



Ministry  
of Defence

# Career Transition Partnership quarterly statistics: UK

## Regular Service Personnel Employment Outcomes

### 2009/10 to 2013/14 Q1

11 September 2014

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## 1. INTRODUCTION

1. This quarterly Official Statistic provides summary statistics on the estimated employment outcomes for UK Regular Service personnel who left the Armed Forces between Quarter 1 2009/10 and Quarter 1 2013/14 and used the services provided by the Career Transition Partnership (CTP). Also included in this Official Statistic are:
  - Trends over time
  - Estimated employment outcomes by Service leaver characteristics
  - Comparisons with national employment figures
2. This report also provides estimated employment outcomes for service personnel who left the Armed Forces under the Tranche 1, Tranche 2, and Tranche 3 Redundancy Programmes and used the services provided by the CTP. The Tranche 1, Tranche 2, and Tranche 3 Redundancy programmes cover different time periods.
3. The Career Transition Partnership began in 1998 and is a contractual arrangement between the Ministry of Defence and a contractor (Right Management) for delivering a resettlement package to eligible Service personnel. The Career Transition Partnership provides employment support for personnel up to two years before and two years after leaving the Armed Forces.
4. These statistics have been provided in response to interest in employment outcomes for UK Service personnel from Armed Forces charities, Other Government Departments including the Department for Work and Pensions; business and occupation within the private sector; and within the Ministry of Defence. The statistics will aid policy development. They can be used to inform effectiveness of the Career Transition Partnership resettlement services. They will also be used for monitoring of the Armed Forces Covenant, a component of the Armed Forces Act, which states that Service personnel should not be disadvantaged in terms of health or welfare.

## KEY FIGURES

- Within six months of leaving the Armed Forces the estimated employment and unemployment rates in **2013/14 Q1** for the 3,780<sup>p</sup> UK Regulars who used the CTP resettlement services were:
  - Employment Rate: 82%<sup>p</sup> (n = 3,100<sup>p</sup>)
  - Unemployment Rate: 10%<sup>p</sup> (n = 330<sup>p</sup>)
  - Economically Inactive Rate: 9%<sup>p</sup> (n = 350<sup>p</sup>)
- Between 2009/10 and 2013/14 Q1, the estimated quarterly employment rate ranged from a low of 82% in Q3 2009/10, Q2 2011/12, Q2 2012/13, and Q1 2013/14 to a high of 88% in Q1 2011/12.

- Within six months of leaving the Armed Forces the estimated employment and unemployment rates in **2012/13** for the 13,340<sup>P</sup> UK Regulars who used the CTP resettlement services were:
  - Employment Rate: 83%<sup>P</sup> (n = 11,030<sup>P</sup>)
  - Unemployment Rate: 9%<sup>P</sup> (n = 1,090<sup>P</sup>)
  - Economically Inactive Rate: 9%<sup>P</sup> (n = 1,220<sup>P</sup>)
- The estimated overall annual employment rate was slightly lower in 2012/13 at 83%<sup>P</sup> in comparison with an annual employment rate of 85% in 2009/10, 2010/11 and 2011/12.
- There was no statistically significant difference in the unemployment or economically inactive rate between 2012/13 and 2011/12.
- In 2012/13, out of a total of 23,830 Service leavers, there were 19,380 Service leavers who were eligible to use the CTP resettlement services, of which 17,630<sup>P</sup> registered with CTP. The 2012/13 employment outcome estimates are representative of the 13,340<sup>P</sup> people who went on to use the CTP resettlement services.

### COMPARISONS WITH UK NATIONAL EMPLOYMENT FIGURES: 2012/13

- The employment rate for UK service personnel who used CTP services in 2012/13 (83%<sup>P</sup>) was statistically significantly higher than the employment rate for the UK population<sup>ab</sup> (71%).
- There was no statistically significant difference between the unemployment rate for UK service personnel who used CTP services in 2012/13 (9%<sup>P</sup>) and the unemployment rate for the UK population<sup>a</sup> (8%).
- The economically inactive rate for UK service personnel who used CTP services in 2012/13 (9%<sup>P</sup>) was statistically significantly lower than the economically inactive rate for the UK population<sup>a</sup> (22%).

### DETAILED ANALYSIS: 2012/13

- **Service:** The employment rate for each Service was: Naval Service 83% (n = 2,210); Army 82% (n = 6,580); and Royal Air Force 83% (n = 2,240). The employment rates in 2011/12 were higher for the Naval Service (85%) and Army (85%) but the same for the Royal Air Force (83%).
- **Gender:** The male employment rate was 88% (n = 10,290) compared with 66% (n = 740) for females. This compares with an employment rate of 86% for males and 69% of females in 2011/12. In 2012/13, one-in-four (26%) women were economically inactive within six months of leaving the Armed Forces compared with 8% of men, indicating a higher proportion of women were choosing not to work. When surveyed a third of the economically inactive females specifically mentioned they were looking after family and therefore not looking for work, with one-in-six women specifically mentioning they were in full time education compared with one-in-three men.
- **Officers and Ranks:** The economically inactive rate amongst Officers was 18% (n = 360), significantly higher than the 7% (n = 840) amongst the Ranks, indicating a higher proportion of Officers were choosing not to work. The employment rate amongst Officers at 76% (n = 1,480) was significantly lower than the employment rate amongst the Ranks at 84% (n = 9,570). The employment rate for Ranks was lower than the 86% in 2011/12.
- **Age at Exit:** 22% of personnel aged 50 or over (n = 260) were economically inactive and therefore choosing not to work. This was more than double the economically inactive rate for all other age groups. This is also higher than the 18% of personnel aged 50 or over who were economically inactive in 2011/12.

<sup>a</sup> These comparisons have not been age or gender standardised; in future Defence Statistics will look to developing this comparison accordingly.

<sup>b</sup> Please note that there are differences in the way the employment outcome information is gathered for these two populations. Whilst the CTP population is collected six months after leaving the Armed Forces and therefore the individual would have been searching for work for up to six months, in the UK population an individual may have been searching for employment for a longer or shorter time period.

- **Length of Service:** The employment rates of CTP users with 15-19 years Service (86%) and 20 to 24 years Service (86%) were significantly higher than the employment rate of personnel with 0 to 4 years Service (74%).
- **Medically Discharged:** The employment rate for medically discharged personnel was significantly lower (71%, n = 580) than for those who were not medically discharged (83%, n = 10,420). The unemployment rate was higher amongst personnel medically discharged with a percentage of 16% compared with 9% for those not medically discharged. The unemployment rate for personnel medically discharged was higher in 2011/12 at 18%.
- **CTP Programme Type:** Personnel receiving the Full Resettlement Programme following at least six years of Service had a similar employment rate (83%, n = 10,060) to personnel receiving the Employment Support Programme following four or five years in Service (82%, n = 970).
- **Self-Employed:** An estimated 490 (4%) UK Regular Service personnel who left the Armed Forces in 2012/13 reported being self-employed within six months of leaving Service. This is equivalent to one-in-twenty-five of all estimated employed Service personnel. Nearly a third of these individuals were aged between 40 and 44.

### OCCUPATIONAL SECTOR: 2012/13

- The three main occupation sectors that Service leavers who used the CTP services were employed in was:
  - Skilled trades and occupations (21%)
  - Associate professional and technical (15%)
  - Elementary occupations (12%)

These are the same three main occupation sections that CTP users were employed in, in 2011/12

- By comparison, the three main occupation sectors for the employed UK population in 2012/13 was:
  - Professional occupations (20%)
  - Associate professional and technical (14%)
  - Administrative and secretarial; Skilled trade occupations; elementary occupations (11%)

When drawing comparisons it is important to note the UK estimates have not been adjusted to reflect the age and gender spread seen in the Armed Forces population.

### TRANCHE 1 REDUNDANCY FIGURES (as at 30 June 2014):

- Within six months of leaving the Armed Forces the estimated employment outcome rates for the 2,570 personnel who left under the Tranche 1 Redundancy Programme and used the CTP resettlement services were:
  - Employment Rate: 81% (applicants 84%; non-applicants 74%)
  - Unemployment Rate: 6% (applicants 3%; non-applicants 12%)
  - Economically Inactive Rate: 14% (applicants 13%; non-applicants 16%)

### TRANCHE 2 REDUNDANCY FIGURES (as at 30 June 2014):

- Within six months of leaving the Armed Forces the estimated employment outcome rates for the 3,410<sup>P</sup> personnel who left under the Tranche 2 Redundancy Programme and used the CTP resettlement services were:
  - Employment Rate: 76%<sup>r,P</sup> (applicants 77%<sup>r,P</sup>; non-applicants 73%<sup>r,P</sup>)
  - Unemployment Rate: 16%<sup>r,P</sup> (applicants 15%<sup>r,P</sup>; non-applicants 19%<sup>r,P</sup>)
  - Economically Inactive Rate: 9%<sup>P</sup> (applicants 9%<sup>P</sup>; non-applicants 10%<sup>r,P</sup>)

### TRANCHE 3 APPLICANT REDUNDANCY FIGURES (as at 30 June 2014):

- Within six months of leaving the Armed Forces the estimated employment outcome rates for the 3,190<sup>P</sup> personnel who were applicants and left under the Tranche 3 Redundancy Programme and used the CTP resettlement services were:
  - Employment Rate: applicants 81%<sup>P</sup>
  - Unemployment Rate: applicants 11%<sup>P</sup>
  - Economically Inactive Rate: applicants 9%<sup>P</sup>

Figures for Tranches 1, 2 and 3 are provisional as not all service personnel have left the Armed Forces as at June 2014.

### REDUNDANCY REVISIONS

- The employment rates for personnel leaving the Armed Forces under the Tranche 1 and Tranche 2 Redundancy programme have been updated to include personnel that have left Service or hadn't been at the six months post-discharge point to capture their employment outcome in the previous publications.
- During the compilation of this Official Statistic, several revisions have been made to the figures provided:
  - In the previous publication (12 June 2014) there were a number of personnel (130 in Tranche 1 and 120 in Tranche 2) whose employment outcomes were unknown. An assumption that there were no systematic differences between respondents and non-respondents was applied, so these personnel were scaled into the estimated employment outcomes. Updated information is now available which shows that these personnel didn't use CTP services. These personnel have now been removed from the estimated employment outcomes and are now captured in 'Didn't use CTP' in Figures 12 and 13.
  - The number of Tranche 2 Applicants that didn't register with the CTP has been revised from fewer than five in the previous publication to 40 personnel. All of these personnel were incorrectly classified as registered but not using the CTP in the last publication.
  - The employment rate for personnel who left under the Tranche 2 Redundancy Programme has dropped from 81% to 76%<sup>P</sup> as 130 Service leavers were incorrectly recorded as 'Employed' in the previous publication. These 130 are Service leavers had found employment but more than six months post discharge. As the official statistic reports on the employment outcomes at six months post discharge these Service leavers have been re-classified as 'Unemployed' in the current report. Of the 130 Service personnel that were previously incorrectly classified as 'Employed' at the six month point, all had found employment within 12 months of their outflow date.

