

Veteran Employer of Choice Policy

Review

This document was

Reviewed by:	Operations Team	Review/Revise Date:	January 2025
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Purpose

This policy ensures a smooth transition for veterans into civilian technology and white-collar careers and demonstrates our commitment to being a leading employer of choice for Veteran's.

Statement

At Whizdom, Veterans add substantial value with their experiences which enrich our workforce and contribute to the success of our clients' projects. Our goal is to provide comprehensive support in recruitment, onboarding, retention, and career development, ensuring a smooth transition into civilian employment.

Dedicated to supporting veterans our commitment aligns with the Australian Government Department of Veterans' Affairs (DVA) Veteran Employment Program, as such we ensure the following activities:

Recruitment

- Our Recruitment Consultants invite candidates to voluntarily disclose prior military service to ensure we deliver veteran-friendly support.
- Whizdom are fully aware of the unique military experiences and sensitivities surrounding veteran identity.
- Whizdom provides dedicated veteran-directed resources on our website to assist veterans transitioning into the civilian workforce.
- Whizdom's recruitment process effectively translates military experience into valuable civilian qualifications, leveraging veterans' unique skills and achievements to meet industry standards.
- We ensure veterans receive constructive feedback during the application and interview stages, empowering them to enhance their civilian job market skills.
- For over 18 years, Whizdom has built a trusted reputation in the veteran community, with many veterans referring others who have successfully transitioned into civilian roles through us. These strong relationships continue to support veterans, candidates and our clients.

Support and Retention

- Whizdom educates our employees on defence workplace practices and provides security briefing training during onboarding.
- Our Recruitment Consultants provide practical advice to support veteran candidates transitioning from ADF to civilian roles including:
 - resume and application writing
 - interview preparation
 - career pathway guidance

- industry knowledge
 - networking opportunities.
- Whizdom connects veterans through social activities and networking events to aid their integration into the civilian workforce.
- Whizdom recognises days of military significance by promoting and observing relevant days and offers flexible work arrangements and leave for military-related activities.
- Our workforce has access to free health and wellbeing support through Whizdom's Employee Assistance Program (EAP).

Leadership and Public Commitment

- Whizdom is proudly 100% Veteran-owned and Sovereign, embodying our commitment to excellence and independence.
- Our executive team is dedicated to veteran recruitment, having signed the Veteran Employment Commitment and actively promoting it on the [ADF Transition](#) webpage
- Whizdom supports veteran support organisations like [WithYouWithMe](#), a company specialising in veteran career transition. We supported them by offering opportunities to retrenched employees, via a collaborative program.
- We collaborate with small to medium Defence-focused private enterprises to create opportunities for veterans and veteran-owned businesses through our core services.
- Whizdom is committed to continuously improving our veteran employment practices, regularly updating our policies to meet the evolving needs of veteran candidates.

We take immense pride in our longstanding relationships with the Department of Defence, our largest client. This relationship is built on trust and excellence, supported by the exceptional contributions of our veteran contractors. Our Managing Director John McCluskey, a veteran, leads by example by shaping our company culture. Whizdom is honoured to support veterans in their civilian careers and is dedicated to being a leading Veteran Employer of Choice.