



Time: 1400-1430	Meeting: Paul Hollingshead (Anduril UK)
PS: [REDACTED]	Location: Your office, 70WH
<p>You are meeting with Paul Hollingshead, Head of Europe & Africa at Anduril Industries, a US military tech unicorn, to learn about their employment of veterans and emerging defence technologies.</p> <p>There was an option for you to visit their HQ in London, but due to diary conflicts this meeting was scheduled instead. Paul has suggested the below agenda:</p> <ul style="list-style-type: none">• An overview of Anduril - the company, its story, vision for its UK presence.• How and in what ways Anduril can enhance its recruitment of veterans in the UK such as work placement programmes and summer internships.• Anduril's corporate partnerships with veterans charities such as Moving Mountains. <p><u>LINES TO TAKE</u></p> <ul style="list-style-type: none">• ASK how Anduril supports veterans into employment within the company and what their experience has been.• ASK how the OVA and UK Government can support employers of veterans.• INFORM Anduril of some of the employment programmes and commitments in the veterans employers space:<ul style="list-style-type: none">○ Armed Forces Covenant, which now stands at over 10,000 signatories.○ Defence Employers Recognition Scheme (ERS) which awards Gold, Silver Bronze status to employers who demonstrate commitment to defence and supporting veterans as part of the Armed Forces community.○ Career Transition Partnership (CTP) with MoD (Ministry of Defence) which connects employers with veteran recruitment, at the time of leaving service. <p><u>POLICY BACKGROUND - EMPLOYMENT</u></p> <ul style="list-style-type: none">• Every year, around 15,000 people leave the Armed Forces. Around 60% of them are under 35 with most seeking civilian employment.• The employment rate of former UK service personnel is currently at 87% in 2021/222, up from 83% the previous year within six months after leaving service. This is higher than the general UK employment rate measured during the same period.	



- The Career Transition Partnership (CTP) programme can be accessed up to **two years prior and two years after leaving service**. It supports those leaving the Armed Forces to find employment as they transition into civilian life.
- You may want to mention the link between Anduril's employment of veterans and the UK Gov's ambition following the **The Integrated Review** of Security, Defence, Development and Foreign Policy that describes Government's vision for the UK's role in the world over the next decade, within which a premium is placed on a **strong, thriving domestic economy with access to the learning & development, training and skills required to be at the forefront of cutting edge sectors such as finance, technology, cyber, digital, aerospace, strategy and leadership positions**.

BACKGROUND

ANDURIL

- Anduril Industries was founded in 2017 in California, USA by Palmer Luckey, formerly of Facebook / Meta along with former **Palantir Technologies and Oculus VR executives**.
- Anduril **reports that around 60% of the UK workforce are veterans**.
- Its stated focus is to develop **cutting-edge technologies for the US and its allies in the defence space**, it specialises in automated detection, identification and tracking of 'objects of interest'.
- It is especially active with the **US Customs & Border Protection and US Special Forces**, and has recently begun **developing systems in the UK with the Royal Marine Commandos**. An example of this is the Ghost UAV, tested in Exercise: Green Dagger, a joint US-UK exercise.
- Anduril is willing to explore **what steps it can take to enhance its recruitment of veterans in the UK** such as work placement programmes and summer internships. Roles with the company are currently advertised through the Forces Employment Charity and it is building a presence in the UK veterans employment network and associated events.
- It is also willing to further explore **where it can focus its 'corporate social responsibility' efforts with veterans and others in the UK**. For example, sponsoring Moving Mountains Project - a veteran-founded body supporting refugees from war-torn countries by connecting them with the outdoors, and scaling mounts such as Mount Everest.

PAUL H:

- Paul is Head of Europe & Africa at Anduril, based at the company's London office. Previously holding senior roles at Rapisan AS&E focusing on strategy, delivery of border security and customs equipment to government and commercial clients in Western Europe and Africa.



- He also held a strategic business development role at G4S, developing security solutions for critical national infrastructure in the UK and overseeing client development and growth.
- **Paul was in the British Army, gaining operational experience in Afghanistan and the Balkans.**