### Contents of Official Statistic

5. Each section within the report covers the following areas:
  - **Section 1 Introduction** provides a summary of the key findings and a brief overview of the background to enable users to quickly identify the key messages in the report.
  - **Section 2 Background to Career Transition Partnership** provides detail on the Career Transition Partnership (CTP) history and services provided. This background can be used to further understand the employment statistics as the outcomes from the CTP service delivery.
  - **Section 3 Methodology** provides a detailed overview of the methodology used to collect, collate and analyse the data within this report.
  - **Section 4 Estimated Employment Outcomes – Top Level and Trends Over Time** provides the top level 2012/13 estimated employment statistics for users of the CTP services, and trends over time between 2009/10 and 2012/13, quarterly and annual. The time-series data is provided to enable to users to monitor trends in estimated employment outcomes.
  - **Section 5 Estimated Employment Outcomes – Detailed Analysis: 2012/13** provides a detailed summary of the 2012/13 estimated employment outcomes by Service personnel characteristic

enabling monitoring of differences in estimated employment outcomes to help focus CTP service delivery and policy development.

- **Section 6 Employment Outcomes – Comparisons with UK National Employment Rates** provides comparisons between the estimated employment outcomes for CTP service users with the UK employment figures enabling users to place the CTP statistics into a wider context.
  - **Section 7 – Occupation Sector: 2012/13** provides information on which occupation sectors employed Service leavers have entered into. Figures are provided by Officer and Ranks, Service, and Gender. Overall comparisons with the UK National Employment figures are also provided.
  - **Section 8 – Missing Sample Information** provides an assessment of the personnel who could not be contact during the survey, and the options to develop this area in the future.
  - **Section 9 Employment Outcomes – Redundancies: Tranche 1, Tranche 2, and Tranche 3** provides the employment outcomes for Service personnel who were made redundant under the first, second and third stage of the MOD's redundancy programme, to inform user understanding of the employment outcomes of the redundancy scheme.
  - **Annex A** provides the Office for National Statistics employment outcome definitions.
  - **Annex B** provides the mapping between Right Management Survey data and employment outcome terminology used in this report.
  - **Annex C** provides flow diagrams of the estimated employment outcomes for previous financial years.
  - **Annex D** provides a timetable for future publications.
6. A Background Quality Note is published alongside this Official Statistic. The web link for the Background Quality Note is:

<https://www.gov.uk/government/publications/career-transition-partnership-ex-service-personnel-employment-outcomes-statistics-background-quality-report>

7. These statistics are being published to meet user interest. An assessment of methods, quality and analytical scope will be an on-going process. Interested users are encouraged to provide feedback to contribute to this development process: DefStrat-Stat-PQ-FOI-Mailbox@mod.uk

## 2. BACKGROUND TO CAREER TRANSITION PARTNERSHIP

8. It was during and after the First World War that the term 'resettlement' became officially recognised with Government and senior military support focused on resettling hundreds of thousands of men who had served their country. Today around 20,000 people leave the UK Armed Forces and make the transition to civilian life each year. They are of widely different ages and have a range of qualifications and aspirations. Everyone who leaves will have different personal circumstances and aspirations but the adjustment from the military environment to the civilian world is an issue common to all.
9. Formed in 1998 to support Service leavers in their transition from the military to civilian life, the Career Transition Partnership is a partnering agreement between a contractor (Right Management since 1998) and the MOD. The Career Transition Partnership also incorporates two Service charities, the Regular Forces Employment Association (RFEA) and The Officers' Association (OA), and exists to provide advice, guidance, vocational training and support to those leaving the military.
10. The Career Transition Partnership philosophy is that resettlement preparation is for life, not just to get the first job after leaving the military. Support is provided from two years before discharge, through to two years after. The aim is to provide the tools that Service leavers need to market themselves confidently to employers and to get the most out of life outside the forces. This ranges from creating a CV through to learning interview skills, vocational training through to researching and applying for jobs. The services provided by the Career Transition Partnership (CTP) fall into the following four categories:

*Guidance:* One-to-One career consultancy, both before and post discharge, to assist Service leavers in finding appropriate career opportunities and how best to achieve them.

*Career Transition:* A range of workshops on topics from setting up a business, to CV writing, and interview techniques. A number of career tools are also available through the CTP website ([www.ctp.org.uk](http://www.ctp.org.uk)) to help leavers to keep on track through their resettlement journey.

*Vocational Training:* The CTP provides a selection of over 60 vocational training courses to equip leavers with the skills and qualifications they need for their chosen career. In addition, CTP manage a list of over 450 accredited training providers offering a wide range of courses.

*Job Finding Support:* Access to RightJob, the CTP job website for Service leavers and used by employers who are specifically seeking to employ Service personnel.

### Eligibility to Career Transition Partnership

11. Personnel are eligible for the Career Transition Partnership if they have had at least four years Service, or were medically discharged, or left the Armed Forces due to redundancy. Personnel with four or five years Service receive the Employment Support Programme. Personnel with at least six years Service receive an enhanced service – the Full Resettlement Programme. Personnel who left the Armed Forces on disciplinary reasons or are deemed unsuitable are not eligible to resettlement, irrelevant of the number years of Service.
12. For the purposes of this Official Statistic only those personnel who were serving as UK Regulars, including Gurkhas, have been included in the eligibility criteria and for the counts of people leaving the Armed Forces. This is due to data quality issues validating the Full Time Reserve Strengths data for personnel leaving the Armed Forces.
13. The next of kin of Service personnel who died or were made incapacitated whilst in Service are eligible for the Full Resettlement Programme. However they have not been included within this report as they have not been surveyed and therefore cannot have an employment outcome.
14. For further details on the policy for CTP eligibility and details on the services provided refer to the CTP policy document<sup>c</sup>.

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<sup>c</sup> <https://www.gov.uk/government/publications/tri-service-resettlement-manual-jsp-534>

## Employment Support Programme (ESP) and Full Resettlement Programme (FRP)

15. The Employment Support Programme (eligible after four or five years Service) includes:

- Job Finding service
- Access to RightJob database
- Consultant interview
- Housing brief
- Financial aspects of Resettlement brief
- Access (on a standby basis) to Resettlement Training Centre courses
- Post-discharge consultant support for up to 2-years
- Access to employment and training fairs.

16. The Full Resettlement Programme (eligible with 6 years Service, or if medically discharged, made redundant or next of kin of Service personnel who died or incapacitated) includes:

- Individual Resettlement Training Costs (IRTC) grant (£534) to spend on training with any provider.
- Resettlement leave – up to 35 days depending on length of service.
- Career Transition Workshop (3 days).
- Other workshops available:
  - Retirement options
  - Future employment options
  - Self-employment awareness
  - Small business start-up.
- CV writing
- Interview skills
- Career consultancy
- Travel warrants (up to 7).

17. All Service leavers, other than those discharged as Early Service Leavers, are entitled to receive the resettlement support detailed in the entitlement table below:

(a)	Years Service	Normal Discharge <sup>(3)</sup>			Medical Discharge <sup>(2,3)</sup>		
	(b)	CTP (c)	GRT <sup>(1)</sup> (d)	IRTC (e)	CTP (f)	GRT <sup>(1)</sup> (g)	IRTC (h)
1.	<1	No	0	No	FRP	10	Yes
2.	1+	No	0	No	FRP	30	Yes
3.	4+	ESP	0	No	FRP	30	Yes
4.	6+	FRP	20	Yes	FRP	30	Yes
5.	8+	FRP	25	Yes	FRP	30	Yes
6.	12+	FRP	30	Yes	FRP	30	Yes
7.	16+	FRP	35	Yes	FRP	35	Yes

(1) Amount of GRT is in working days.

(2) This includes Reservists who are medically discharged due to injuries sustained during operational commitments.

(3) Graduated Resettlement Time (GRT); Individual Resettlement Training Costs (IRTC); Career Transition Partnership (CTP); Employment Support Programme (ESP); Full Resettlement Programme (FRP)

### The Career Transition Partnership Process

18. Two years before their discharge date, Service personnel are automatically triggered as eligible for resettlement. Following discussions with their Service Resettlement Advisor, their entitlement is agreed and they are registered with the Career Transition Partnership (CTP) by completing an entry within the Armed Forces Personnel System (Joint Personnel Administration (JPA)). A daily extract of new personnel registered for resettlement is extracted and sent to the CTP for loading into their database called ADAPT.

19. The Full Resettlement Programme will normally commence with attendance on a 3 day Career Transition Workshop (CTW) and Service personnel will then have access to the CTP interactive website (myPlan) and will also be appointed a Career consultant who will help with advice and guidance and chart their remaining resettlement progress. They will also have access to the CTP job-finding website (RightJob) and the support of an Employment consultant is available for up to 2 years post discharge. Various other workshops and vocational training courses are also available.
20. Those Service leavers who have served between 4-6 years are entitled to an Employment Support Programme which can entail an interview with a Career consultant, attendance on a one day Job Finding workshop, access to RightJob and the support of an Employment consultant for up to 2 years post discharge.
21. If a Service leaver is looking for a second career they may then find work either through the RightJob website, from attending an Employment Fair or from a variety of other sources. Career or Employment consultants are available to provide assistance with targeting CVs and interview practice as required. If CTP is informed that a Service leaver has found employment, access to RightJob will then be restricted but, if a Service leaver decides they are not content with their current employment and wishes to retain their RightJob account to continue looking for work, access can be reinstated for up to 2 years post discharge. Access will be reviewed by the Service leaver's Employment Consultant every 90 days to ensure the Service leaver is using the site to full advantage. A Service leaver may decide not to leave and to extend their Service instead. If the Service leaver re-engages for more than 2 years they will be entitled to the full CTP service once on Resettlement again.
22. In some instances a Service leaver may have begun the CTP process but Right Management have lost contact with them – at least four definite attempts are made to contact such Service leavers using a variety of means including phone, email or text before they are classed as being 'unable to contact'. Attempts to contact such Service leavers will be made for up to a year after the leaving the Armed Forces.

### **Redundancy Tranches Background**

23. The Strategic Defence and Security Review announced a reduction of 17,000 posts from the Regular Armed Forces (5,000 in each of the Royal Navy and Royal Air Force and 7,000 from the Army). Whilst offering fewer extensions of service to those who are leaving at the end of their engagement will account for some of the reductions, a redundancy programme is also underway to ensure the right balance of skills is maintained across the rank structures. A further reduction of 12,000 to the Army was subsequently announced as a result of the Three-Month Exercise.
24. The redundancy programme currently accounts for 40% of the cuts required by the UK Armed Forces. The remaining 60% is expected to be achieved through reduced recruitment, fewer extensions of Service and Service personnel leaving under voluntary outflow.
25. In September 2011, 2,860 personnel were notified of their selection for redundancy in **Tranche 1**, of whom 62% were applicants. Applicants were due to leave within six months of selection, while non-applicants were due to leave within 12 months. In June 2012, 3,760 personnel were notified of their selection for redundancy in **Tranche 2**, of whom 72% were applicants. Applicants were due to leave by December 2012, while non-applicants were due to leave in June 2013. In June 2013, 4,450 Army personnel were notified of their selection for redundancy in **Tranche 3**, of whom 84% were applicants. Applicants for Tranche 3 were due to have left the Service on 17 Dec 13 with non-applicants due to have left by 17 June 2014.
26. On 23 January 2014, the **fourth and final tranche** of redundancy was announced and comprised up to 10 RN Medical Officers; up to 1,425 Army Personnel and up to 70 RAF Medical and Dental Personnel. The window for applications for compulsory redundancy opened on 23 January 2014 and closed on 6 March 2014. Notifications of selection were made to individuals on 12 June 2014. Applicants who were selected should serve up to six months' notice before leaving the Armed Forces, and non-applicants up to twelve months' notice.
27. The CTP contact Service personnel six months post-discharge to determine their employment status and thus compile the data needed to calculate the employment rate. This report therefore focuses on the employment outcomes for Tranche 1 applicants and non-applicants, Tranche 2 applicants and non-applicants, and Tranche 3 applicants only. Employment outcomes for Tranche 3 non-applicants

will be published in the report released in March 2015, Tranche 4 applicants in September 2015 and Tranche 4 non-applicants in March 2016.

