



Armed Forces Talent Programme

**Manager awareness
guide**

Who's this guide for?

Hiring managers

Line managers

Recruitment staff

Interview panellists

Internal L&D

Employability/OD

What's in this guide?

AFTP

How the AFTP can help NHS Scotland employers.

[Click to go to section...](#)

Forces Employment Charity

Understanding what the Armed Forces community brings to NHS Scotland.

[Click to go to section...](#)

Scottish Credit and Qualifications Framework (SCQF) Partnership

How to align transferable skills, knowledge and experience to roles using tools and resources.

[Click to go to section...](#)

Introduction

Why did we put this guide together?

Based on feedback from hiring managers and line managers across NHS Scotland, and insights from our Hiring Manager awareness sessions, we've brought together some handy resources to provide a go-to source of information for those staff who have involvement in staffing, or recruitment, or line management of prospective candidates from the Armed Forces community.

What kind of things will we consider?

A better understanding of potential candidates and how to get the most out of an interview

Highlighting transferable skills and how they can be used within NHS Scotland

How we can tap into this workforce supply

Awareness of the programme and better understanding of the community, and how to support and promote them now and in the future

More information and how to direct enquiries to the correct source information

contact

THE ARMED FORCES TALENT PROGRAMME

Register your interest in the programme -

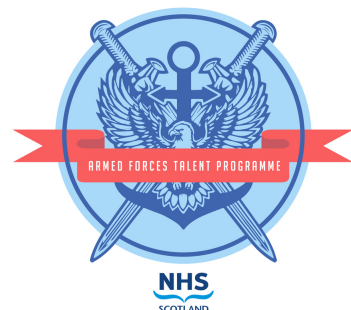
receive weekly newsletter updates, staying informed on items of interest, AFTP activities, events, and more...

Register to be an AFTP Ambassador - join

our growing network of Ambassadors, as they meet for socials (online and in-person), discuss issues or wins within NHS Scotland, and be a banner carrier for the Armed Forces Community in your Board

Check out our website - have a look at useful information for the Armed Forces community, employer support, case studies in the NHS Scotland blog, and a host of relevant resources

Contact the team - the AFTP team are on-hand to offer advice, guidance, and support to employers and candidates. Whether you are a just starting out or have a deep understanding of the Armed Forces community...we'd love to hear from you.



about

THE ARMED FORCES TALENT PROGRAMME

The Armed Forces Talent Programme (AFTP) is a Scottish Government funded initiative for making the best possible use of the skill sets and attitudes of the armed forces community, in the NHS in Scotland.

Our mission and vision is to encourage, promote, and support the recruitment of more members of the armed forces community into NHS Scotland.

We do this through a two-fold approach:

External focus: advertise and educate around the available opportunities for service leavers, veterans, and their families in NHS Scotland

Internal focus: providing support and guidance to NHS Scotland hiring and line managers about the armed forces community, to ensure we understand the unique skills and perspectives the community can bring



offering

WHAT AFTP CAN DO FOR YOU

Ambassadors & Armed Forces Champions

AFTP hosts a community-focussed network of over 95 Ambassadors. Guidance around the role and expectations of Armed Forces Champions

Paid Placements

We have organised NHS Scotland-wide Paid Placements across 2024/2025 and 2025/2026 – with more to come

Financial Assistance

For mobilisation, resources and information are available for case-by-case support



Working Groups

Regular quarterly meetings with NHS Scotland colleagues to provide action-driven focus on the Armed Forces community within and outside of the organisation

Reservist Guidance

What are my Reservists entitled to? What do you get from the Reserves?

Comms input and support

Access to AFTP subscribers and distribution via internal and external channels including our weekly newsletter

Events Design and Delivery

Collaboration on end-to-end event coordination, and opportunities to take part in AFTP-led events

Media and Promotion

Utilise AFTP outlets and partner organisation job boards like FFJ, CTP, Civvy Magazine, Troopr

On-demand application support

We consult and feedback on prospective applications from the Armed Forces community

offering

WHAT AFTP CAN DO FOR YOU



What is the Forces Employment Charity?

