

# SOLDIER ON

## THE PLEDGE



### SOLDIER ON ENABLES VETERANS AND THEIR FAMILIES TO THRIVE

The Soldier On Pledge provides organisations an opportunity to show their commitment and support for veterans and their families.

# SOLDIER ON

## PATHWAYS PROGRAM

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

“Without the contacts and efforts of Soldier On, I would 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



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# What does Soldier On do to support veterans and their families?

Soldier On is a national organisation that supports serving and ex-serving Australian Defence Force personnel and their families. Our services aim to HELP individuals build resilience and create, and expand, meaningful connections with family, community and employers through:



**Health and wellbeing:** Psychology, social activities and programs services, sporting and exercise activities and programs and service initiatives.



**Employment and transition:** Transition services, employment support, and assistance with career development.



**Learning:** Learning and education and training programs, vocational training.



**Participation:** Social activities and programs focused on connections with family, friends and the broader community, volunteering and sports programs.

## What is the Pathways Program?

The Soldier On Pathways Program provides employment support, education and training opportunities, to help veterans and their family members throughout their career transition, to secure meaningful, long-term employment.

## What is The Pledge?

The Pledge is a voluntary standard that is at the core of the Soldier On Pathways Program. The Pledge enables organisations across Australia to signal their support for ex-service personnel and their families by creating veteran-friendly workplaces and recognising the skills and attributes they offer.

The Pathways Program supports any person who has served in the Australian Defence Force for any period of time since 1990, and their immediate family members. By providing practical help such as resume

development, assisting with job applications, providing career advice and connections to job opportunities, Soldier On helps support successful transitions.

Soldier On works directly with Pledge companies to provide advice about employing and recruiting veterans and their families, build meaningful connections, and facilitate channels for quality job applicants. By signing The Pledge, organisations can easily connect with the diverse, highly-skilled talent pool that is the Australian veteran community.

**Ultimately, Pledge signatories will play an important part in ensuring Soldier On can achieve its core mission: enabling veterans and their families to thrive.**

# The Pledge levels

The Pledge requires organisations to demonstrate their commitment in three core areas:

- Recruitment;
- Retention (including training and development); and
- Workplace culture and communication.

Examples of recruitment, retention and workplace culture processes, strategies or systems are included on following pages.

Areas of support	Platinum	Gold	Silver	Bronze
	\$2,000	\$2,000	\$1,500	Free
	All three	All three	Any two	Any one
1  Veteran-friendly recruitment	✓	✓		
2  Retention (including training and development)	✓	✓	✓	✓
3  Workplace culture	✓	✓	✓	
Agree to an annual subscription	✓	✓	✓	n/a
Demonstrated history of veteran support through the Soldier On Pathways Program	✓	n/a	n/a	n/a



# Recruitment

Over 375,000 personnel have served in the ADF since 1990, and more than 1 million Australians are part of the veteran community, resulting in a massive talent pool to recruit from.

Pledge Partners will provide feedback about participants to further support them with career goals and applying for future roles. HR contracts will also promote Soldier On's message within the company. They will facilitate strong relationships between company recruitment teams and Soldier On to provide support and advocacy for candidates in the Pathways Program.

Examples include:

Attending or hosting Soldier On Pathways Events
Recognising or flagging Soldier On candidates or applicants throughout their application process or portal
Ensuring any Soldier On submitted applicant who secures an interview will receive feedback
Developing and implementing a veteran recruitment strategy
Creating veteran community supportive recruitment portals, materials or collateral, separate to transition careers information
Engaging in resources or information to promote military skills transfer to your organisation
Provide training and support to HR and recruitment teams within your organisation, to enable them to translate and support veteran applications
Update job ads to include Defence-friendly language and share roles on the Soldier On Job Board
Create and promote successful veteran employment stories, which can occur in partnership with Soldier On and through social media
Create resources and information to support career planning for current serving personnel
Employ a dedicated veteran recruiting team, staff, council, working group or committee to provide lived experiences and knowledge to assist veteran and family recruitment



# Retention, including training and development

Retaining serving and ex-serving veterans and family members in the workplace is a key focus of The Pledge, to ensure successful and meaningful transitions. Training and development is critical to increasing retention levels and supporting meaningful, long-term careers. Workplace programs that encourage and develop serving and ex-serving veterans and their families will be celebrated to enable long-term employment through the Soldier On Pathways Program.