### **National Audit Office**

28. In July 2007 the National Audit Office (NAO) published a report on “Leaving the Services”<sup>d</sup> The NAO summarised the Career Transition Partnership services as follows:

“The practical realities for people leaving the Armed Forces can be very demanding. The process of finding a new home and a new job at the same time is something most of us would find quite stressful. So it is encouraging that most make that transition smoothly, and without too many troubles.

“And undoubtedly, part of that is due to the good support the Ministry of Defence provides to those leaving the Forces. It is important that all those leaving the Services know what support is due to them, and have the opportunity to take advantage of it.”

### **Amendments to the Career Transition Partnership for Early Service Leavers**

29. The Future Horizons Programme (FHP) is the name given to the collective of charities and private and public sector organisations who are all geared to supporting Early Service Leavers (ESL). FHP is a sub-contractor to the CTP, and the ESL provision was added to the current CTP contract through a contract amendment from October 2013. The employment outcomes for the ESLs using the FHP are not currently included in these employment outcome statistics.

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<sup>d</sup> <http://www.nao.org.uk/report/leaving-the-services/>

### 3. METHODOLOGY

30. The estimated employment outcomes for Service personnel leaving the Armed Forces who used the Career Transition Partnership services has been developed using the following methodology and data sources:

#### **Identifying Service Leavers Eligible for the Career Transition Partnership services**

31. The administrative database for Service personnel, JPA, was used to identify all of the Service leavers in each financial year between 2009/10 and 2013/14 Q1. Criteria for determining eligibility to the Career Transition Partnership were then applied to the Service leaver data, including:
- Length of Service: less than four years indicating not eligible; four or five years of Service indicating eligible for the Employment Support Programme; six or more years Service indicating eligible for the Full Resettlement Programme
  - Medical Discharge: eligible for the Full Resettlement Programme irrelevant of length of Service
  - Redundancy: eligible for the Full Resettlement Programme, irrelevant of length of Service
  - Left the Armed Forces on disciplinary reasons: not eligible to either the Employment Support Programme or the Full Resettlement Programme.
32. Personnel who died or were made incapacitated due to Service were excluded from the eligibility criteria for the purposes of this Official Statistic, although their next of kin are, in practice, eligible for resettlement support.
33. Data on deaths, medical discharges, redundancies and exit reason were obtained from administrative systems already held within the Ministry of Defence and then linked using Service Number as a unique identifier. The flow diagrams throughout the Official Statistic present the number of Service leavers each year, how many of them were eligible to use the CTP services, and how many chose to do so.

#### **Early Service Leavers**

34. Early Service Leavers are personnel who left the Armed Forces within four years of joining.
35. The term Early Service Leaver is also applied to personnel who are no-longer eligible to resettlement due to leaving on disciplinary terms, irrespective of their number of years in Service.
36. Personnel who left the Armed Forces with less than four years Service, but who left on redundancy or due to medically discharge are no-longer classed as Early Service Leavers as they are eligible to the Full Resettlement Programme, and therefore classed as a Service Leaver.

## Technical Background on Data Sources

### Service Leavers' Data

37. Defence Statistics (Tri-Service) publish statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces,<sup>e</sup> including personnel leaving the Services, deaths, recalled reservists on release. UK Regular Forces comprises trained and untrained personnel. These figures do include Gurkhas, but do not include Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services.

### Medical Discharges Data

38. Defence Statistics (Health) release an annual Official Statistic on medical discharges in the UK Armed Forces<sup>f</sup>. Medical discharges are the result of a number of specialists (medical, occupational, psychological, personnel, etc) coming to the conclusion that an individual is suffering from a medical condition that pre-empts their continued service in the Armed Forces. Statistics based on these discharges do not represent measures of true morbidity or pathology. At best they indicate a minimum burden of ill-health in the Armed Forces. Furthermore, the number and diversity of processes involved with administering a medical discharge introduce a series of time lags, as well as impact on the quality of data recorded.

### Deaths Data

39. Defence Statistics (Health) compiles the Department's authoritative deaths database for all UK Armed Forces personnel who died whilst in Service going back to 1984<sup>g</sup>. Information is compiled from several internal and external sources from which we release a number of internal analyses and external National Statistics Notices.
40. The deaths database is now used as a source for checking data to be sampled so that personnel who the MOD already know have died are not being contacted by the Right Management.

### Redundancy Terminology

41. Defence Statistics (Tri-Service) publish MOD redundancy statistics<sup>h</sup>. The number of Service personnel leaving the Armed Forces due to redundancy are calculated by matching Service Numbers from the original selection list (covering both applicants and non-applicants), with Service leavers data. Please note a small number of personnel have who were listed as selected on the Tranche 1, 2 or 3 redundancy list have left the Armed Forces under a different reason to redundancy (as recorded on JPA). In this report they have been included in the Tranche 1, 2, or 3 redundancy cohorts. There may also be a few Service personnel who left the Armed Forces under the category of redundancies who have since rejoined the MOD.
42. Service personnel who were selected for redundancy are either applicants or non-applicants. The definitions are:

**Applicants:** Eligible personnel who have submitted a valid application for compulsory redundancy.

**Non-applicants:** Eligible personnel who are not Applicants.

43. To aid interpretation of these terms, applicants are Service personnel who actively chose to be made redundant and were subsequently selected for redundancy. Non-applicants were selected by the MOD and did not choose to be selected for redundancy.

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<sup>e</sup> UK Armed Forces - Annual Manning Report  
<https://www.gov.uk/government/collections/uk-armed-forces-annual-manning-statistics-index>

<sup>f</sup> Medical Discharges in the UK Regular Armed Forces  
<https://www.gov.uk/government/collections/medical-discharges-among-uk-service-personnel-statistics-index>

<sup>g</sup> Mortality Data: DEATHS IN THE UK REGULAR ARMED FORCES 2012  
<https://www.gov.uk/government/collections/uk-armed-forces-deaths-in-service-statistics-index>

<sup>h</sup> UK Armed Forces - Redundancy Program Statistics  
<https://www.gov.uk/government/collections/uk-armed-forces-redundancy-program-statistics-index>

## **Background on Career Transition Partnership process within Right Management**

44. Up to two years before discharging from Service, Service personnel can register with the Career Transition Partnership (CTP). Their registration process will be triggered either via an automatic process on the Joint Personnel Administration (JPA) system or through manual triggers by an individual's unit and the Service Resettlement Advisor.
45. Personnel have no obligation to complete their resettlement with CTP. In 2012/13, 9% of Service leavers who were eligible to resettlement did not register with the CTP.
46. When a Service Leaver has confirmed their entitlement to resettlement they registered for resettlement on the Joint Personnel Administration (JPA). There is an overnight download of JPA data where their name will be passed on to the Career Transition Partnership via the MOD policy team Training, Education, Skills, Recruiting & Resettlement' (TESRR). The CTP data is stored on Right Management's database ADAPT.

## **Employment Outcomes Data Collection Process**

47. The contractor, Right Management, deliver an on-going monthly survey to identify employment status once personnel have left the Armed Forces. One-in-five Service personnel who have used services (such that Right Management have billed the MOD) are identified at random every month.
48. Each month, the number of people recorded as discharging on CTP's billing database is extracted (note, there may be discontinuities between discharges dates recorded on the CTP billing database and service personnel's actual projected discharge dates as these JPA dates may change). The number of people assigned to each Resettlement Advice Centres (RAC) is identified. Twenty per cent of these are calculated, and a random selection of one-in-twenty personnel is then selected from each RAC. This is the sampling process.
49. The personnel selected for sampling are reviewed six months after their discharge date to identify their employment status. Those with employment information (prior to the six month point) already recorded on ADAPT are assumed to still be in employment at the six month point. All other personnel without employment information recorded on ADAPT at the six-month point are then contacted by the teams in the Resettlement Advice Centre or by the dedicated tracking team.
50. Using employment information provided by an individual, their employment status is categorised into the following categories developed by Right Management:

**Settled:** In employment (full-time permanent role; part-time out of choice; contract job for at least six months)

**Not Settled:** The client has reached their discharge date from Service but is still actively using the CTP facilities. This category also includes Service leavers who subsequently found a job, but more than six months after leaving Service.

**Exclude:** Clients unable to contact. Clients may also be travelling, looking after family etc.

**Re-engaged / Extended:** Client has decided not to leave and has extended their military Service. If client re-engages for more than 2 years they are entitled to the full CTP service once on Resettlement again.

51. The aim was to collect data on a consistent basis at the six month point after leaving Service. However, where Right Management were already aware an individual had found a job (perhaps the individual concerned had told Right Management during a previous tracking call) then this individual was not re-contacted at the six month point. There are therefore some inconsistencies in the time point used to obtain employment information and care should be taken when interpreting results, see the **Background Quality Note** for further details.
52. For further details on the CTP process and service delivered see **Section 2: Background to Career Transition Partnership**.

## Reviewing Employment Outcomes at the Record Level

53. Defence Statistics led an extensive manual data quality exercise on the survey data held by Right Management to review and revise the employment outcome category applied to every record. The aim was to align, as best as practicable with the information available, the employment outcome terminology with the employment definitions used by the Office for National Statistics. The new definitions are: Employed; Unemployed; and Economically Inactive.

**Employed:** People in paid employment (full-time permanent role; part-time out of choice; contract job for at least six months)

**Unemployed:** People actively looking for work

**Economically Inactive:** People not in employment but not looking for work (students, carers, retired, travelling, looking after family, unwell, and medically unfit for work)

54. In some instances a Service leaver may have begun the CTP process but Right Management have lost contact with them – at least four definite attempts are made to contact such Service leavers using a variety of means including phone, email or text before they are classed as being ‘unable to contact’. Attempts to contact such Service leavers will be made for up to a year post discharge.

55. The June 2013 report also included a category for Unknown employment outcome to represent personnel whom Right Management were unable to contact. In order for estimates to be comparable with national employment figures this category has been removed for the September 2013 update and onwards. Further details can be found in **Section 8: Missing Sample Data**.

56. **Annex B** provides a mapping between the CTP Right Management outcome terminology and the terminology included in this report.

57. Refer to **Annex A** for the Office for National Statistics definitions of employment outcomes for the definitions used in the Labour Force Survey (the Government’s primary source for UK employment data), from which the categories applied within this Official Statistic are loosely based on. Please be aware the ONS definitions are more complex than the employment outcome definitions used in this report. Further details can be found in the **Background Quality Note**.

