

## 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 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 all our vacancies with the Career Transition Partnership (CTP);
- 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](#).

The armed forces community includes service leavers, veterans (including the wounded, injured and sick), adult cadet instructors, military spouses/civil partners and reservists.

## 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; you can find these services listed on the [Veterans Gateway](#).