



# PATHWAYS PROGRAMME:

**BUILDING FUTURES IN CYBERSECURITY,  
DATA ANALYTICS AND ARTIFICIAL  
INTELLIGENCE(AI)**



**CLICK  
START**

**Your new career  
with free digital training.**

# WELCOME TO THE PATHWAYS PROGRAMME

Welcome to a transformative journey that bridges the gap between military life and a rewarding career in the burgeoning fields of cybersecurity, data analytics and AI — the Pathways Programme. This innovative initiative is delivered in collaboration with industry leaders IBM and Abertay University and supported by funding from the UK and Scottish Governments and Nominet's Click Start initiative.

Transition from military to civilian life opens up a world of opportunity for people from the Armed Forces community in organisations and roles that capitalise on their transferable military skills and experience, to which we add specialist skills training in cybersecurity, data analytics and AI. The programme is designed to enable veterans and others from across the Armed Forces community to access fulfilling second careers and help employers to fill some of their business critical skills gaps.

At the heart of our programme is a commitment to facilitating a progressive transition into the civilian workforce, supported by 'Forces Friendly' employers offering rewarding careers in their most important and fastest growing roles. Understanding the requirements of employers and their engagement as partners in the programme is key to success. Employers are invited to join us and contribute to this new and exciting venture.



*"The Pathways Programme is all about partnering with subject matter experts and employers to offer veterans a progressive, coherent journey to upskill and prepare themselves for fulfilling second careers in roles where employers face the most business critical skills gaps. Our goal, alongside employer partners, is to make the most of the veterans' transferable skills and enable them to realise opportunities in the digital and cybersecurity roles where there is the greatest demand. For employers, we offer the opportunity to engage with, support and gain free access to high quality, skilled people from across the Armed Forces community, in return for their in-kind support to the programme."*

**- Andrew Jackson, SaluteMyJob**

# UNLOCKING POTENTIAL FOR VETERANS

The Pathways Programme is centred around education and training, aligned to the needs of employers facing business critical shortages of skilled talent. Our skills training courses, delivered in collaboration with IBM, Abertay University and employer partners, provide participants with the skills, certifications, and hands-on experience necessary for a successful transition into fulfilling second careers. The programme builds on the unique strengths and experiences veterans bring to the workforce, adding the skills most in demand from employers specialising in cybersecurity, data analytics and AI.

For those members of the Armed Forces community with the desire and willingness to learn new skills, apply now to join the Pathways Programme to unlock your new career.



*"This is not just about giving people new skills; it's about realigning and building on their unique qualities and experience to transform them into assets for the digital workforce. It also helps fill our social commitment to support the Armed Forces community."*

**- Vikki Bradney-Spencer, (IBM)**

At the heart of the Pathways Programme lies a commitment to enabling people from across the Armed Forces community to acquire the skills, knowledge and practical experience to compete strongly for some of the most demanding jobs. In collaboration with IBM and Abertay University, we offer a progressive training ground where veterans not only gain skills and qualifications but also understand their own potential and worth.

This programme serves as a testament to the resilience and adaptability of people from the Armed Forces family, proving that their military experience is not just a chapter but a stepping stone towards fulfilling civilian careers.





# VETERANS: GET INTO CYBER SECURITY/ DATA ANALYSIS/ ARTIFICIAL INTELLIGENCE

## List of Benefits:

- A free, tailored training pathway designed to realign and add to your military skills and experience to compete for jobs in cyber security, data analysis and artificial intelligence.
- Free access to exclusive courses to give you the skills to succeed in cybersecurity, data analytics or AI and the opportunity to acquire academic and, where applicable, professional certifications.
- Practical and, where required, commercial experience working alongside industry experts, to help you apply theory to practice.
- Networking opportunities, especially within the ex-military community in 'Forces Friendly' organisations.
- Mentorship, career guidance and employability support to navigate your transition to a successful career in rewarding roles in supportive organisations and the civilian workplace.

The Pathways Programme is much more than a training course; it's a progressive journey to:

- Learn about the fast growing fields of cybersecurity, data analysis and artificial intelligence - and the opportunities they offer members to the Armed Forces community.
- Acquire relevant technical and practical skills.
- Gain practical and project skills and academic and, where applicable, the opportunity to acquire professional certifications to become competitive candidates for, and succeed in, top jobs.
- Get support to find work experience or employment opportunities in 'Forces Friendly' organisations committed to hiring from the UK military community.



*"Our Pathways Programme provides access to some of the highest quality education and training available, linked to recognised professional certifications to help members of the Armed Forces community succeed in the dynamic fields of cybersecurity, AI and data analysis."*

- Dr Natalie Coull Abertay University

# PARTNER WITH US FOR CYBER EXCELLENCE

You are invited to become an employer partner with Abertay University, IBM and SaluteMyJob and contribute to the 'Pathways' Programme. In doing so, you not only contribute to the professional growth of members of the military community but also gain free access to a pool of skilled and motivated individuals ready to fill your business critical skills gaps and impact positively on your business. In addition, you will add significant social impact to people who face significant disadvantages in the commercial workspace.