## Time Periods Covered

58. Different time periods are used for different components of the report. This reflects some variations in the availability of data; more recent information is available for the redundancy programme due to extra resource being used by the contractor to collect this data. Applicants tend to leave the Armed Forces before non-applicants, thus the earlier availability of employment outcome figures for applicants. The time periods covered are for Service leavers from the Armed Forces in:

- Q1 2009/10 to Q1 2013/14 – The main employment outcome figures (Section 4) and the detailed analysis (Section 5)
- Q2 2011/12 to June 2014 – Tranche 1 redundancy programme for applicants and non-applicants (Section 9)
- Q2 2012/13 to June 2014 – Tranche 2 redundancy programme for applicants and non-applicants (Section 9).
- Q2 2013/14 to June 2014 – Tranche 3 redundancy programme applicants

## Inconsistencies between Sample Data and Service Leavers Data

59. The cohort of one-in-five individuals who were surveyed to determine their employment status were identified at random from a list of Service personnel using CTP services recorded on the CTP billing system. This data is informed through an initial resettlement registration update from the MOD’s JPA database. However the personal details recorded on these JPA sourced entries, including projected discharge date, can change over time and will not be updated unless the individual themselves provides Right Management with this new information.

60. Data on the CTP billing system is inputted manually. There is therefore a risk of mistyping service number information which is the field used to match to the official Service Leavers data.

61. The official figures on numbers of Service personnel leaving the Armed Forces are also sourced from JPA. These figures have been taken from a snapshot of data and undergone some quality assurance processes.

### **Collating Career Transition Partnership Registered Personnel Data and Linking to Service Leavers Data**

62. The official Defence Statistics figures on the number of Service leavers have been used as the foundation for this Official Statistic. People included on the official figures for Service leavers were then matched to the list of CTP service users between 2008/09 and 2012/13 (as opposed to the list of all personnel registered for resettlement). A further data match was undertaken to identify individuals who were also included in the CTP survey of one-in-five registered CTP users randomly sampled in each month between 2008/09 and 2012/13. Data matches were done using exact matches on Service Number as a unique identifier. Due to the methodology utilised two key issues should be noted when interpreting final figures:
- i) An individual may have left the Armed Forces in one year but their employment information identified through the sampling process relates to a different year (since people can use the CTP service within two years of leaving Service). However in practice, in 2012/13, 98% of the outflows who were in the CTP sample were sampled in 2012/13.
  - ii) Employment outcome estimates are provisional. As more information is obtained from the CTP surveys this information will be used to update the previous years' overall employment estimates. In the future, there may be additional individuals captured in CTP samples who left Service in 2012/13. This may result in a small increase in the sample size and thus small changes to the overall estimates.
63. During the sampling process utilising the CTP service users as a sampling frame, there was a subset of people who have not left the Armed Forces on their original discharge date. A further advantage of linking surveyed individuals to the outflow data was to include only those individuals who had actually left the Armed Forces. In future the sampling process will need to be reviewed to investigate whether the sampling frame should to be adapted and linked to the official Service leavers' data.

### **Statistical Analysis**

#### **Employment Outcome Estimates**

64. The estimated employment outcomes have been calculated using the sample data and the proportions then applied to the overall Service leaver population figure to estimate the number of UK Regular Service personnel with a particular employment outcome. The methods used have been selected to align with the national employment figures published by the Office for National Statistics.
65. The **employment rate** and the **economically inactive rate** are calculated as the ratio of those people sampled with the respective employment outcomes, relative to the total number of people employed, unemployed and economically inactive. These rates have then been applied to the total number of people in the population to estimate the number of people within each employment outcome. Refer to Section 8 for further details on how this method accounts for missing employment outcome data.
66. The **unemployment rate** has been calculated as the ratio of those people sampled as unemployed, relative to the total number of people employed and unemployed. This rate has then been applied to the total number of people in the population, less the proportion who were economically inactive, to estimate the number of people unemployed.
67. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate.

## 95% Confidence Intervals

68. In any sampling exercise there is some uncertainty around the estimates. Around each estimate of an employment outcome, confidence intervals have been provided in order to demonstrate how reliable an estimate is. Service personnel have been selected from the population at random to reduce any systematic bias. Uncertainty can be presented through 95% confidence intervals, assuming that the sample has been selected at random. The 95% confidence interval for the employment outcome estimates provides the range of values within which we expect to find the real value, with a probability of 95%.

## Statistical Significance

69. If a 95% confidence interval around an employment outcome estimate excludes the comparison value then a statistical test for the difference between the two values would be statistically significant at the 0.05 level. If two confidence intervals do not overlap, a comparable statistical test would always indicate a statistically significant difference. For example in 2012/13 the estimated employment rate for women was not contained within the 95% confidence interval for the male employment rate and therefore the difference in employment rates between men and women was statistically significant.

70. The percentages and confidence intervals presented have been rounded to the nearest integer and therefore when small numbers are presented the percentage may lie towards one end of the confidence interval instead of more centrally between the lower and upper confidence interval bounds.

## Sample Sizes

71. As more sample data is received, a larger number of people who left the Armed Forces will have sample data associated with them.

72. The sample sizes of surveyed Service leavers used to estimate the employment outcome figures for CTP service users were as follows:

**2009/10:** 1,696  
**2010/11:** 1,759  
**2011/12:** 2,270  
**2012/13:** 2,748  
**2013/14 Q1:** 738

## Redundancy Employment Outcomes

73. The methodology for the Tranche 1, 2 and 3 redundancy figures was similar, but not the same, as the overall employment estimates. Key differences were:

- Most Service personnel who left under redundancy registered with CTP and were surveyed to identify their employment status for Tranche 1, Tranche 2, and Tranche 3 Applicants. This compares with just one-in-five Service personnel who were surveyed for the overall employment outcome estimates.
- 95% confidence intervals are not given around the employment outcomes since the estimates were close to a census of all Tranche 1 and Tranche 2 redundancies.

## Occupation Outcomes

74. The Standard Occupational Classification 2010 has been used to categorise all the jobs for which personnel are employed in within six months of leaving the Armed Forces. These figures can be broadly compared with the UK employment figures; however the distribution of gender and age in the UK population is very different to the Service leavers from the Armed Forces. Defence Statistics will investigate working with the Office for National Statistics to develop these comparisons to include age and gender adjustments for the UK employment figures.

75. The results presented in this report are the Major groupings for the Standard Occupational Classification 2010. For further details refer to:  
<http://www.ons.gov.uk/ons/guide-method/classifications/current-standard-classifications/soc2010/index.html>

## **Rounding**

76. Rounding in Defence Statistics (Defence Statistics Rounding Policy, May 2009) is the preferred method of disclosure control in published statistics. Rounding of small numbers preserves anonymity of data subjects in aggregate tables. Rounding can also improve the clarity of tabulated data. In most cases, the extra detail provided by unrounded figures is not needed, and may obscure the main features of the data.
77. Rounding has primarily been used in this Statistical Notice to manage issues around data quality as data are collated from a range of large administrative data systems.
78. When rounding to the nearest 10, numbers ending in “5” have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. Figures fewer than five have been suppressed. Where rounding has been used, totals and sub-totals have been rounded separately and so may not equal the sums of their rounded parts. All percentages, standard errors and 95% confidence intervals have been calculated on unrounded figures.

## **Differences between Latest Employment Outcome Estimates and Previous Figures in Public Domain**

79. Figure relating to the proportion of service personnel who were settled within six months of leaving Service have previously been published, typically around the 90% level. These figures excluded from the analysis Service personnel who were economically inactive or unable to be contacted. By re-categorising the employment outcomes into terminology consistent with the Office for National Statistics, the new employment outcome percentages have changed accordingly.

## **Changes to Methodology: September 2013 publication**

80. The first report in the series was published 13 June 2013. The September 2013 report was reviewed and revised for all figures. Please refer to the September 2013 report for further details of these changes.

## **Regular Revisions**

81. All figures are provisional as personnel can receive CTP resettlement services up to two years before and after leaving the Armed Forces it is possible for people to appear in the sample data in a different year to the year in which they left the Armed Forces. Going forward, figures will be revised annually to reflect the new sample data. However, after two years figures will be fixed.
82. Any amendments made since the last release have been indicated by an ‘r’. All provisional figures, which will be revised in future publications, have been indicated by a ‘p’.
83. Most Tables and Figures will be updated annually in the June publication. Figure 3 and Table 2 of the report will be updated for each new quarter’s data. However the quarterly estimates will be fixed until the end of each financial year when they will be updated. All quarterly and financial year data for the previous two years will be updated in the June release each year.
84. As it is now 2 years since all personnel selected for redundancy in Tranche 1 should have left, the estimated employment outcomes for Tranche 1 personnel will now be fixed and not revised. The Tranche 2 redundancy figures will continue to be updated until the June 2015 publication, when they will also be fixed. The revisions time frame for personnel leaving under the Tranche 3 and Tranche 4 redundancy programmes has yet to be decided.

#### 4. ESTIMATED EMPLOYMENT OUTCOMES – TOP LEVEL AND TRENDS OVER TIME

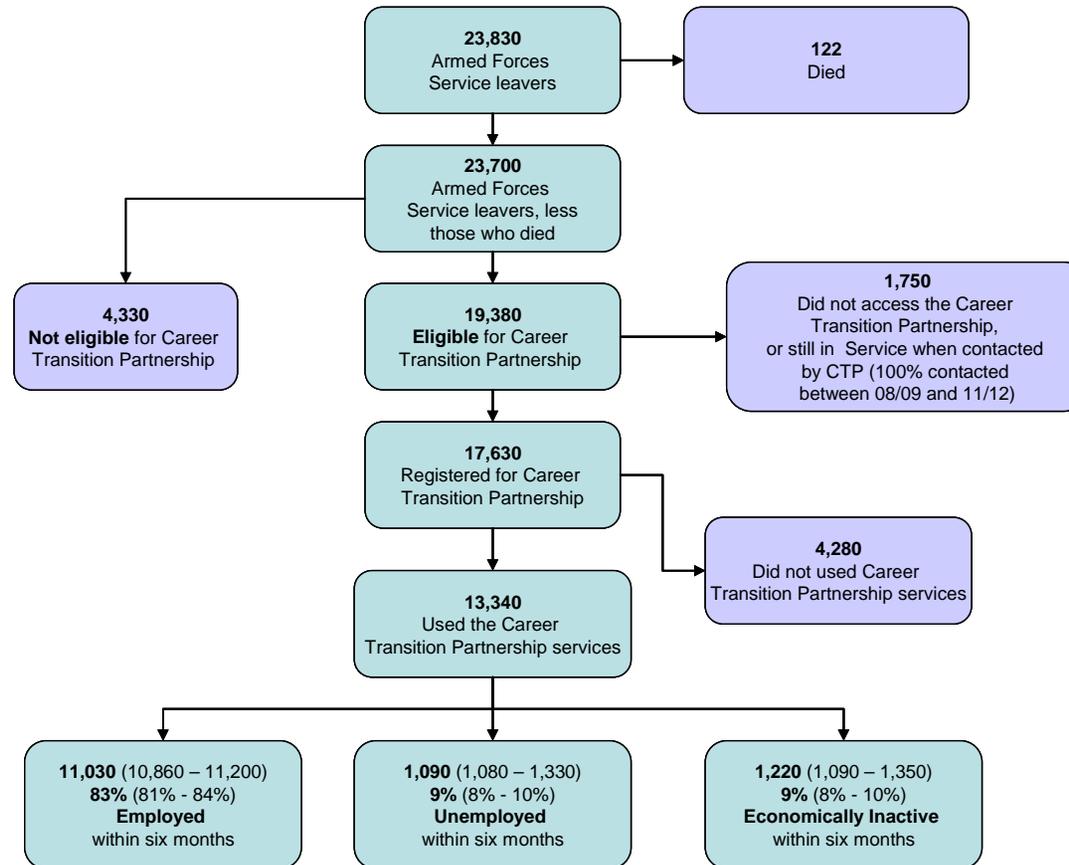
##### Eligibility

85. In 2012/13 there were 23,830 UK Regular Service personnel who left Service and a further 122 who died in Service. Four fifths (81%) of the personnel who left the Armed Forces in 2012/13 were eligible to use the Services provided by the Career Transition Partnership, equivalent to 19,380 people.
86. There were 4,330 people who were not eligible to use the services provided by the Career Transition Partnership (CTP). Please see paragraph 31 to 33 for further details on eligibility criteria.
87. Army service leavers made up 62% of the eligible Service leavers compared with 73% of the ineligible Service leavers. This is because the Army tends to have a higher turnover particularly amongst young soldiers. The RAF service leavers made up 20% of the eligible Service leavers compared with 8% of the ineligible Service leavers. The Naval Service made up 18% of the eligible Service leavers compared with 19% of the ineligible Service leavers. This RAF and Naval Service tend to recruit more technical grades than the Army who then tend to stay in Service longer, thus the higher proportions of these Services are eligible to resettlement.

