



Championing Veteran Inclusion

Embedding veteran inclusion across policy, training & storytelling



Overview

Resolve is Symal's in-house veteran employment and engagement program, designed to attract, support and retain veterans while supporting the Defence Industry compliance obligations.

Joe's role

As a consultant under his own business, Joe worked as an embedded resource at Symal as their Veteran Engagement Manager, where he:

- Designed and led the Resolve strategy
- Delivered veteran cultural training and recognition campaigns
- Produced video storytelling and internal communications
- Supported Symal's compliance for Defence tenders
- Advised leaders on policy, onboarding and retention for veteran staff

The outcome

- Helped Symal achieve a 'Veteran Employer of Choice' certification with the [Veteran Employment Commitment](#) with the Department of Veterans' Affairs
- Trained over 100 staff in veteran cultural awareness
- Produced 10 storytelling videos published on internal and external digital channels
- Developed other internal resources including a series of articles of veterans in the workplace



Civilian Workplace Series

At Symal, we recognise that veterans may face unique challenges in adjusting to civilian workplaces.

The series of articles below is designed to help you navigate leadership styles, workplace culture, organisational structures, and career development—giving you the tools to better integrate, grow, and succeed.



Your place in the organisation and career development



Navigating workplace culture, norms, and behaviours



Understanding leadership styles in civilian workplaces



Understanding organisational structures in civilian workplaces



Veterans' storytelling videos

"The team has enjoyed working with Joe. Thanks to his work, we're now taking further steps to employ more veterans."

Olivia Bartolo, Symal Chief People and Culture Officer

Services on offer

- Veteran employment strategy
- Defence tender compliance advice
- Cultural training workshops
- Storytelling/media asset creation (concept and narrative)
- Internal policy reviews and development

Who I work with

- Tier 1–3 contractors
- Relevant internal stakeholders & champions
- Defence primes

Outcomes delivered

- Measurable inclusion
- Recruitment pipelines
- Readiness for Government contracts

Let's Connect

Do you want to embed veteran inclusion into your workforce or meet Defence engagement obligations? Let's build a strategy tailored to your business.

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