knock-on effect of the lack of visibility of this highly skilled cohort (an average

Having supported over 10,000 veterans and family members, Soldier On understands the importance of providing education and employment opportunities for veterans and their family members through the Pathways Program, ensuring all participants have equal opportunity to thrive.

Awards

Soldier On was awarded the Training and Mentorship Program of the Year at the Defence Connect Australian Defence Industry Awards in 2021, was the

Outstanding Achievement Winner at The Australian Charity Awards in 2021 and was awarded the Veteran Support Program of the Year for 2022 at the Defence Industry Awards.



The Pathways Program supports more than **6,000 participants** and saw over **550 veterans** undertake upskilling and training in 2022 alone.

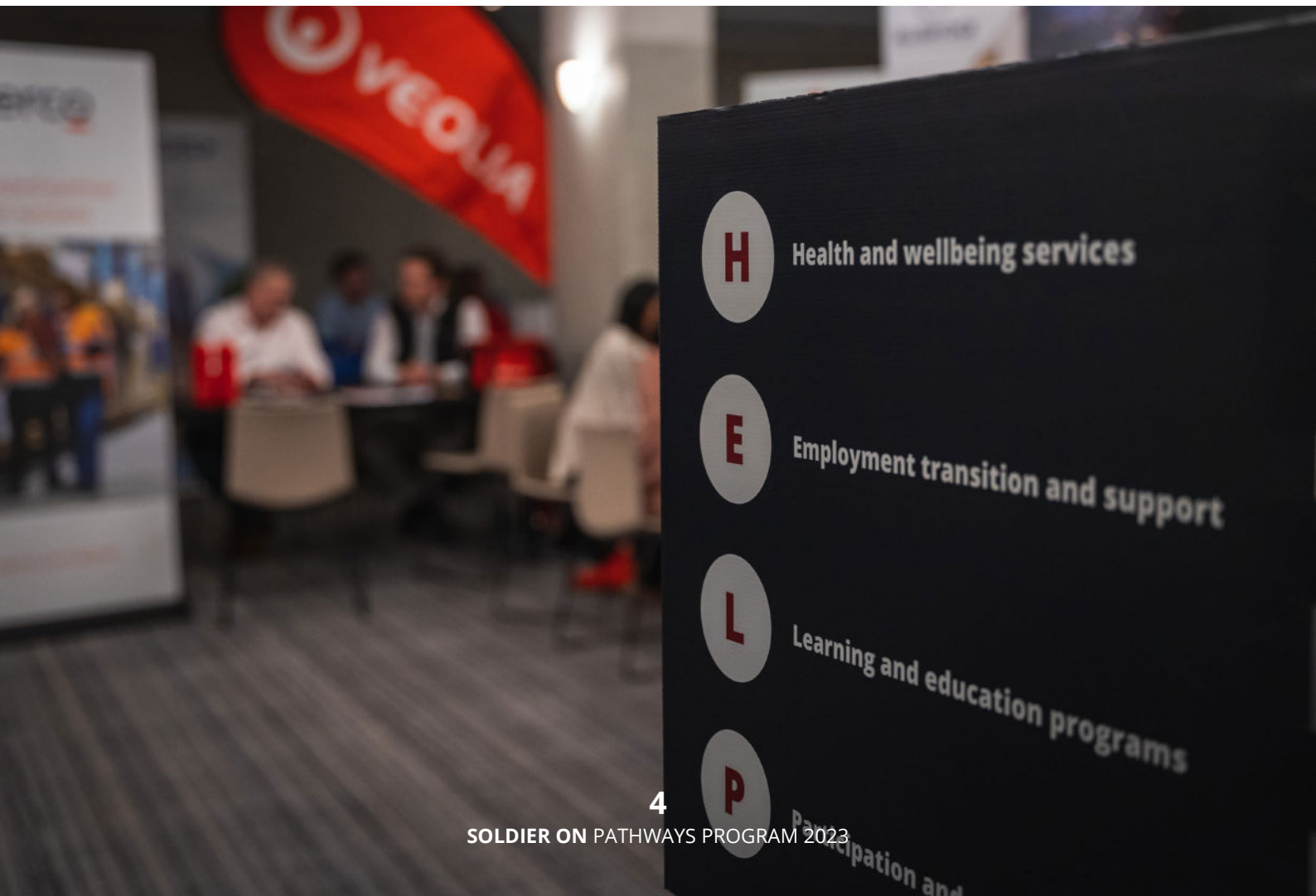


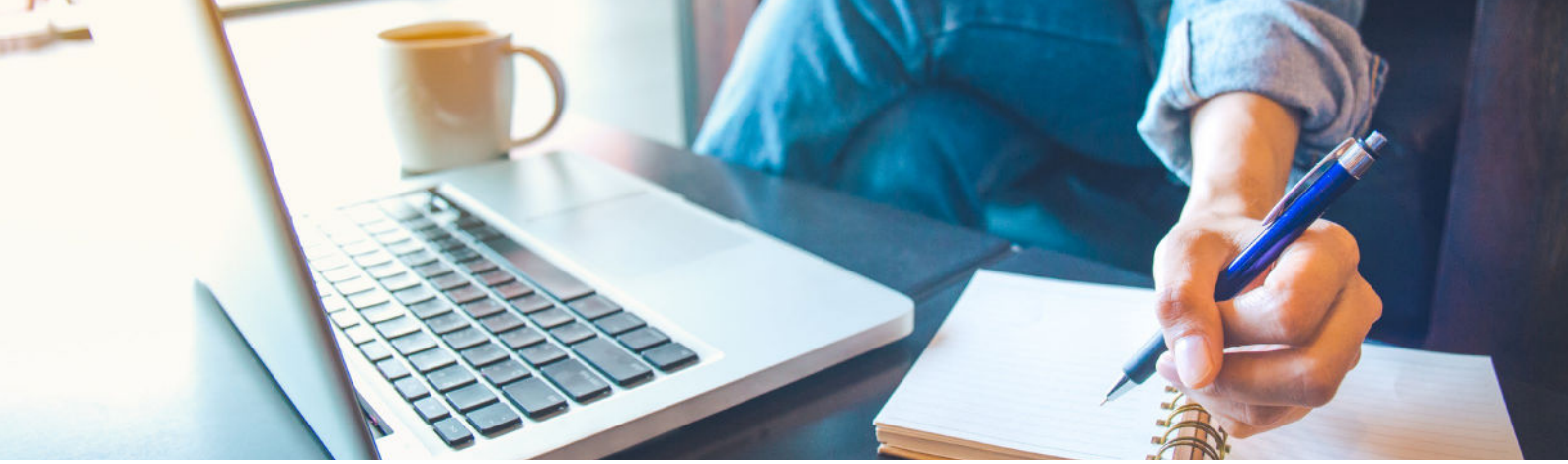
The Soldier On Pathways Program

Soldier On's Pathways Program guides serving and ex-serving veterans and their families through the complexities and emotional challenges of transitioning to civilian careers.

The Pathways Program's specialist support team enables veterans and their families to thrive by providing individualised, holistic support and full case management throughout the job search and application process through initiatives such as practical support, mentoring programs, internships, Prep-4-Pathways events (P4P) and Pathways Networking Events (PNE).

Pathways Officers will assess individual goals to provide the best support possible to meet each participant's goals, whether that be through training and upskilling or by offering employment opportunities.





How the Pathways Program works


The Pathways Program is for anyone who has served in the Australian Defence Force for a period of time since 1990. Current and ex-serving personnel, including Reservists, and their families are all eligible for services through the Soldier On Pathways Program. The Pathways Program is offered free of charge to all participants.