##### Service Leavers in 2012/13

88. Of the 19,380 people who left Service in 2012/13 and were eligible to use the services provided by CTP, 17,630<sup>p</sup> (91%<sup>p</sup>) subsequently registered with the Career Transition Partnership. Of these 13,340<sup>p</sup> (76%<sup>p</sup>) used enough of the CTP services for CTP to bill the MOD under their contract.
89. Reasons why a person might opt not to use the services have not been researched, however it is thought this could include: if they already had a job or training plans lined up, they felt confident supporting their own career development, were retiring and not seeking support for that retirement, or chose to look for work independently.
90. The estimated employment outcomes were representative of 56% of Service leavers in 2012/13. The remaining 44% (10,480 people) include Service personnel who were:
  - Not eligible to use the Career Transition Partnership services (43%, 4,330 people)
  - Were eligible and registered with CTP, but did not use the CTP services (42%, 4,280 people).
  - Were eligible but did not register with CTP (15%, 1,750 people)
91. **Figure 1** presents a flow diagram of the estimated employment outcomes. **Annex C** provides the equivalent flow diagrams for 2009/10, 2010/11, and 2011/12.

**Figure 1: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, number, percent, 95% Confidence Intervals <sup>1,2,3</sup>**



1. Defence Statistics (Tri-Service) publish the statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces, including personnel leaving the Services, deaths, recalled reservists. These figures do include Gurkhas, but do not include Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services.

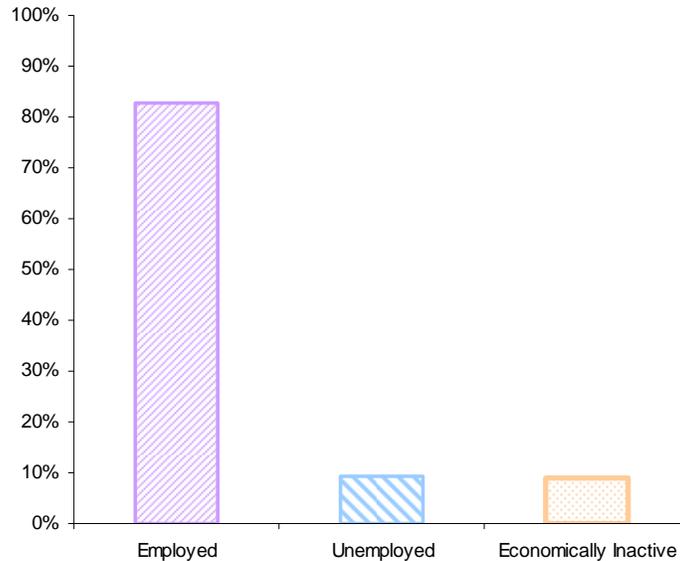
2. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

3. Data sources: JPA and Right Management

## Estimated Employment Outcomes

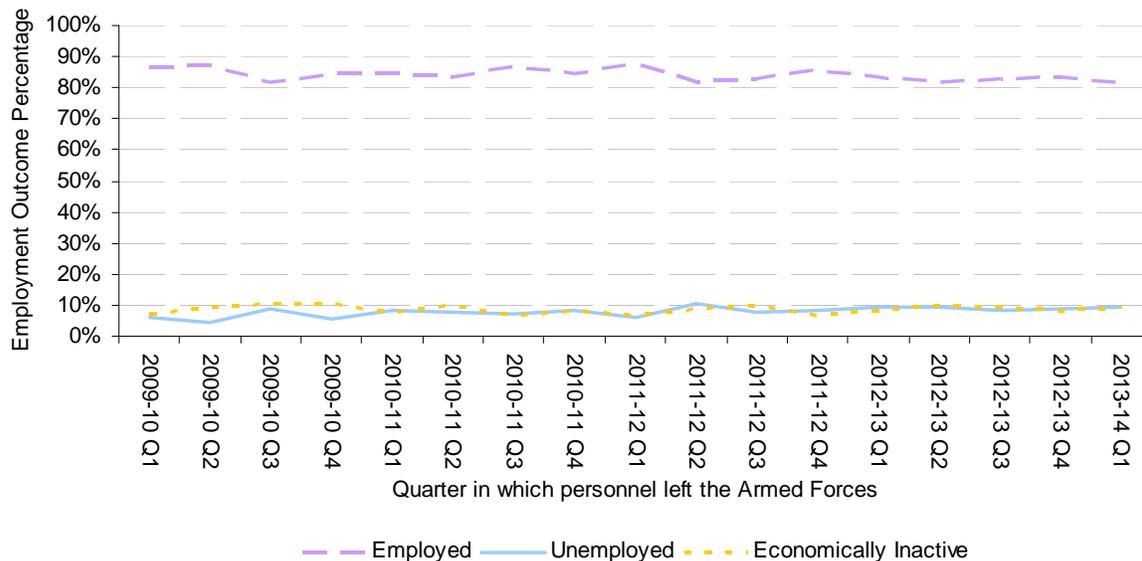
92. In 2012/13, an estimated 83%<sup>P</sup> of Service leavers surveyed were employed, 9%<sup>P</sup> were unemployed, and 9%<sup>P</sup> were economically inactive (Figure 2).
93. Between 2009/10 Quarter 1 and 2013/14 Quarter 4 the estimated quarterly employment rate ranged from a low of 82% in Q3 2009/10 and Q2 2011/12, Q2 2012/13 and Q1 3013/14, to a high of 88% in Q1 2011/12 (Figure 3).

**Figure 2: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, number, percent<sup>1</sup>**



1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a -. All figures are provisional.

**Figure 3: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, Q1 2009/10 to Q4 2012/13, percent**



94. In 2012/13 an estimated 83%<sup>P</sup> (95% CI: 81%-84%<sup>P</sup>) of Service leavers were employed, which is similar to the employment rate in the previous year 2011/12 (85% (95% CI: 83%-86%)).

95. **Table 1** presents the estimated employment outcomes within six months of leaving Service, by year, for UK Service personnel who used the Career Transition Partnership services between 2009/10 through to 2012/13. **Table 2** presents the employment outcomes within six months of leaving Service for Service personnel who used the Career Transition Partnership services between Q1 2009/10 through to Q1 2013/14 within six months of leaving Service.

96. The estimated employment outcomes for Q1 2013/14 were comparable with previous quarters seen in 2012/13.

**Table 1: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2009/10 to 2012/13, number, percent, 95% Confidence Intervals**<sup>1,2</sup>

Year left Armed Forces	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
2009/10	8,440	7,200	85	(84 - 87)	460	6	(5 - 7)	780	9	(8 - 10)
2010/11	8,950	7,590	85	(83 - 86)	640	8	(7 - 9)	720	8	(7 - 9)
2011/12	11,380	9,640	85	(83 - 86)	860	8	(7 - 9)	880	8	(7 - 9)
2012/13	13,340 p	11,030 p	83 p	(81-84) p	1,090 p	9 p	(8-10) p	1,220 p	9 p	(8-10) p

**Table 2: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, Q1 2009/10 to Q4 2012/13, number, percent, 95% Confidence Intervals**<sup>1,2</sup>

Quarter left Armed Forces	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
2009/10 Q1	2,500	2,170	87	(84 - 90)	140	6	(4 - 8)	190	7	(5 - 10)
2009/10 Q2	2,190	1,910	87	(84 - 90)	80	4	(3 - 6)	200	9	(7 - 11)
2009/10 Q3	1,810	1,480	82	(78 - 85)	140	9	(6 - 11)	190	11	(8 - 13)
2009/10 Q4	1,950	1,650	85	(82 - 88)	100	5	(3 - 8)	200	10	(8 - 13)
2010/11 Q1	2,200	1,860	85	(82 - 88)	170	8	(6 - 10)	170	8	(6 - 10)
2010/11 Q2	2,210	1,840	83	(80 - 86)	150	8	(5 - 10)	220	10	(7 - 12)
2010/11 Q3	2,260	1,970	87	(84 - 90)	150	7	(5 - 9)	140	6	(4 - 9)
2010/11 Q4	2,280	1,920	84	(82 - 87)	170	8	(6 - 10)	190	8	(6 - 10)
2011/12 Q1	2,470	2,160	88	(85 - 90)	140	6	(4 - 8)	160	7	(5 - 9)
2011/12 Q2	2,650	2,180	82	(79 - 85)	250	10	(8 - 13)	230	9	(6 - 11)
2011/12 Q3	2,300	1,910	83	(80 - 86)	160	8	(6 - 10)	240	10	(8 - 13)
2011/12 Q4	3,960	3,390	86	(84 - 88)	310	8	(7 - 10)	250	6	(5 - 8)
2012/13 Q1	2,800 p	2,330 p	83 p	(81-86) p	240 p	9 p	(7-11) p	230 p	8 p	(6-10) p
2012/13 Q2	3,650 p	2,280 p	82 p	(78-85) p	240 p	9 p	(7-12) p	280 p	10 p	(7-12) p
2012/13 Q3	4,360 p	2,310 p	83 p	(79-86) p	220 p	9 p	(6-11) p	270 p	10 p	(7-12) p
2012/13 Q4	2,540 p	2,330 p	83 p	(81-86) p	230 p	9 p	(7-11) p	240 p	8 p	(7-10) p
2013/14 Q1	3,780 p	3,100 p	82 p	(80-85) p	330 p	10 p	(8-12) p	350 p	9 p	(7-11) p

1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

p Data is provisional and subject to change (see paragraphs 81 – 83)

## 5. ESTIMATED EMPLOYMENT OUTCOMES – 2012/13 DETAILED ANALYSIS

### Characteristics Analysis

97. Personal information recorded on the MOD's Armed Forces Personnel system, Joint Personnel Administration (JPA), has been used to provide further information about the employment outcomes for different groups of Service personnel by demographic characteristics. The analysis is based on sample data and therefore analysis has been limited to cases where the sample sizes were large enough.