Examples include:

Coaching Programs e.g. career or life coaching to assist in supporting military to civilian transitions
Buddy systems
Mentoring program including involvement in Soldier On and Boeing Australia Mentoring Program
Provide flexible work practices and leave policies
Develop a veteran Employee Resource Group to provide channels and opportunities for veterans working within your organisation to connect
Veteran and family-specific onboarding and career development paths
Leadership development programs
Wellness programs including physical, mental and work-life balance and fitness
Growth opportunities to ensure veterans are aware and have access to opportunities to grow professionally
Ongoing training and development plans with open communication channels
Develop responsive performance feedback mechanisms



# Workplace culture and communication

Building organisational knowledge and understanding of The Soldier On Pledge and veteran communities will help serving and ex-serving veterans and their families integrate and feel valued. Soldier On provides regular opportunities for every Pledge Partner to learn about the veteran community, including attendance at Soldier On events and fundraising campaigns.

Opportunities include:

Sponsorship of Soldier On or specific program
Donate to Soldier On, as veterans are hired as part of your organisation's Pledge
Hosting a fundraising event with proceeds to go to Soldier On
Being part of March On, Soldier On's premier fundraising campaign
Attending or sponsoring Soldier On Gala Events in Canberra, Sydney, Melbourne, Brisbane, and/or Adelaide
Committing your organisation to workplace giving to Soldier On
Engage in staff education and training to bring awareness and appreciation to veterans, their service and sacrifice, which helps to develop a culture where veterans are understood
Actively engage in training and information to address inaccurate veteran stereotypes and stigma

Soldier On's Pathways team is able and available to assist companies with developing and shaping any recruitment, retention or workplace culture strategies and processes to support veteran and family employment. For any information or questions please contact [pledge@soldieron.org.au](mailto:pledge@soldieron.org.au) or 1300 620 380.

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



“

I'm very impressed with the professional nature from all divisions within Soldier On. The Pathways team has provided me with unconditional support. The transformation I've experienced is nothing short of amazing, with the ongoing support being the cornerstone of my positive change.

- Matthew, Pathways Program participant

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## How to become a Pledge Partner

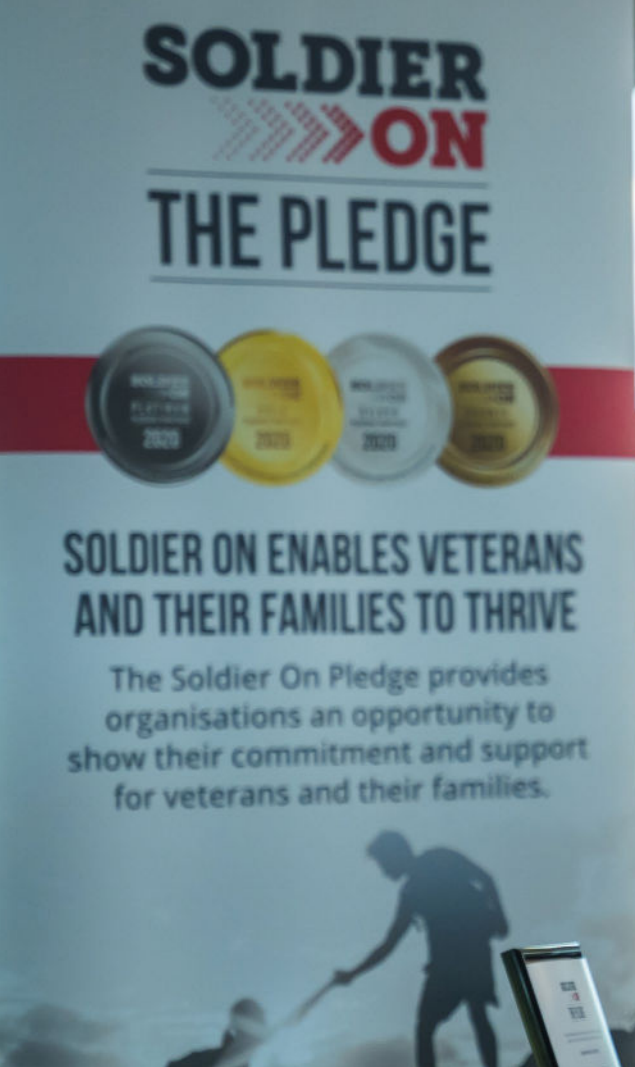
Organisations wishing to sign The Pledge must apply via The Soldier On Pledge application form at [pathways.soldieron.org.au/the-pledge/](https://pathways.soldieron.org.au/the-pledge/) and highlight how their company provides veteran-friendly recruitment and retention initiatives and workplace culture. Companies applying for Platinum or Gold demonstrate their ongoing commitment to Soldier On with an annual minimum \$2,000 subscription, which also gets the organisation access to the new Soldier On Job Portal. An annual minimum of \$1,500 subscription is required for Silver and \$0 for Bronze, with donations encouraged.

