



Military Engagement Programme – Check Up

Use this simple tool to check where your company is on its military engagement journey. For help and support on how to attract, recruit, transition and develop military talent please contact e.dickson@officersassociation.org.uk

Starting	Accelerating	Leading	Shaping
<ul style="list-style-type: none"> <input type="checkbox"/> The business understands the business & social case and has started to act. <input type="checkbox"/> There is a dedicated individual to manage this work, but it is in addition to other responsibilities <input type="checkbox"/> The organisation supports individuals in their fundraising efforts for Military charities. <input type="checkbox"/> Plans to train relevant staff and appetite to engage senior leaders. <input type="checkbox"/> Willing to listen to new ideas <input type="checkbox"/> There is no formal reporting but there is a small amount of dedicated content on the website or intranet about the topic <input type="checkbox"/> The business is aware of certain Ex-Military individuals in the organisation but no formal exercise to understand Ex-Military presence within the organisation has been undertaken. 	<ul style="list-style-type: none"> <input type="checkbox"/> Various activities are taking place across the business but there is not a formal programme yet. Activities include; <ul style="list-style-type: none"> - Military Insight Days - CV workshops - Work experience placements <input type="checkbox"/> The business has formally identified employees that are ex-military and has engaged them in their work to recruit more <input type="checkbox"/> The organisation is aware of support organisations that operate in this space and engage with these external organisations for guidance <input type="checkbox"/> There is an effort being made externally to show that action is being taken on this issue <input type="checkbox"/> Work is underway to identify and remove any potential barriers in the recruitment process 	<ul style="list-style-type: none"> <input type="checkbox"/> There is a joined up military employment strategy, embedded across the organisation with success measured in social & financial terms. <input type="checkbox"/> The business is aware of the organisation's profile and uses data to track and understand the effectiveness of programmes <input type="checkbox"/> There is a dedicated member of staff where ex-military recruitment appears in the job description and objectives. Senior leaders drive the agenda internally <input type="checkbox"/> There is a clear strategy with robust targets for the short and medium term <input type="checkbox"/> Full public reporting in a language everyone can understand <input type="checkbox"/> Internal and external stakeholders are engaged through a support network internally and strategic partnerships externally 	<ul style="list-style-type: none"> <input type="checkbox"/> The business is training its supply chain so that work internally can have greater impact <input type="checkbox"/> They are actively working with external stakeholders (beyond the supply chain) to share knowledge and learnings <input type="checkbox"/> The organisation has measured the impact of their work with Ex-military individuals on both the individuals and on the business <input type="checkbox"/> Visible, visionary leadership <input type="checkbox"/> Prepared to openly challenge industry norms <input type="checkbox"/> Brand synonymous with best practice in the area <input type="checkbox"/> Highly effective training programme internally <input type="checkbox"/> Gold award winner in the armed forces covenant.