### Employment Outcomes by Service

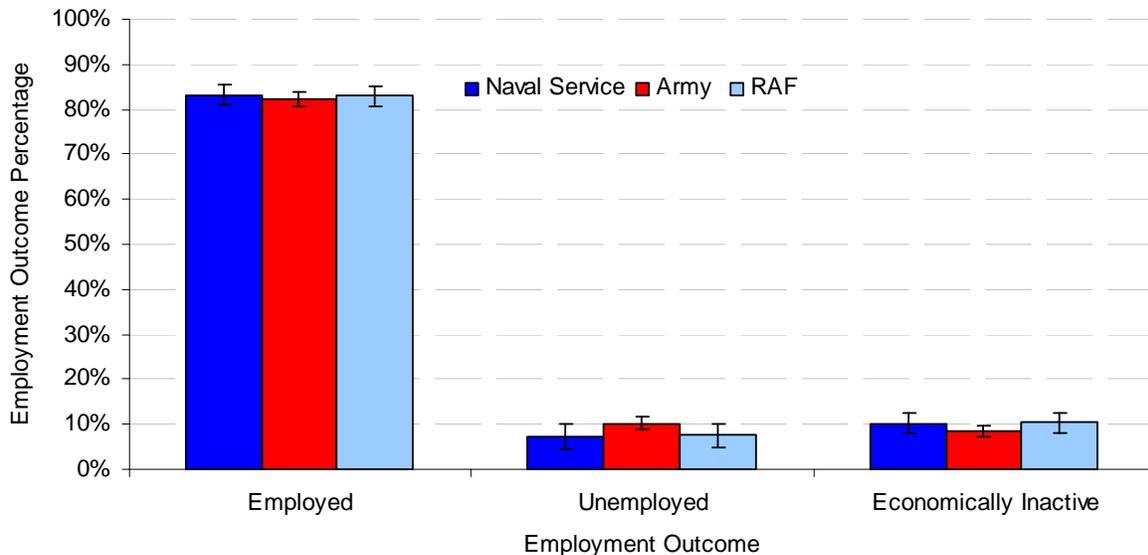
98. Of the 13,340 Service personnel who left the Armed Forces in 2012/13 and used the Career Transition Partnership (CTP), 2,650 were in the Naval Service, 7,980 were in the Army and 2,710 were in the RAF (Table 3).

99. There were no significant differences in employment rates between the Services (Figure 4), with Naval Services and RAF at 83% and the Army at 82%. The employment rates of Naval Services and the Army have fallen from 83% and 85% respectively in 2011/12.

100. The total number of people estimated to be in employment in 2012/13 was: 2,210 in the Naval Service, 6,580 in the Army and 2,240 in the RAF.

101. Of the estimated 1,220 people who were economically inactive, amongst the Royal Navy there were nearly four-in-ten who specifically mentioned being in full time education compared with just under three-in-ten of Army personnel and just over one-in-ten RAF personnel.

**Figure 4: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, by Service, percent, 95% Confidence Intervals**



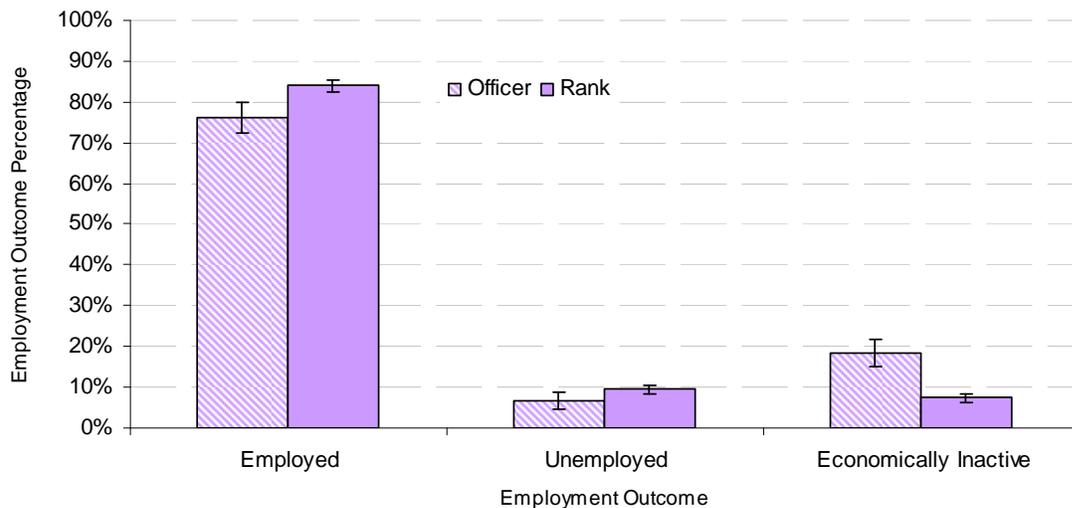
### Employment Outcomes by Officer or Ranks

102. The employment rate amongst Officers (76%) was significantly lower than the employment rate amongst the Ranks (84%) (Figure 5). This is equivalent to 9,570 Ranks and 1,480 Officers. The employment rate for Ranks has fallen from the 86% seen in 2011/12.

103. The economically inactive rate amongst Officers was 18%, significantly higher than amongst the Ranks at 7%, indicating a higher proportion of Officers were choosing not to work.

104. The estimated employment outcomes by Service for those who were Officers and Ranks are presented in Table 4. The Ranks represent 85% of Service personnel who used the CTP services in 2012/13, and are driving the figures for the overall employment rates by Service in Table 3.
105. The estimated employment outcomes range from 77% for OR-2 (Able Rating; Private (Classes 1 to 3); Junior Technician) to 93% amongst OR-8 (Warrant Officer 2nd Class; Warrant Officer (Class 2); Warrant Officer) (Table 6).
106. Two-in-ten economically inactive Officers specifically mentioned they were retired when surveyed compared with under one-in-ten economically inactive Ranks.

**Figure 5: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, by Officer or Ranks, percent, 95% Confidence Intervals**



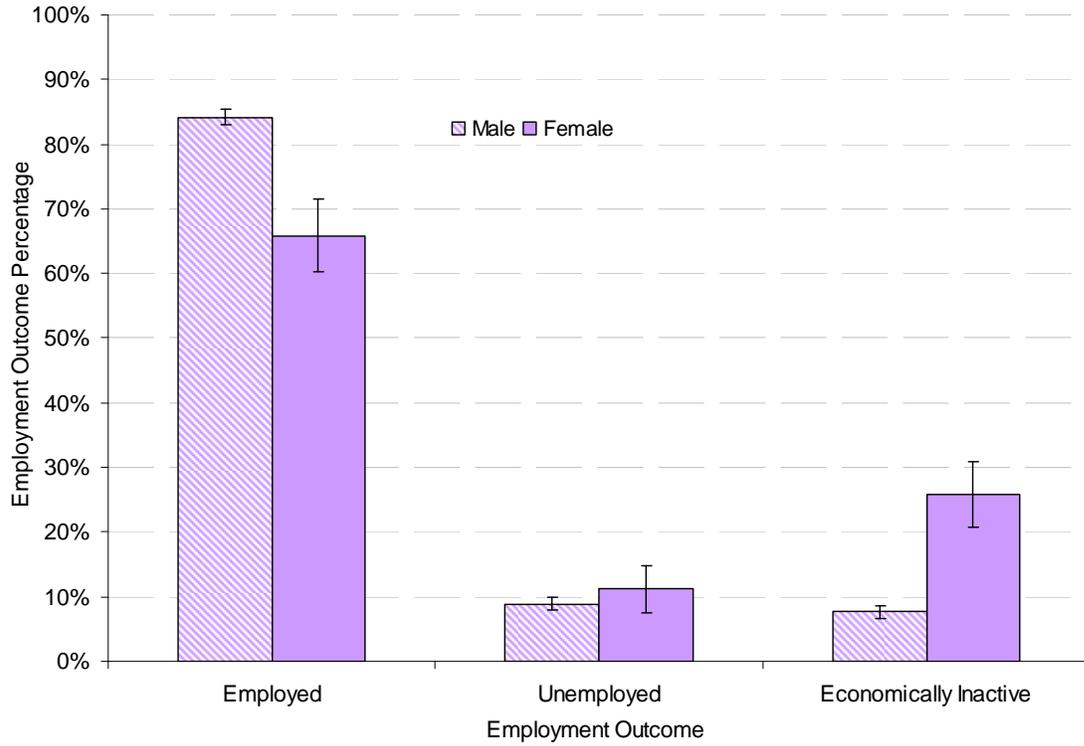
### Employment Outcomes by Gender

107. The majority (92%) of Service personnel who left the Armed Forces and used the CTP services in 2012/13 were males (n = 12,220) compared with 8% females (n = 1,120) (Table 3).
108. The estimated employment rate in 2012/13 for females was significantly lower (66%) than for males (84%) within six months of leaving the Armed Forces (Figure 6). The estimated employment rates in 2011/12 were 69% for females and 86% for males.
109. Just over a quarter of females were economically inactive compared with less than one-in-ten males, indicating a higher proportion of females were choosing not to work. When surveyed a third of the economically inactive females specifically mentioned they were looking after family and therefore not looking for work. This compares with six percent of males. Education was a driver for being economically inactive amongst both males and females, with one-in-six females specifically mentioning they were in full time education compared with one-in-three males.

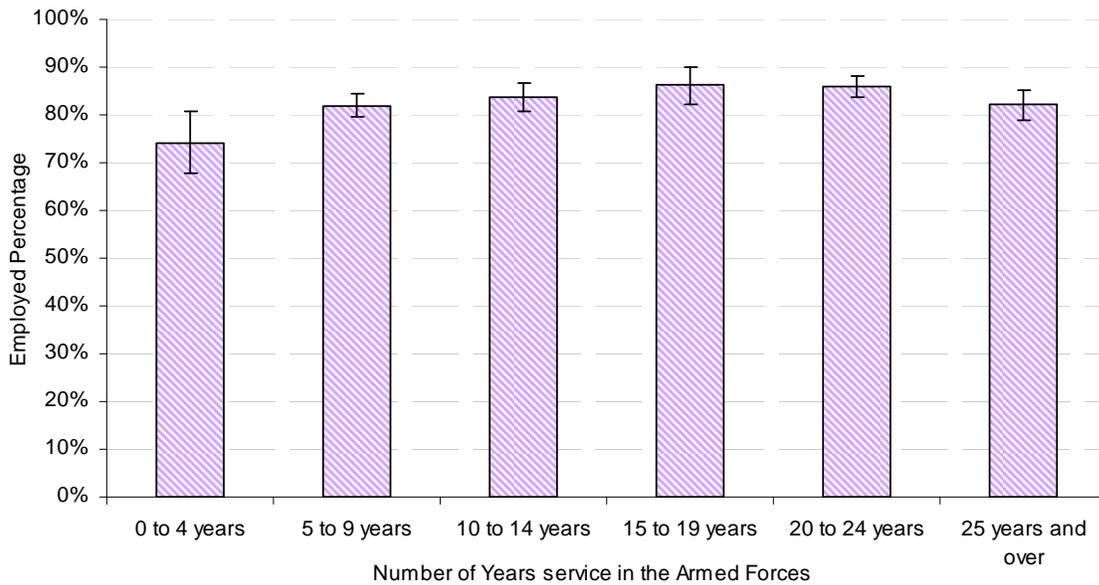
### Estimated Employment Outcomes by Number of Years in Service

110. There are two types of service offered by the CTP primarily dependant on number of years of Service; Service leavers with four or five years Service receive the Employment Support Programme, and Service leavers with at least six years Service receive the Full Resettlement Programme. **See Section 2: Career Transition Partnership Background** for further details.
111. There was a significant difference between length of Service and employment rate for certain groups. (Figure 7). The employment rates for those with 15-19 years Service (86%) and 20 to 24 years Service (86%) were significantly higher than the employment rate of personnel with 0 to 4 years Service (74%) (Table 5).