If you would like to become a Pledge Partner, please call 1300 620 380 or email [pledge@soldieron.org.au](mailto:pledge@soldieron.org.au) or find out more on the Soldier On website.

# HOW WE HELP

- H** Health and wellbeing services
- E** Employment transition and support
- L** Learning and education programs
- P** Participation and social connection





## Pledge Partner responsibilities

While membership is non-binding, Soldier On encourages every Pledge Partner to lead from the top, including designating a senior business representative as an Industry Champion to share with staff the organisation’s commitment to supporting the veteran community. It is expected this Industry Champion will work with Soldier On’s Pathways team as part of each organisation’s commitment to support veterans and their families.

Where Soldier On connects each Pledge Partner with job applicants via its Pathways Program, and the candidate is not successful, it is requested that feedback is provided by The Pledge Partner to help improve future applications.

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



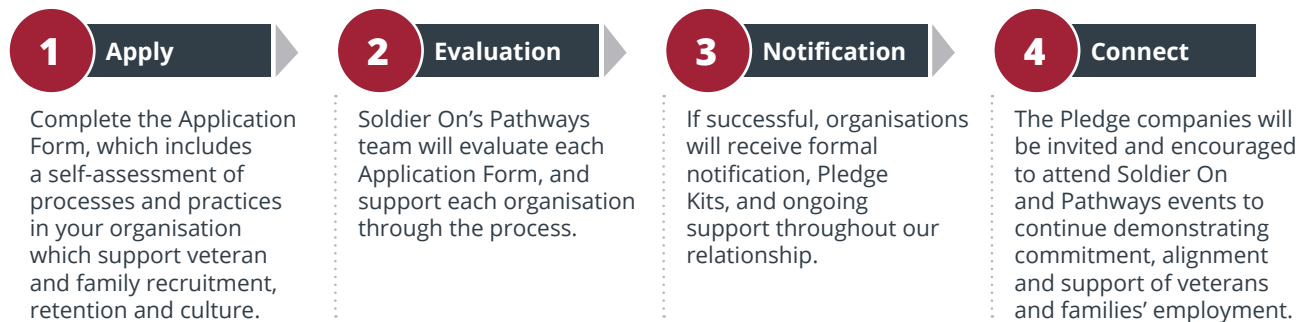
**Commit to The Soldier On Pledge and you will be helping serving and ex-serving veterans and their families to thrive.**

# Recognising corporate leadership

The four-tiered program will continue to celebrate member organisations who are making a tangible difference in helping serving and ex-serving veterans and their families transition to civilian careers.

Platinum, Gold, Silver and Bronze Pledge Partner levels demonstrate to Australia's veteran community that signatories are serious about supporting and employing them, promoting positive workplace culture and a commitment to diversity and inclusion.

