

Veterans Employment Strategy

Issue

Veterans Affairs Canada (VAC) assists Veterans during their transition from military service to civilian employment. VAC's support system is comprehensive, encompassing personalized career counseling, skill translation services, and networking opportunities that are specifically designed to facilitate Veterans' integration into the civilian job market.

Context

VAC provides functional direction, program management and subject matter expertise within the department related to Career Transition Services, Veterans in the Public Service, and entrepreneurship. It also fosters relationships with private sector employers seeking to hire Veterans.

Key Data and Milestones

The program area facilitates a coordinated approach to the provision of information, training materials, and resources for Veterans, VAC staff, employers and other external partners and organizations, including the DND and CAF Transition Group, as part of seamless transition.

VAC launched the **National Veterans Employment Strategy (NVES)** in June 2024, a comprehensive approach set out to improve employment opportunities in Canada for Veterans. The goal is to ensure all Veterans find meaningful work on release from the Canadian Armed Forces (CAF), leveraging the skills and qualifications acquired while in service.

From 2022-2024, VAC engaged in a series of consultations with Veterans with colleagues across numerous government departments and agencies to develop the strategy centered on four strategic objectives:

- Improving services and expanding programs for Veterans
- Creating and recognizing Veteran ready employers
- Positioning the public service as a leader for Veteran employment
- Building trusted partnerships.

VAC's main supports for Veteran Employment are:

Career Transition Services (CTS): The services are provided by a third-party contractor, Agilec, and include one-on-one career counseling, support in identifying any educational needs, resume writing assistance, interview preparation, and job searching assistance. The services are available to still serving CAF members, Veterans and their families at any time. As of October 31, 2024, there were just over 1300 active career transition plans.

Enhanced Digital Career Exploration Digital Workshops: VAC delivers an interactive digital workshop with presentations from dozens of companies showcasing employment opportunities for Veterans. The digital workshops include a digital meeting place for Veterans to schedule one-on-one sessions with employers of their choice to discuss specific career opportunities.

Hire A Veteran LinkedIn Group: an online community created by VAC in 2021 that currently has over 6,000 members and features around 500 organizations presenting active job prospects tailored for Veterans. The digital transcripts from all digital workshops are posted in this group for easy access.

“Hire A Veteran Day”: July 25 is recognized by some nations, including the United States, as National Hire a Veteran Day. In recent years, VAC has showcased this day through social media and digital banners with ESDC’s Job Bank as a “Call To Action” for employers to consider Veterans in their hiring practices.

Veterans at VAC: VAC has been working on a recruitment and retention strategy for Veterans at VAC, where they can thrive and contribute to the Department’s success. This is also being done in consultation with colleagues from the Public Service Commission, so that the best practice can be used across the Government of Canada.