Forces Employment Charity provides life-long, life-changing support, jobs, networking and training opportunities to Service Leavers, veterans, reservists and their families- regardless of circumstance, rank, length of service, or reason for leaving.

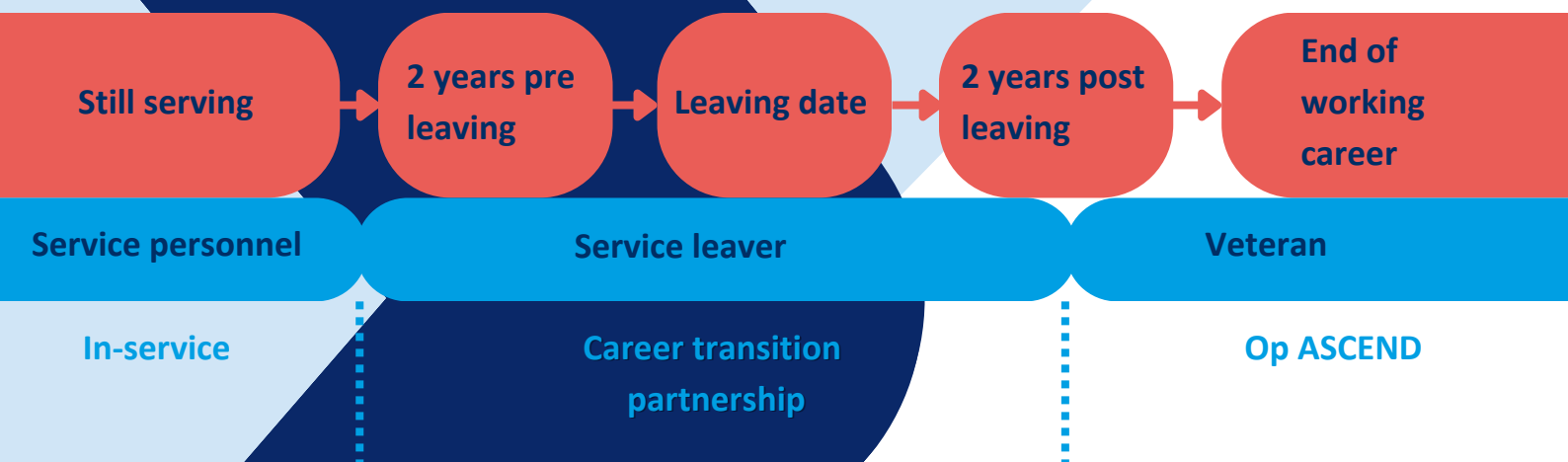
When does Forces Employment Charity get involved?

The journey from service to civilian life is ongoing, as the transition from one dedicated service to another evolves and develops- this involves Forces Employment Charity, Career Transition Partnership (CTP), and future employers and support networks:

Military timeline and continuum of support

Forces Employment Charity services are life-long - some Armed Forces community members have received upwards of 30 years of support.

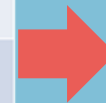
Forces Employment Charity can provide as much or as little input for employers and the Armed Forces community as needed.



Proven benefits of hiring a member of the armed forces community

Ready for roles
in...

Military Area	Transferable Skills	NHS Translation
Leadership & Command	Team Leadership; Decision-making; Communication	Ward/Team Leadership; Risk Decisions; Coordination
Logistics & Supply	Resource Mgmt; Planning; Prioritisation	NHS Logistics; Patient Flow; Equipment Mgmt
Medical Support	Trauma Care; Triage; Emergency Response	ED/Trauma Units; Paramedic Roles; Clinical Support
Engineering & Technical	Problem-solving; Safety; Equipment Handling	Clinical Engineering; Estates; Medical Devices
Intelligence & Analysis	Data Analysis; Security; Reporting	Health Informatics; Cyber Security; Data Teams



- Operations
- Logistics
- Technology
- Training and Development
- Transformation and Change
- Procurement
- Health and Safety
- Engineering

Armed forces
community members
bring...



