



Breaking down the barriers to military recruitment

We're exceptionally proud that our continued efforts have recently received the Gold Award in the Defence Employer Recognition Scheme (ERS), which encourages employers to support Defence and inspire others to do the same. We recognise that Service leavers are exactly the type of talented people that we need to join our organisation. Not only is our working environment and customer familiar to Service leavers, but we also know that they have a desire to develop their careers and build upon the knowledge gained in their Services career.

As part of our partnership with CTP we have developed a capability matrix to match skills and qualifications to civilian employment opportunities. This matrix aims to break down the barriers to military recruitment and highlight the applicability of military qualifications and skills to civilian employment. This unique approach is in its infancy but we are working with hiring managers to understand how it can be integrated within our existing recruitment process and how we can roll it out across the wider Fujitsu organisation.

Bringing these various initiatives together, we have developed a Service Leaver's Selection Centre which aims to find candidates with the right outlook and desire to develop their knowledge that matches Fujitsu's values and attributes in a demanding environment. We have also developed a bespoke practical test that allows a Service leaver to demonstrate the extent of their IT knowledge in a hands-on way. A successful selection will result in the individual being offered a fixed-term contract with Fujitsu which will provide accelerated development and exposure to our substantial support/service environment. During the contract, the candidate can expect to work in a number of our support teams gaining significant knowledge and valuable experience.

SUPPORTING RESERVISTS, VETERANS AND THEIR FAMILIES
Recognising the significant contribution and potential that reserve personnel and veterans can deliver, Fujitsu has formally introduced a number of policies and initiatives to better support both them and their families:

* VETERAN TRANSITION

Our continued close affiliation with the military has proven to help assist the transition from the military work environment into the commercial sector. Recognising the value these personnel can add, our Defence & National Security business unit created an environment where veterans - both Service leavers and reservists - can easily transition into a commercial organisation.

* RESERVIST POLICY

Reservists play a vital role in supporting the UK MOD and we value this contribution our colleagues make to all UK Armed Forces. As such, Fujitsu has a comprehensive policy which provides support for employees who are Volunteer Reservists and Regular Reservists, and their spouses/families over and above what is required by law. As part of this policy, Fujitsu is committed to creating a flexible environment, by enabling Reservists to attend Reserve Forces training events, and be mobilised for Reservist duties, as required.

For many years, Fujitsu has been helping veterans make a smooth transition from military service into the commercial sector. To enable this, we maintain links with the Career Transition Partnership (CTP) to not only facilitate a recruitment process that recognises British Armed Forces skills and qualifications, but to also ensure that Fujitsu's own job vacancies are widely promoted to the Service leaver community, creating a strong pipeline of talent that benefits everyone involved.

* ENHANCED LEARNING CREDITS ADMINISTRATION SCHEME (ELCAS)

The ELCAS scheme is designed to assist MOD Service or ex-Service personnel with training that will enhance their current or future career. Under the Fujitsu scheme each eligible employee will be entitled to claim leave for one ELC claim per academic year for a total of up to three consecutive years. As part of Fujitsu's commitment to this scheme we will provide for each claimant:

- * Paid time off for the duration of course attendance;
- * Any expenses incurred;
- * Exam resit costs.

* CTP ASSIST

Through our relationship with CTP, Fujitsu has been working closely with the CTP Assist whose purpose is to help those who have or are likely to be medically discharged from the Armed Forces to find employment within industry.

* PROVIDING SERVICE LEAVERS WITH JOB-SEEKING SUPPORT

Fujitsu hosts a number of industry days to allow veterans time to discuss their skills and experiences with Fujitsu recruitment specialists. From this input the specialists provide relevant advice and guidance on how they should market themselves and translate their key skills into those required by the commercial sector. Fujitsu also provides support for people to rework their CVs to make them more engaging and applicable to the roles they are applying for.

RESPONSIBLE BUSINESS COMMITMENTS THROUGH FUNDRAISING AND CHARITABLE SUPPORT

Conducting responsible business is about creating tangible benefits, ethical practices and working to benefit society. With this in mind, we strive to place our resources and expertise at the service of local communities while supporting a wide range of organisations. Our efforts have been recognised by commercial network Business in the Community, who awarded a five-star (99%) Platinum rating in their Corporate Responsibility Index and Responsible Business of the year for 2015, recognised as the UK's leading voluntary benchmark for responsible business practices.

Fujitsu is also a long term partner of the Armed Forces charity SSAFA, whose work provides practical, financial and emotional support to 57,000 Armed Forces personnel, veterans and their families every year. Since 2007, Fujitsu has been a Corporate Friend of SSAFA and has raised over £168,000 for the charity via a number of initiatives, one of which was enabling 300 of our staff to volunteer to help plant ceramic poppies around the Tower of London to commemorate the centenary of the First World War. We've since taken this further by creating a commemorative Garden of Remembrance at our Defence and National Security headquarters in Basingstoke. The garden features 95 of the ceramic poppies used at the Tower of London installation.

"Having left the Military on a Medical Discharge, I'm truly appreciative of the pledge Fujitsu has made in supporting my transition back into the working environment. Fujitsu accommodated all my requirements, enabling me to make a smooth and trouble-free induction into the organisation. Fujitsu truly recognises individual skills and the adaptability the serviceman has to offer."

Jez Ryan, Fujitsu Project Leader
(recruited through the CTP Assist)

COMMITTED TO THE ARMED FORCES

Fujitsu has a long standing heritage within the Defence and National Security sector having been a major supplier to the UK Ministry of Defence (MOD) for over 50 years. Across the UK and Ireland Fujitsu has 3,500 security cleared staff and our National Defence Centre is staffed with dedicated specialists, collectively providing support to over 200,000 UK MOD

users. Later this year, Fujitsu will be re-signing the Ministry of Defence Armed Forces Covenant which it originally signed in 2014. This sets out the moral obligations of society towards members of the Armed Forces community. By re-signing the Covenant Fujitsu reinforces its pledge to support the British Armed Forces by continuing to uphold these key principles.

"At Fujitsu, we're proud of our long history working alongside and supporting the MOD. It's the strength of this relationship and the experience we've gained that allows us to recognise that those individuals, previously employed by the Armed Forces, can contribute a wealth of transferable skills and expertise that can benefit the individual, business and the wider community. We also recognise the important contribution made by the many citizens who form part of the voluntary reserve forces. That's why we see our continued commitment to support these contributions as a crucial aspect of Fujitsu and our Defence & National Security business."

Tim Gibson, Vice-President Fujitsu Defence and National Security

CASE STUDY:

From Wing Commander to Fujitsu Defence and National Security Head of Cyber "I served as a Wing Commander in the Royal Air Force for 36 years, working initially as an Air Defence Technician, followed by commissioning into the Communications Engineering Branch. I now work as Defence and National Security Head of Cyber for Fujitsu, determining the future requirements of the company with regards to the delivery of a Cyber capability and resource management. As with many Service leavers, I found my current role with Fujitsu via networking, and encourage others to use as many informal social networking opportunities as possible. Prior to starting the role, I was able to complete a work placement with Fujitsu whilst still serving in the RAF. This gave me a very useful insight into the company and provided a greater understanding of the requirements of the role before formally starting. During my service and resettlement period I was able to gain a range of qualifications to support my entry into the civilian job market. Service leavers have strong skills in planning, communication, team work and adaptability, along with a wealth of technical specialisations, so are extremely well placed for a new career with Fujitsu."

Ian Barclay, Cyber Security Lead, Fujitsu

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