The Pathways Program currently supports more than 6,000 active participants and this number is quickly growing. The program provides them with one-on-one coaching and training, education assistance through upskilling, referrals to Soldier On Education Partners, transition career planning and job search assistance, resume preparation, interview technique workshops, online personal brand development and more. Services can be accessed face-to-face, over the phone or via digital platforms, depending on preferences.

The families of veterans, who are also adapting to significant changes in circumstance, will require a similarly diverse range of options to help them transition. Immediate family members are offered the same support as serving and ex-serving participants, with opportunities of training and upskilling, as well as employment opportunities to help assist with the challenges that come from deployments, temporary contracts, and life surrounding the ADF.

Central to the Pathways Program is The Pledge, a Soldier On initiative in which an increasing number of Australian employers are making a commitment to provide real opportunities for veterans transitioning to civilian careers.

Since starting The Pledge, over 280 Australian organisations across sectors including Defence, consultancy, real estate, cyber security, mining, engineering, transport, hospitality, and health and fitness have signed up to support veterans and their family members.

 **330**
**veterans placed
in new careers in
12 months**

280+ 
organisations
**have pledged their
support for Soldier On**
(as of January 2023)

What the Pathways Program offers employers, veterans and their families

Pathways Networking Events

Participants are able to meet with Pledge Partners and Education Partners in a relaxed environment, to explore career and training opportunities, and allow employers to identify potential recruits, as well as offering support and advice.

Prep-4-Pathways Events

Hosted in conjunction with Pathways Networking Events, these events allow Soldier On partners to present virtually or face-to-face to educate attendees in a range of different topics related to help participants find a successful career after Defence. These speaker-based sessions help participants prepare for networking, learn more about transferable skills and find out about Pledge Partners and education providers.

Practical Support

Pathways Officers provide practical support such as assistance with CV and resume writing, practical job-seeking help, including interview practice and feedback, invites to networking events, help with accessing upskilling, learning, and training opportunities, while holistically providing support throughout the entire job application process.

Soldier On Jobs Portal

The new Soldier On Jobs Portal, created with thanks by our valued Platinum Pledger Partner and Major Sponsor, Fujitsu, will be available to our Platinum and Gold Pledge Partners.

The Jobs Portal will give our partners the opportunity to add their own job vacancies, and to search and proactively connect with veteran and family member candidates who may be suitable for their roles.

Soldier On Jobs Board

On average, there are over 1,000 available positions listed on the Soldier On Jobs Board at any one time. Pledge Partners advertise roles on the Soldier On Jobs Board, making them specifically available to Soldier On participants and the veteran community. Pathways Program staff will liaise with veterans and potential employers to facilitate job opportunities.

Internships

The Pathways Program works with Pledge Partners to identify and implement bespoke, veteran-friendly internships to fill skills gaps.

Mentoring

Soldier On and Boeing Australia's Veteran Career Mentoring Program links Pledge Partners with participants to provide industry and veteran-specific support, and guidance, in collaboration with Pathways Program staff.

Education Support

Soldier On partners with education and training organisations to offer a wide range of courses that help participants develop new skills, gain recognition for existing capabilities, and explore new vocational areas.

Soldier On assists serving and ex-serving veterans and their families with meaningful employment, a sense of purpose and a connection to community.

Why the Pathways Program is different

Soldier On's Pathways Program involves a lot more than just enabling a veteran to get a new job. It's about successful career transitions and building meaningful long-term careers for serving and ex-serving veterans and their families.

Unlike traditional recruitment, training and outplacement services, Soldier On's Pathways Program staff help participants to find and develop their future career path, so they can build meaningful civilian careers with longevity in mind.

By committing to The Pledge, organisations help enable Pathways Program participants to thrive. Companies who sign The Pledge acknowledge the service and sacrifice of those who have served Australia and their families.

Ongoing engagement with and continuing support for serving and ex-serving veterans, their families and employers, is a commitment Soldier On makes to everyone involved in the Pathways Program.