Employers

Employers can work in partnership with Forces Employment Charity to support their recruitment needs and gain access to a highly skilled and diverse talent pool of Service Leavers, Veterans, and their families through the Career Transition Partnership (CTP) and Op ASCEND.

A dedicated Account Manager is available to provide expert guidance on recruitment and retention, offering tailored advice and practical support. This includes promoting vacancies through targeted channels, showcasing opportunities at careers events, and facilitating networking opportunities to help employers connect with the right candidates.

Armed Forces community members

From engagement at national events to lifelong support: Forces Employment Charity provides services to Armed Forces community members, including a number of programmes and specialised employment advice:

- [Ex-forces employment programme](#)
- [Executive programme](#)
- [Military Women programme](#)
- [NOVA Scotland](#)
- [Op ASCEND](#)
- [Specialist Employment Advice](#)
- [TechVets](#)
- [Veterans Support programme](#)

Get in touch with Forces Employment Charity:

Lisa Whitson

Account Manager

Email: Lisa.whitson@forcesemployment.org.uk



What is the Scottish Credit and Qualifications Framework?

Brings together the main Scottish academic and vocational qualification systems into a single 12 level framework

Provides a common national language for describing all kinds of learning

A framework which can be used to recognise and value all learning



The Framework

- * The SCQF is the qualifications framework for Scotland.
- * It is used to compare and understand our country's wide range of qualifications.

SCQF Levels	SQA Qualifications			Qualifications of Higher Education Institutions	Apprenticeships & SVQs
12				Doctoral Degree	Professional Apprenticeship
11				Masters Degree, Integrated Masters Degree, Post Graduate Diploma, Post Graduate Certificate	Graduate Apprenticeship Professional Apprenticeship SVQ
10				Honours Degree, Graduate Diploma, Graduate Certificate	Graduate Apprenticeship Professional Apprenticeship
9				Bachelors / Ordinary Degree, Graduate Diploma, Graduate Certificate	Graduate Apprenticeship Technical Apprenticeship SVQ
8		Higher National Diploma		Diploma Of Higher Education	Higher Apprenticeship Technical Apprenticeship SVQ
7	Advanced Higher, Awards, Scottish Baccalaureate	Higher National Certificate		Certificate Of Higher Education	Modern Apprenticeship SVQ
6	Higher, Awards, Skills for Work Higher				Modern Apprenticeship Foundation Apprenticeship SVQ
5	National 5, Awards, Skills for Work National 5				Modern Apprenticeship SVQ
4	National 4, Awards, Skills for Work National 4				SVQ
3	National 3, Awards, Skills for Work National 3				
2	National 2, Awards				
1	National 1, Awards				

* The SCQF has 12 levels, ranging from basic introductory skills (level 1) to doctoral degrees (level 12).

* Each level signifies the complexity of the learning outcomes.

* Credit points indicate the amount of learning, with one SCQF credit point representing an average of 10 hours of learning.



Employer support

RESOURCES and tools

Military to civilian qualifications tool:

Use this to map to SCQF levels

Inclusive recruiter:

A free scheme that helps employers navigate Scotland's evolving qualifications landscape. It also widens your pool of applicants by encouraging the use of SCQF levels in job adverts. [IR training videos](#)

Employer levelling tool:

Guide to indicate SCQF level of a job and the skills and knowledge required



Employer
support

RESOURCES and tools



Recognition of Prior Learning (RPL) hub:

Can enable individuals to gain formal recognition for the skills, knowledge, and experience they have already acquired — regardless of where or how the learning occurred.



SCQF resources - employers, learners, veterans:

Guides and information for learners, employers, and veterans

What next?

Employers:

If you're not already utilising SCQF support, or resources, maybe now is the time to start thinking about how they can supplement or inform your own practices?

You may use all, some, or none of the tools and resources provided, although the SCQF team are on-hand for any guidance or support you may be looking for to enable more inclusive and dynamic recruitment.

Get in touch



info@scqf.org.uk



[SCQE](#)



[SCQE](#)