

Veteran Employer of Choice Action Plan

Review:

This document was

Reviewed by:	Operations Team	Review/Revise Date:	January 2025
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At Whizdom we are dedicated to supporting the successful transition of veterans from military service to civilian careers within technology and white-collar roles. By implementing this Veteran Employer of Choice Action Plan, we will continue to provide comprehensive support in recruitment, onboarding, retention, and career development, ensuring a smooth transition from military to civilian employment.

Our objectives are clearly defined, guiding the execution of our commitment as per the Veteran Employer of Choice Policy:

Recruitment

1. Leveraging Reputation:

- encourage current and former veteran employees to refer other veterans to Whizdom, strengthening our connections within the veteran community.
- Promote Whizdom's referral rewards program, offering a \$295 gift voucher for successful veteran placements.

2. Voluntary Disclose of Military Service:

- Revise application forms to include a section for candidates to voluntarily disclose prior military service.
- Use this information to provide targeted support during the recruitment process, ensuring veterans receive the guidance they need.

3. Targeted Job Advertising:

- Include the phrase "Defence experience desirable" in all job ads to attract veterans and highlight the value of their skills and experience.

Support and Retention

1. Employee Education:

- Incorporate education on defence workplace practices and security briefings into the onboarding process for new employees.
- Develop and implement training modules to ensure consistent delivery of this information across the organisation:
 - Security Briefing
 - [Security Clearances](#)
 - [BD Overview](#)

2. Social and Networking Events:

- Organise and attend social activities and networking events to provide veterans with opportunities to connect, share experiences, and build a support network within the civilian workplace. Planned events:

- **Pizza in the Park, Canberra:** Annual networking event
- **Contractor Breakfast Event:** Whizdom offer a relaxed setting where contractors can enjoy coffee, and a brekkie roll before work while connecting with our team and each other.
- **Contractor Christmas Party:** Canberra, Sydney, Adelaide, Melbourne and Brisbane – Annual Contractors year end party

3. Defence Related Networking Events:

- Encourage employee participation in defence-related networking events and expos to gain valuable insights and knowledge.
- Use insights gained to enhance their support for veterans. Examples of events Whizdom employees attend:
 - [Indo Pacific International Maritime Expo](#)
 - [MilCIS](#)
 - [Land Forces](#)
 - [Avalon Australian International Airshow](#)

Leadership and Public Commitment

1. Veteran-Led Leadership:

- Highlight Whizdom's veteran leadership by showcasing Managing Director John McCluskey's ex-Navy background on the Whizdom [ADF Transition](#) webpage.
- Use this to reinforce Whizdom's authenticity and commitment to veteran employment.

2. Support for Veteran-Owned Businesses:

- Maintain and strengthen partnerships with small to medium Defence-focused private enterprises that are veteran owned.
- Provide veterans and their businesses with greater opportunities through these strategic partnerships.

3. Continuous Improvements:

- Conduct an annual review of the Veteran Employer of Choice Policy and Action Plan to ensure accuracy and compliance as per our QMS document control measures.
- Update the policy and refine existing objectives based on the review findings.
- Assess the effectiveness of actions taken over the year, allowing for updates and improvements as needed.

By executing this action plan over the next 12 months, Whizdom will reinforce its position as a Veteran Employer of Choice, ensuring continued success in attracting, supporting, and retaining veteran talent.