**Figure 6: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, by Gender, percent, 95% Confidence Intervals**



**Figure 7: UK Regular Service Personnel who used CTP services, Estimated Employed, 2012/13, by Number of Years in Service, percent, 95% Confidence Intervals**



**Table 3: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, Service, Gender, number, percent, 95% Confidence Intervals**<sup>1,2,3</sup>

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
<b>All</b>	<b>13,340</b>	<b>11,030</b>	<b>83</b>	<b>(81-84)</b>	<b>1,090</b>	<b>9</b>	<b>(8-10)</b>	<b>1,220</b>	<b>9</b>	<b>(8-10)</b>
<b>Service</b>										
Naval Service <sup>2</sup>	<b>2,650</b>	2,210	83	(80-86)	170	7	(5-9)	270	10	(8-12)
Army	<b>7,980</b>	6,580	82	(81-84)	750	10	(9-12)	660	8	(7-9)
RAF	<b>2,710</b>	2,240	83	(80-86)	180	8	(6-9)	280	10	(8-13)
<b>Gender</b>										
Males	<b>12,220</b>	10,290	84	(83-85)	1,000	9	(8-10)	940	8	(7-9)
Females	<b>1,120</b>	740	66	(60-71)	90	11	(7-15)	290	26	(21-31)

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Naval Service includes Royal Navy and Royal Marines

3. Data sources: JPA and Right Management data

**Table 4: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, by Service and Officer or Ranks, number, percent, 95% Confidence Intervals**<sup>1,2,3</sup>

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
<b>All</b>	<b>13,340</b>	<b>11,030</b>	<b>83</b>	<b>(81-84)</b>	<b>1,090</b>	<b>9</b>	<b>(8-10)</b>	<b>1,220</b>	<b>9</b>	<b>(8-10)</b>
Officers	<b>1,940</b>	1,480	76	(73-80)	100	7	(5-9)	360	18	(15-22)
Other ranks	<b>11,400</b>	9,570	84	(83-85)	1,000	9	(8-10)	840	7	(6-8)
<b>Officers</b>										
Naval Service <sup>2</sup>	<b>390</b>	300	78	(70-86)	10	3	(0-6)	80	20	(12-27)
Army	<b>990</b>	750	76	(71-81)	70	8	(5-12)	170	17	(13-22)
RAF	<b>560</b>	420	75	(68-83)	30	6	(2-10)	110	20	(13-27)
<b>Other Ranks</b>										
Naval Service <sup>2</sup>	<b>2,270</b>	1,910	84	(81-87)	170	8	(6-10)	190	9	(6-11)
Army	<b>7,000</b>	5,850	84	(82-85)	680	10	(9-12)	470	7	(5-8)
RAF	<b>2,140</b>	1,820	85	(82-88)	160	8	(6-10)	170	8	(6-10)

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

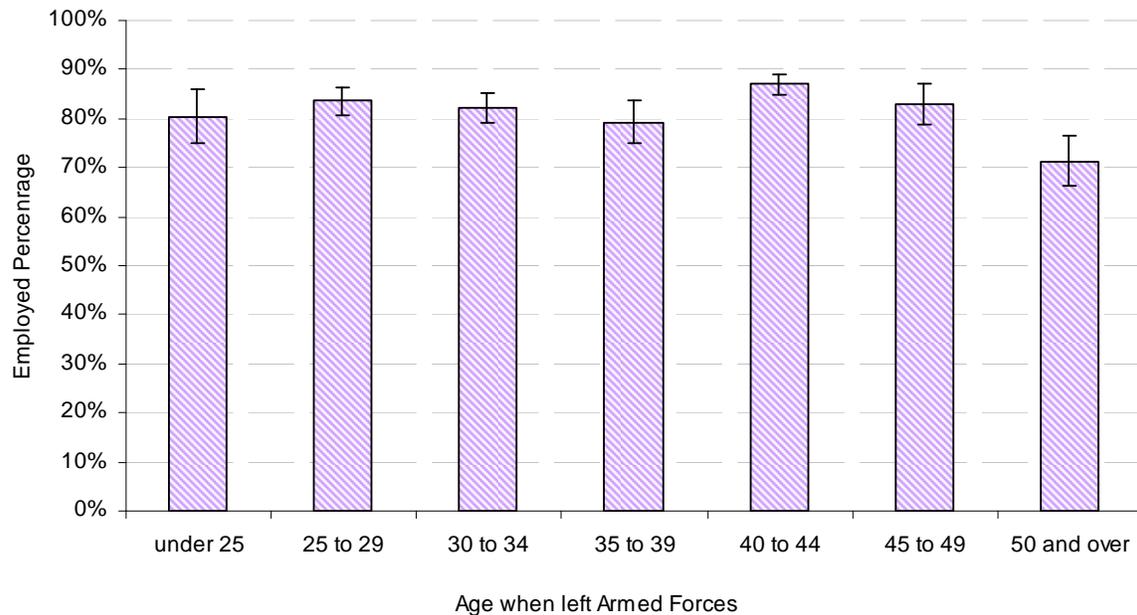
2. Naval Service includes Royal Navy and Royal Marines

3. Data sources: JPA and Right Management data

### Estimated Employment Outcomes by Age when Leaving Armed Forces

112. The average age of a Service leaver who used the Career Transition Partnership services in 2012/13 was 36. There was a relationship between age at exit and number of years of Service, with younger Service leavers tending to have fewer years of Service, as would be expected.
113. The employment rate amongst those aged 50 or over (71%) was significantly lower than all the other age groups. The economically inactive rate amongst those personnel aged 50 or over (22%) was significantly higher than for all other age groups. The economically inactive rate of personnel aged 50 or over is higher than the 18% seen in 2011/12 for the same age group.
114. Of the personnel aged 50 or over who were economically inactive in 2012/13, 44% specifically mentioned they were retired when surveyed; 6% specifically mentioned being in full time education; and two fifths did not provide a reason as to why they were not looking for work. Personnel aged over 50 will be in receipt of their pension putting them in a more financially secure situation for taking their time when looking for work.

**Figure 8: UK Regular Service Personnel who used CTP services, Estimated Employed, 2012/13, by Age at Exit, percent, 95% Confidence Intervals**



**Table 5: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, by Age at Exit, Number of Years in Service, number, percent, 95% Confidence Intervals**<sup>1,2</sup>

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
<b>All</b>	<b>13,340</b>	<b>11,030</b>	<b>83</b>	<b>(81-84)</b>	<b>1,090</b>	<b>9</b>	<b>(8-10)</b>	<b>1,220</b>	<b>9</b>	<b>(8-10)</b>
<b>Length of Service</b>										
0-4 years	960	710	74	(68-81)	130	15	(10-21)	120	13	(8-17)
5-9 years	3,720	3,050	82	(80-84)	310	9	(7-11)	370	10	(8-12)
10-14 years	2,430	2,040	84	(81-87)	230	10	(8-13)	160	7	(5-9)
15-19 years	1,060	920	86	(82-90)	90	10	(7-13)	150	14	(10-18)
20-24 years	3,270	2,810	86	(84-88)	260	8	(7-10)	200	6	(4-8)
25 years and over	1,900	1,560	82	(79-85)	100	6	(4-8)	240	13	(10-15)
<b>Age at Exit</b>										
25 years and under	960	770	80	(75-86)	100	10	(6-15)	100	10	(6-14)
25-29 years	2,730	2,280	84	(81-86)	230	9	(7-12)	210	8	(6-10)
30-34 years	2,400	1,970	82	(79-85)	180	8	(6-11)	240	10	(8-13)
35-39 years	1,200	950	79	(75-84)	150	14	(10-18)	100	8	(5-11)
40-44 years	3,720	3,240	87	(85-89)	270	8	(6-9)	210	6	(4-7)
45-49 years	1,170	970	83	(79-87)	90	9	(6-12)	110	9	(6-12)
50 or over	1,170	830	71	(66-76)	80	9	(5-12)	260	22	(17-27)

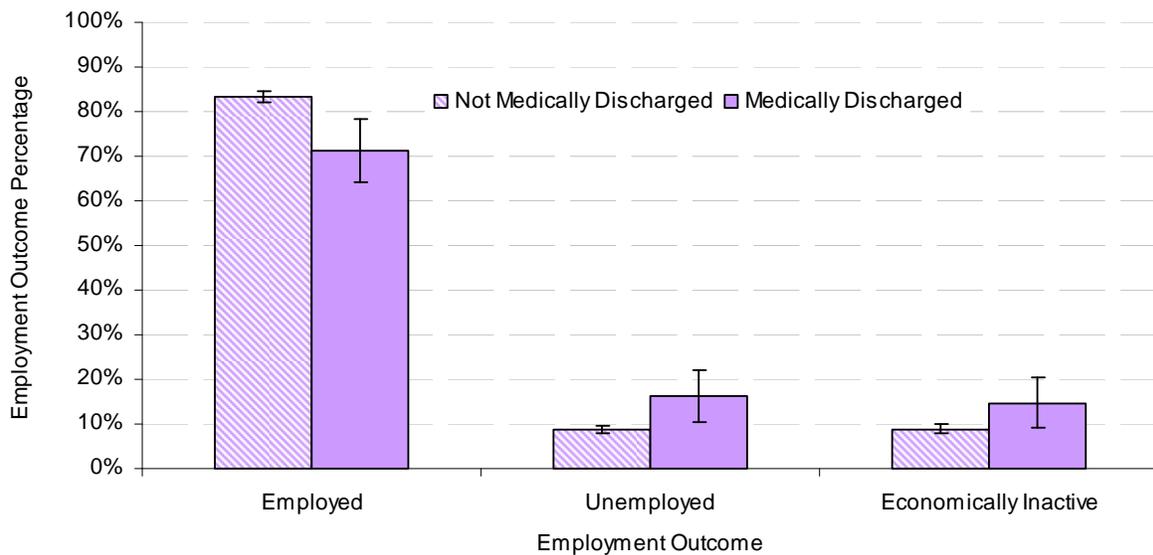
1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

### Estimated Employment Outcomes by Medically Discharged

115. Six percent of Service personnel who were eligible to use the CTP services and left in 2012/13, left due to a medical discharge (Table 7). Of these personnel, 71% were estimated to be employed within six months of leaving Service, significantly lower than the 83% employment rate for Service personnel who exited for other reasons (Figure 9).
116. Nearly all (92%) of the personnel who were medically discharged and users of the CTP services were from the Ranks, most of whom were in the Junior Ranks (up to Corporal).
117. The estimated unemployment rate for those medically discharged was significantly higher (16%) than for those who exited for other reasons (9%) indicating a higher proportion of people who were medically discharged were unable to find work. However, the estimated unemployment rate for those medically discharged has fallen from 2011/12, when it was 18%.
118. The estimated economically inactive rate for those medically discharged (15%) was higher than for those not medically discharged (9%). Personnel who have been medically discharged may be more likely to have a degree of disability which makes it more difficult to find employment. Of the medically discharged personnel who were economically inactive, over two fifths of those surveyed specially mentioned medical reasons. Meanwhile, just over a third of those people economically inactive mentioned being in full time education. Personnel medically discharged may be more likely to have a good pension and income from state benefits which could give them the opportunity to spend more time looking for work. The Army now has in place an employment support service for these personnel which can call on a number of agencies to help injured soldiers find employment.

