



# Veterans' Wellbeing Package – Veteran Employment Program Recruitment Advisory Service

## Feedback for applicants

The Department of Veterans' Affairs (the department) has provided the following general feedback for applicants of the Veterans' Wellbeing Package – Veteran Employment Program Recruitment Advisory Service grant opportunity.

### Overview

The grant opportunity application period opened on Friday 14 July 2023 and closed at 9:00 pm AEST on Wednesday 16 August 2023. The grant opportunity received 19 applications.

The purpose of the program is to provide practical and long-lasting advice and support for employers with a view to facilitating increased veteran employment opportunities. The department will work with a single provider to make improved assistance available to employers for pursuing and/or enhancing veteran employment to enhance targeted veteran recruitment and retention.

### Selection Process

The Community Grants Hub (the Hub) undertook the initial screening for organisation eligibility and compliance against the requirements outlined in the Grant Opportunity Guidelines. This information was provided to the department's grant opportunity delegate for final decisions on whether an application met the eligibility and compliance criteria.

The Hub undertook the preliminary assessment on all applications through an open competitive grant process. Applications which had undergone preliminary assessment were provided to the department's selection advisory panel (the panel) for deliberation.

The panel established by the department, comprised of subject matter experts who assessed applications and provided advice to inform the funding recommendations to the Financial Delegate.

When assessing and deliberating on applications the panel took into consideration a number of factors incorporating the inclusion or exclusion of late applications, the volume of applications received, meeting the identified requirements outlined in the Grant Opportunity Guidelines and the available funding envelope.

The panel's consideration of assessed applications was, based on:

- compliance with the requirements of the guidelines
- suitability against the eligibility criteria in the guidelines
- how well it met the assessment criterion
- how it compared to other applications
- alignment to the developmental plan outline and other required attachments
- whether it provided value with relevant money.

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## Selection Results

There was a strong interest in the grant opportunity and applications were of a high standard. The preferred applicants demonstrated their ability to meet the grant requirements outlined in the Grant Opportunity Guidelines based on the strength of their responses to the assessment criterion.

The Community Grants Hub notified applicants of the outcome in writing, where their applications did not meet the requirements outlined in the Grant Opportunity Guidelines.

This feedback is provided to assist grant applicants to understand what comprised a strong application and the content of quality responses to the assessment criterion.

### **Criterion 1: Proposed approach to Recruitment Advisory Service for employers of veterans**

- Described the project in detail including how they would deliver it.
  - Described the activities they proposed to undertake, and the number of organisations they expected would participate in or benefit from each activity.
  - Described how their approach would reach employers in a wide range of industry sectors, in all states and territories, including in cities and remote and regional localities.
  - Described how the outcomes achieved would continue beyond the life of the grant.
  - Described how they would demonstrate that the project has been successful.
- Described how the project would meet the program objectives.
  - Described the outcomes they expect to deliver through their project and how these related to the program objectives and outcomes outlined in section 2 of the Grant Opportunity Guidelines.
  - Described how the project and the way they would deliver it would assist them in meeting their objectives.
  - Described their ability to create products for inclusion in the longer term on the Veteran Employment Program website to build and sustain employer capability regarding veteran employment more broadly across various industries.

#### **Strong responses:**

- provided a detailed project plan with a practical approach to supporting employers
- reflected established networks and relationships both with the veteran community and relevant organisations and how this would support their project plan
- identified a broad range of industries for support
- demonstrated an understanding of the veteran community, and how groups within this may require differentiated support for the employer

clearly articulated how outcomes would continue beyond the life of the grant

- provided a thorough and strong response to the criteria including strong links back to existing Department of Veterans' Affairs programs and strategies, including the Veteran Employment Program, maturity model and Campaign.

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## **Criterion 2: Experience with the veteran community**

- Demonstrated their experience working with and delivering projects to the veteran community.
  - Described how they would work with the community to ensure the successful implementation of the project.
  - Described their history of past performance or experience in delivering similar projects, including the outcomes achieved (that is, what they offer).
- Demonstrated their community knowledge, networks, and partnerships and outlined how they would use these to deliver the project successfully.
  - Described an understanding of the issues facing those who have served in the ADF, including the effect of service life on veterans and issues encountered by veterans in an employment environment.
- Demonstrated how their proposed activities would address the particular needs of the veteran community.
  - Described their evidence-based awareness of the barriers and enablers of veteran employment (for those who are either seeking employment or already employed), with the ability to develop options that reflected the capacity and capability of the employer to implement.

### **Strong responses:**

- demonstrated in-depth research capabilities, and application of this to the project plan
- provided detail on evidence based support and services that increase recruitment
- demonstrated experience with similar projects and how they have measured this
- demonstrated strong links with the veteran community, detailed knowledge of the issues facing those who have served in the ADF and understanding of the barriers and enablers of veteran employment.

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### **Criterion 3: Organisational capacity and experience**

- Demonstrated their ability to deliver the grant activity successfully, on time, and within budget.
  - Described their experience in working collaboratively with employers to advise on, review, or develop targeted recruitment and retention policies and/or procedures for workplaces concerning veteran employees.
  - Described their practical, technical, and advisory services that assisted employers in increasing veteran recruitment and retention, informed by current human resource management principles and practices.
- Demonstrated how they would successfully implement and monitor the grant activity to completion.
  - Described the key staff that would manage/deliver the project including their roles, relevant experience, skills and qualifications.
  - Described their approach, policies, and procedures for managing a grant agreement including monitoring the delivery of activity outcomes, evaluation, and continuous improvement.
  - Describe the project risks and how they would manage them, including risk management and contingency plans (that is, how they plan for success).

#### **Strong responses**

- demonstrated relevant experience with grants administration and working with government
- clearly articulated how they would monitor the grant and associated activities
- provided detail on the levels and expertise of staffing and risk management
- clearly identified implementation approaches for the activities.

### **Individual feedback**

Individual feedback will be provided for this grant opportunity. To request individual feedback please follow the instructions as set out in the Grant Opportunity Guidelines section 9.1.