Achieving work-life balance, managing expectations, offering lifelong learning and development opportunities, and providing emotional and professional support, is essential to employee retention and achieving long-term success.

Post-placement support for Pathways Program participants and employers includes the following:

- Regular calls and meetings with a Pathways Program staff member;
- Invitations and access to Soldier On activities and programs;
- Face-to-face meetings, emails or calls during which employees or employers may address questions and concerns following placement; and
- Access to free psychology services to support individuals through transition and placement.

Soldier On's holistic approach to career transition is reshaping lives, strengthening Australian businesses, and fostering ongoing social connection and health and wellbeing for all participants.

Soldier On enables serving and ex-serving veterans and their families to thrive.



**Over
1,000
education courses
have been added to the
Soldier On Jobs Portal**

How veterans can help your business

Ex-service personnel and their family members have a huge diversity of skills and experience to enhance private and public-sector businesses. Both veterans and their family members have a wealth of experience and soft skills that can be transferable from their time in the military and their experiences. They are natural problem solvers, have a strong work ethic, perform well under pressure and work extremely well in teams.

Other skills that can benefit workplaces include:

- Project management
- Change management
- Analytics and reporting
- Stakeholder engagement
- Situational and security awareness
- Attention to detail
- Ability to prioritise
- Leadership
- Adaptability

Additional Soldier On Services

Soldier On is committed to working side-by-side with serving and ex-serving veterans and their families to help secure their future and enable them to thrive in every area of civilian life.

Beyond the Pathways Program, Soldier On offers a full range of support services across health and wellbeing and social participation, including psychological support for better mental health, facilitation of social connections through sports and community networks, and advice on staying fit and healthy.

Find out more about Soldier On's critical **HELP** services at soldieron.org.au.

**HOW WE
HELP**



Health and wellbeing services



Employment transition and support



Learning and education programs



Participation and social connection

THE SOLDIER ON PATHWAYS PROGRAM
PREPARES VETERANS AND THEIR FAMILIES
FOR A SUCCESSFUL FUTURE

“ Without the contacts and efforts of Soldier On, I could not have progressed to the final interviews. Having secured the role, I know Soldier On was working behind the scenes to make things happen.

- Kylie, Pathways Program participant, Qld

“ I am so grateful for the assistance from Soldier On. They took my messed up resume and within an hour had it reformatted for me to present at an interview. I have gained a part-time job and am walking the right path of life again.

- David, Pathways Program participant, NSW

“ AeroPM is humbled to continue our support to Soldier On through the Pathways Program in 2023. As the inaugural Platinum Pledge Partner, AeroPM is proud to continue to provide support and advice to veterans and their families as they move through their transition journeys, and where possible, provide employment opportunities.

- AeroPM, Soldier On Inaugural Platinum Pledge Partner

Talk to us

Contact Soldier On now to find out more about the Pathways Program, or to discuss how you can make a positive difference to serving and ex-serving veterans who have dedicated their lives to protecting our country, by signing The Pledge.

By supporting Soldier On, you will be helping to ensure serving and ex-serving veterans and their families can thrive.

Enquiries

✉ employment@soldieron.org.au

☎ 1300 620 380

🌐 soldieron.org.au



Soldier On locations



ACT	Canberra
NSW	Albury-Wodonga
NSW	Central Coast
NSW	Concord
NSW	Kiama
NSW	Newcastle
NSW	Port Macquarie
NSW	Singleton
NT	Darwin
QLD	Brisbane
SA	Adelaide
TAS	Hobart
VIC	Sale
WA	Perth

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It's clear that Soldier On's Pathways team is passionate about what they do, and they really care about the people they look after. Any time I have questions or concerns about my transition my mind is put at ease, and I'm given a timeline on how things are going to play out.

- Travis, Pathways Program participant

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PATHWAYS
SECURE BRAVE **ENABLE** MATESHIP STRONG
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TEAM FRIENDLY

1300 620 380 | employment@soldieron.org.au

soldieron.org.au



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