

## #TRENDING



**Emma\_JG\_Hawkings** @hawkins\_jg  
Thank you to everyone who joined this evening. It was great to meet some new faces and I look forward to seeing what 2019 brings for the #LeadersofChange @ciltuk

**CILT(UK)** @ciltuk  
Excellent evening in Reading listening to @Thomasflatau share how to become a better leader using neuroscience. Great turnout and some excellent discussion.



**Charlotte Hunt** @Lorry\_Lawyer  
A fantastic and thought provoking day at The Women in Logistics Conference, ending with a tour of Magna Park MP1 @landpartners donning a hi-vis. Great to see Ruth from @TalentInLog there too! Thanks for having us @WomenInLogistics @ciltuk #logistics #Diversity #Equality



**RAF Logistics** @RAF\_Logistics  
Interesting to think that Logistics is seen as so important in industry that it should be taught at school level. A very good read from our #apprenticeship partner @ciltuk #NoOrdinaryJob #RAF\_Logistics

**CILT(UK)** @ciltuk  
#CILTfocus midweek read! Gethin Roberts looks at why it is essential we start putting logistics and transport on the curriculum in schools across the country. buff.ly/2F88faW



**John Robert Yelland** @yelland\_jr  
Yes! Logistics should be on the curriculum. Far too many kids (and adults) have no idea where the food in their supermarkets, fuel in cars or medication comes from. This is a very positive step to help people understand just how important transport and logistics really is to society.



**Geoff** @NWRPCA\_EmpSp  
Check out this #awesome @Transport\_Train truck, logos designed by local school children @transformmytruck @ciltuk @RHA #localcommunity at Transport Training Academy



**Alan Braithwaite** @AlanBraithwaite  
Astonishing that @DominicRaab has not understood importance of @Port\_of\_Dover in #UK #trading. It was all set out in paper in @HouseofCommons library in autumn 2016. @ciltuk has published 4 reports and given evidence.



# Your platform



## Why Army personnel are the answer to the skills shortage

**D**o not be fooled into thinking the Army is not busy post-Afghanistan. There are over 20 live operations or training missions overseas, every one supported by logisticians and a supply chain. Some are working in isolated locations, some are involved in high-intensity environments. All are professional and delivering to great effect, everything you would want as an employer.

However, do not offer jobs to former servicemen and women out of pity or some misplaced loyalty to our armed services. Employ them because they are competent, ambitious, hardworking and quick to adapt; employ them because our profession needs good people.

Let us start with dispelling some myths. Ipsos, MORI and King's College published a report in late 2016 that tested perceptions against the facts, which included outcomes of those returning to civilian life after military service. The survey revealed that two-thirds of the British public believe that post-traumatic stress disorder is more common among the armed forces than the general public. The reality is that levels are remarkably similar. Over half of those surveyed believed the suicide rate is higher amongst those who have served, when it is in fact lower. Similarly, the perception is that service personnel are more likely to go to prison, when the facts tell you those who have served are much less likely to end up in jail.

It is reported that we have full employment. We are all concerned about the impact of Brexit and we all know we have a shortage of good people in all aspects of logistics.

We can find great role models in former military folk who have succeeded at the highest level, but what we need are those men and women who are skilled tradespeople, those who will be good solid performers as supervisors, managers and leaders. That is where the (ex) military personnel have something to offer. The military still train people and develop skills and critical thinking. They give supervised responsibility to young men and women, support them and foster the team ethic. They also provide first class technical training.

Most people choose to serve between six and 12 years; 14,000 people return to civilian life every year. Why would our profession not want to tap into that talent pool? Service personnel do not need any more support than anyone joining our sector, but – and there are always buts – they are not the finished article. You will still need to teach them how we do things, upskill them and exploit their transferable skills. What you will get is a cohort that can learn quickly, that will be motivated and understand loyalty. On that note, be aware. They will have been stretched and challenged, they will be robust, and they will have an expectation of being treated well. If you want their loyalty you will have to earn it.

**Gary Sullivan OBE FCILT**



Colonel Sullivan (centre) in Helmand province, Afghanistan