

Joint Forces at ISS

ISS is one of the largest facilities management employers and a recognized supporter of ex-military employment. The JointForces@ISS program was designed by Ray Cooksley in 2017, and has been awarded gold in the Ministry of Defense Employer recognition scheme and winner of the IWFM's social value 2021 award. The JointForces@ISS programme in the UK supports armed forces veterans into the job market, helping bring their unique skills to a range of companies (ISS included). Most armed forces veterans have tremendous skills that are directly transferable to the world of work. But after being outside of civilian life for so long, navigating the job market is a huge challenge. Alongside his day job as IMS and Quality Manager at ISS UK, Ray runs the programme with a team of ISS volunteers. He's keen to stress that *"JointForces@ISS isn't about getting veterans into jobs at ISS; it's about ISS helping veterans get into work, full-stop"*.



"Military personnel develop strong leadership and teamworking skills. They're calm under pressure and very good at finding solutions. They also bring a perspective and training that other employees just don't have. Of course, we'd love to have all the veterans we help join ISS – but the programme is about matching veterans to a job, whether that's at ISS, with one of our customers, or somewhere else." Ray Cooksley.

The concept of the programme is fairly simple and covers five stages, from an open day to finding meaningful work. At the open days veterans can learn about the programme and the company. If they're interested in participating, they're assigned a mentor, who guides them through the job-hunting process, being part of a mock interview, building CV's and converting qualifications to identifying opportunities and writing applications.

William is an ex-service man who spent 11 years in the military and explained that the JointForces@ISS programme lead him to a work placement with ISS ***"My time with ISS has made me realise the value myself and other military personnel hold in civilian life. From our core values to our work ethic, soldiers like myself have many great attributes to offer that I did not realise until my placement with ISS began. The placement has allowed me to gain an insight to an area of work, I had not previously considered"*** W. Armstrong.

Northern Trains are proud that our contract with ISS helps to remove barriers to employment, and provide opportunities to those who need them most.