*"SMEs like Securious face a number of challenges to find skilled and quality talent to fill their skills gaps, at affordable prices. Pathways to Employment programmes like 'Click Start' offer us a pipeline of prospective talent, who we can engage with to help educate, upskill and help align their acquired military skills and experience to our business. A programme that upskills people for digital and cyber jobs and provides the resources to fund the all important process of giving people practical and commercial experience is a game-changer, not just for us but also for members of the Armed Forces community trying to break into the sector. More widely, employer involvement in these engagement options within the Pathways Programme is an investment in talent, growth, and the continued success of the cybersecurity industry."*

**- Pete, Securious**

To employers seeking more than just skilled professionals, the Pathways Programme extends an invitation to shape the future of cybersecurity. Partner with us to engage in a meaningful collaboration that not only benefits your business but also contributes to the growth and success of the industry.

By participating in this initiative, you become a catalyst for positive change, adding social value and making a tangible impact on the lives of veterans and others from across the UK Armed Forces community.

# EMPLOYERS: ELEVATE YOUR TEAM

## List of Benefits:

- Free access to a pipeline of skilled professionals trained and qualified to meet the ever-evolving demands of your organisation and its clients.
- Access to a culturally diverse community with the analytical, team and problem-solving skills to impact positively on the bottom line of your business.
- Delivering on social or Armed Forces Covenant commitments by actively supporting members of the military community in their transition to civilian life. Supporting the professional journey, fostering a sense of loyalty and dedication within your team.
- Contributing to innovative and developing long-term solutions and helping address endemic problems of filling growing skills gaps in a burgeoning field.

In the Pathways Programme, employers discover more than just talent; they find a strategic partner in building resilient, diverse, and high-performing teams.

Engage with the Pathways Programme to access high quality talent from a disparate, hidden and diverse talent pool, fill your business critical skills gaps and contribute to the growth and success of both industry and society.



*"Employers engaging with the Pathways Programme gain more than skilled professionals; they become contributors to the growth and success of the cybersecurity industry."*

**- Professor Rachid Hourizi, Institute of Coding**



# YOUR JOURNEY STARTS HERE

Employers are key to the success of the Pathways Programme. Your engagement will inspire, support and guide participants to give them the practical and commercial skills to succeed - quickly - as an asset to your business.

## List of Engagement Options:

- Offer work placement or entry level employment opportunities, either directly in your organisation or indirectly within your supply chain or clients.
- Educate people from across the Armed Forces community about the fields of cybersecurity, AI and data analysis and the opportunities they offer.
- Provide mentorship opportunities and employability support to guide veterans on their professional journey.
- Provide additional training, practical and project experience, especially to those lacking commercial knowledge and experience.
- Host networking events (for example with your Armed Forces ERG/ network) to facilitate connections between participants in the programme and industry professionals.
- Participate in industry panels to share insights and contribute to the growth of the cybersecurity field.
- Contribute to training modules, ensuring that future professionals are equipped with the latest skills and knowledge.
- Offer other in-kind support to the programme.

By getting involved in these engagement options, employers become integral contributors to the success of veterans and the continued growth of the cybersecurity industry.



*"Employer involvement in these engagement options within the Pathways Programme is an investment in talent, growth, and the continued success of the cybersecurity industry."*

**- Andrew Jackson, SaluteMyJob**



# WORK PLACEMENTS LEADING TO LONG-TERM SUCCESS

The single biggest barrier facing members of the Armed Forces community is their perceived lack of practical or commercial experience - the first line of the job description that requires 4 years or more of experience in the role". Work placements are a cornerstone of the Pathways Programme, providing employers with a unique opportunity to assess the capabilities of veterans firsthand. These placements go beyond the traditional hiring process, allowing employers to witness the dedication, adaptability, and technical skills that veterans bring to the table.

For veterans, work placements are a chance to showcase their abilities, gain real-world experience, and potentially secure long-term employment - a win for both parties.

Work placements are not just about providing veterans with an opportunity; they are about forging enduring relationships. Employers, by offering work placements, gain a firsthand understanding of the hard work, versatility, and technical prowess veterans bring to the workforce, as well as helping them gain the knowledge and skills to succeed in the civilian workplace.





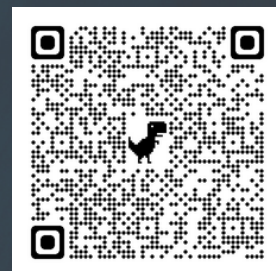
# JOIN THE PATHWAYS PROGRAMME TODAY!

*"In the Pathways Programme, we're not just bridging gaps; we're forging a future where veterans and employers thrive together. Join us on this journey to cyber excellence."*

- Andrew Jackson, SaluteMyJob

Click here to start  
your cyber journey!

<https://salutemyjob.com/pathways/>



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