

Assisting Injured Ex-Service Personnel Back to Work

Case Study – Andrew Houldsworth

As part of our work under the Armed Forces Community Covenant, Surrey County Council started working with Recovery Career Services and Headley Court in July 2015.

As part of this work Surrey County Council has provided work experience placements for service personnel who are in the process of being medically discharged from the Military and has also offered support on a one to one and group basis in order to build confidence and skills in relation to finding work.

As part of the transition process service personnel are encouraged to take up work experience in a range of organisations to help them find work post discharge. During any placement they remain fully paid and are supported by the various charities and welfare networks. There does not have to be a permanent role available for them, though if they did decide that is what they wanted it would obviously be a great outcome.

The reasons for discharge vary and may be physical or mental health difficulties ranging from PTSD, minor hearing loss or mobility issues.

The key role for us is in building confidence to help them succeed in civilian life. One such ex serviceman was Andrew Houldsworth who began working with Charlotte Gibbens, Recruitment and Attraction Advisor in August 2015. Charlotte met with Andrew to understand his skills and ambitions and to talk about what a placement at Surrey County Council could lead to for him. Tailoring sessions to Andrew's needs, Charlotte worked with him on a programme of support, advice and guidance and worked with colleagues to facilitate a placement within the Finance Directorate.

Andrew found the sessions helped him grow in confidence and built an awareness of both Surrey County Council as an employer and the routes available to him. Andrew had been studying for a finance qualification and felt ready to start applying for work. Using his experiences from the placement and sessions he applied for a role in the Directorate and after a two stage interview process was offered a level 9 role. Andrew has now begun with Surrey County Council and is a valued member of the team.

How can people find out more? Please email armedforces@surreycc.gov.uk



**ARMED FORCES
COVENANT**



SURREY



Contact us:

www.surreycc.gov.uk/armedforces
armedforces@surreycc.gov.uk
[@SurreyMilitary](https://twitter.com/SurreyMilitary)

This page is intentionally left blank