## How to apply



## Pledge Partner levels



### Platinum Pledge Partner | Annual minimum \$2,000 subscription

A Soldier On Platinum Pledge Partner will have demonstrated outstanding results in all three focus areas: recruitment, retention and workplace culture. Additionally they will have a history of being part of the Soldier On Pathways Program and as part of The Pledge commit to an annual minimum \$2,000 subscription to Soldier On. In recognition, every Soldier On Platinum Pledge Partner will receive:

A Soldier On Platinum Pledge Partner digital marketing pack including virtual Platinum Pledge Partner seal, certification, and approved marketing templates for social media;

Celebration of Platinum Partner status on Soldier On social media channels and the Soldier On website;

Invitations to attend and host Pathways Events and Prep-4-Pathways events, involvement with Soldier On's Gala Ball events and campaigns;

The Pledge signing event with Soldier On staff to promote the Pathways Program and The Pledge company support for veteran employment;

Access to new job portal which connects applicants and companies;

A dedicated Pathways Program staff member to provide tailored support and communication, and add company roles to the Soldier On Jobs Board; and

Support for customised and individualised programs and veteran initiatives.



### **Gold Pledge Partner | Annual minimum \$2,000 subscription**

A Soldier On Gold Pledge Partner will have strategies or processes in place to cover all three focus areas and commit to an annual minimum \$2,000 subscription to Soldier On. Every Soldier On Gold Pledge Partner will receive:

A Soldier On Gold Pledge Partner digital marketing pack including virtual Gold Pledge Partner seal, logos and approved marketing templates for social media;

Celebration of Gold Pledge Partner status on Soldier On social media channels and the Soldier On website;

Invitations to Pathways Events, involvement with Soldier On's Gala Ball events and campaigns;

A dedicated Pathways Program staff member for individualised support and communication, including promotion of company roles on the Soldier On Jobs Board;

The Pledge signing event with Soldier On staff to promote the Pathways Program and The Pledge company support for veteran employment;

Access to new job portal which connects applicants and companies; and

Support for customised and individualised programs and veteran initiatives.



### **Silver Pledge Partner | Annual minimum \$1,500 subscription**

A Soldier On Silver Pledge Partner will have demonstrated achievements in one of the three focus areas and commit to an annual minimum \$1,500 subscription to Soldier On. Every Soldier On Silver Pledge Partner will receive:

A Soldier On Silver Pledge Partner digital marketing pack including virtual Silver Pledge Partner seal, logos and approved marketing templates for social media;

Celebration of the Silver Pledge Partner status on the Soldier On website;

Invitations to Pathways Events, involvement with Soldier On's Gala Ball events and campaigns; and

A dedicated Soldier On Pathways Program team member for individualised support and communication, including promotion of company roles on the Soldier On Jobs Board each month.



### **Bronze Pledge Partner | Free**

A Soldier On Bronze Pledge Partner will have demonstrated interest and awareness of veteran and family transitions. They will show their support for the veteran community and demonstrate one of the three focus areas. In recognition, they will receive:

A Soldier On Bronze Pledge Partner digital marketing pack including virtual Bronze Pledge Partner seal, logos and approved marketing templates for social media;

Celebration of the Bronze Pledge Partner status on the Soldier On website;

Access to Soldier On Pathways Program staff to highlight potential opportunities for your organisation; and

Invitation to Pathways Events, involvement with Soldier On's Gala Ball events and campaigns.



It has been a pleasure working with Soldier On to identify candidates, proof that the relationship is a worthwhile investment for anyone seeking quality candidates to fill a role. Moving forward, we would be happy to consider more future candidates from Soldier On. If our most recent hires are anything to go by, we can't go wrong.

- Thales, Soldier On Gold Pledge Partner

## Sign The Soldier On Pledge

Soldier On's commitment to ensuring serving and ex-serving veterans and their families thrive, is stronger now than ever. Soldier On is evolving to provide support in new ways and keep serving and ex-serving veterans and their families socially connected and engaged.

By signing The Pledge, your company and staff will be helping to bring about positive change for serving and ex-serving veterans and their families.

To find out more about The Pledge contact us by phone **1300 620 380** or email [pledge@soldieron.org.au](mailto:pledge@soldieron.org.au).

### Enquiries

✉ [pledge@soldieron.org.au](mailto:pledge@soldieron.org.au) ☎ 1300 620 380

[soldieron.org.au](http://soldieron.org.au)     