**Figure 9: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, by Medical Discharge, percent, 95% Confidence Intervals**



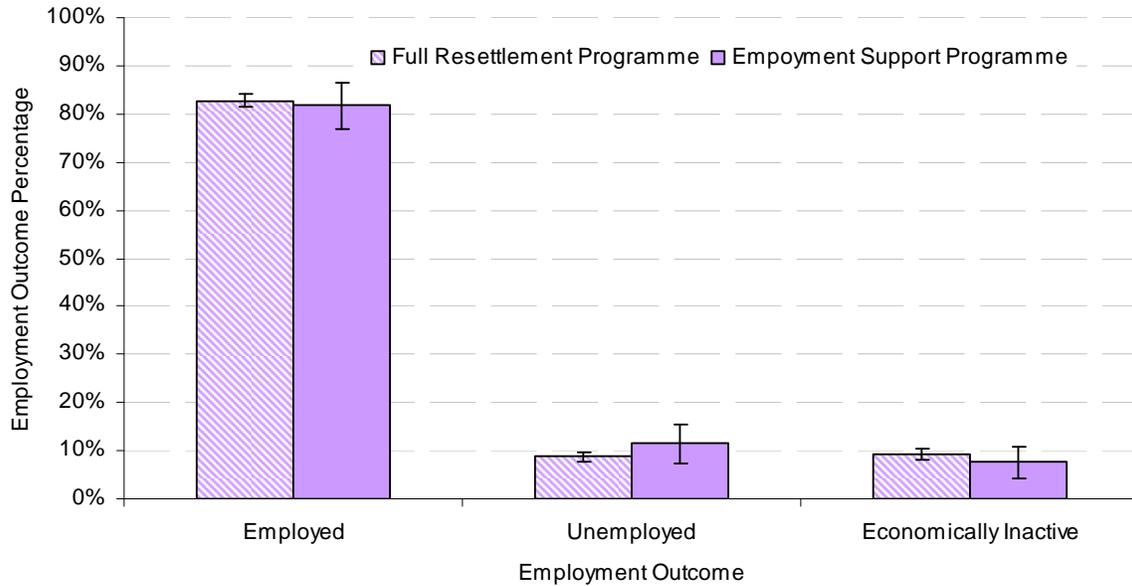
### Estimated Employment Outcomes by Career Transition Partnership programme type

119. There are two types of service offered by the CTP primarily dependant on number of years of Service; Service leavers with four or five years Service receive the Employment Support Programme, and Service leavers with at least six years Service receive the Full Resettlement Programme. **See Section 2: Career Transition Partnership Background** for further details.
120. 15% of Service leavers who were eligible to resettlement were eligible to use the Employment Support Programme in 2012/13, whilst 85% were eligible to use the Full Resettlement Programme.

121. Personnel can opt to use the Employment Support Programme even if they are eligible to the Full Resettlement Programme. Of the 13,340 Service leavers who were eligible and subsequently used the CTP services, 9% used the Employment Support Programme services.

122. The estimated employment rate within six months of leaving the Armed Forces for the users of the Employment Support Programme in 2012/13 was 82%, compared with an 83% employment rate for users of the Full Resettlement Programme (Figure 10).

**Figure 10: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, by CTP programme, percent, 95% Confidence Intervals**



**Estimated Employment Outcomes, by Self-Employed**

123. An estimated 490 (4%) UK Regular Service personnel who left the Armed Forces in 2012/13 reported being self-employed within six months of leaving Service.

124. Of the 490 who were estimated to be self-employed, nearly a third (31%) were aged between 40 and 44, and 30% had between 20 and 24 years Service. The majority of these individuals were from the Senior Ranks. As individuals spend more time in Service they become eligible for pensions which can place them in a more economically viable situation for becoming self-employed.

125. The Career Transition Partnership run a number of 2 day business start up courses through out the year in their regional resettlement centres, for personnel who are contemplating self employment. Further analysis is needed to see whether there is a relationship between attending these courses and the self-employed employment outcome.

**Table 6: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, by NATO rank for Ranks only, number, percent, 95% Confidence Intervals** <sup>1,2,3</sup>

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
All - Ranks	11,400	9,570	84	(83-85)	1,000	9	(8-10)	840	7	(6-8)
OR-1: -, Private (Class 4)/Junior, Aircraftman	-	-	-	-	-	-	-	-	-	-
OR-2: Able Rating <sup>3</sup> , Private (Classes 1 to 3), Junior Technician	3,520	2,710	77	(74-80)	470	15	(12-17)	340	10	(8-12)
OR-3: -, Lance Corporal, Lance Corporal <sup>5</sup>	1,330	1,090	82	(78-86)	100	9	(6-12)	140	10	(7-13)
OR-4: Leading Rate, Corporal, Corporal	2,290	1,990	87	(84-90)	190	9	(7-11)	100	5	(3-6)
OR-6: Petty Officer, Sergeant, Sergeant	1,760	1,530	87	(84-90)	120	7	(5-10)	110	6	(4-8)
OR-7: Chief Petty Officer, Staff Sergeant, Flight Sergeant	1,290	1,110	86	(82-89)	80	6	(4-9)	110	9	(6-11)
OR-8: Warrant Officer Class 2, Warrant Officer Class 2, -	690	640	93	(90-97)	30	5	(2-8)	10	2	(0-4)
OR-9: Warrant Officer Class 1, Warrant Officer Class 1, Warrant Officer	530	430	82	(76-89)	40	9	(4-14)	50	9	(4-14)

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a -. All figures are provisional.

2. Data sources: JPA and Right Management data

3. - indicates the rank is does not exist for that Service

**Table 7: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, by Medical Discharged, CTP programme type, number, percent, 95% Confidence Intervals**<sup>1,2</sup>

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
<b>All</b>	13,340	11,030	83	(81-84)	1,090	9	(8-10)	1,220	9	(8-10)
<b>Medically Discharged</b>										
Yes	820	580	71	(64-78)	110	16	(10-22)	120	15	(9-20)
No	12,520	10,420	83	(82-84)	990	9	(8-10)	1,110	9	(8-10)
<b>CTP Programme Type</b>										
Employment Support Programme	1,180	970	82	(77-87)	130	11	(8-15)	90	8	(4-11)
Full Resettlement Programme	12,160	10,060	83	(81-84)	970	9	(8-10)	1,130	9	(8-10)

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

**SECTION 6: EMPLOYMENT OUTCOMES – COMPARISONS WITH UK NATIONAL EMPLOYMENT RATES**

126. The 2012/13 estimated employment outcomes presented in **Section 5** and **Section 6** for Service personnel who were eligible for and chose to use the services provided by the Career Transition Partnership (CTP), have been compared with the Labour Force Survey<sup>i</sup>. The Labour Force Survey (LFS) is the UK's primary data source for employment figures.

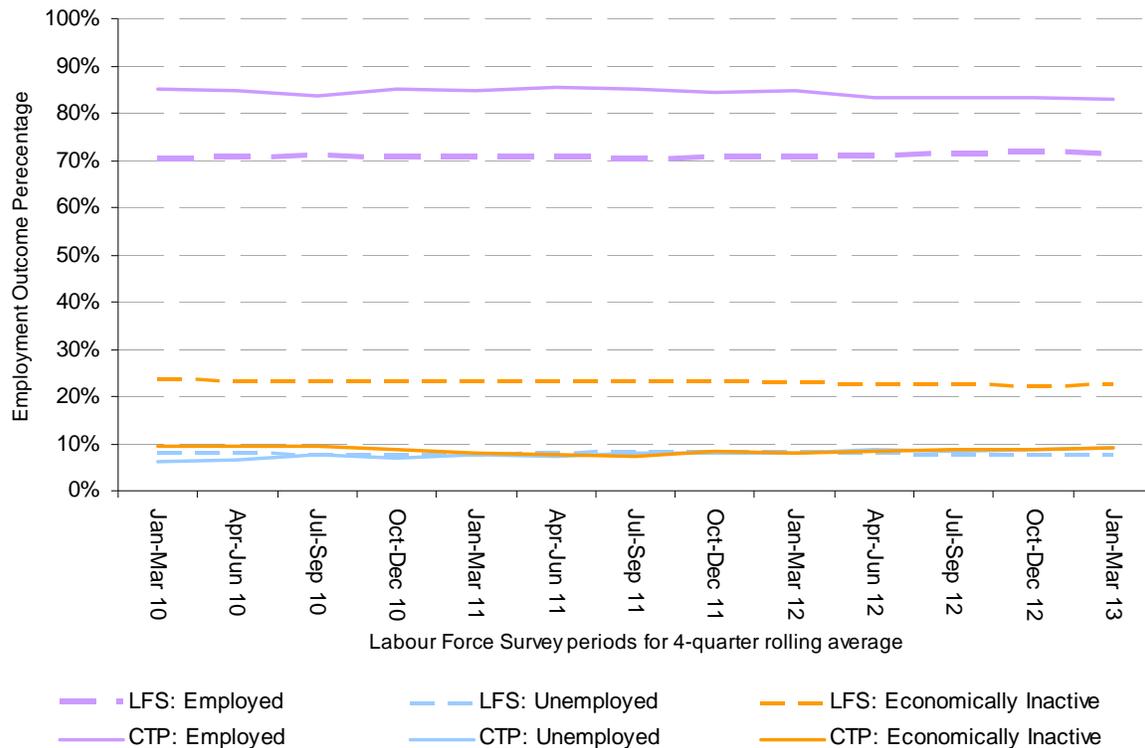
**Labour Force Survey (source: Office for National Statistics)**

127. In this section the UK's employment figures have been compared with the estimated employment outcomes for UK Regular Service personnel who used the CTP services (Figure 11). The LFS quarterly figures were calculated on a rolling average basis. The data for CTP employment figures have therefore also been presented in Figure 11 as a rolling average.

128. Please note that there are differences in the way the employment outcome information is gathered for these two populations. Whilst the CTP population is collected six months after leaving the Armed Forces and therefore the individual would have been searching for work for up to six months, in the UK population an individual may have been searching for employment for a longer or shorter time period

129. It is also important to note that the UK estimates have not been adjusted to reflect the age and gender spread seen in the Armed Forces population, for example there are fewer women in the Armed Forces than in the general population.

**Figure 11: A comparison Labour Force Survey employment to UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, Q1 2009/10 to Q4 2012/13 4 quarter rolling average, percent**



130. The employment rate for UK Regular Service personnel who used the CTP services was consistently higher than the employment rate for the UK population (aged 16 and over) over the period Q4 2009/10 through to Q4 2012/13. On average the employment rate for the UK population was 71% compared with an average of 84% for Service leavers who used the CTP services.

<sup>i</sup> <http://www.nomisweb.co.uk/>

131. The average unemployment rate was the same for UK Regular Service personnel who used the CTP services (8%) to the UK population (aged 16 and over) (8%) over the period Q4 2009/10 through to Q4 2012/13.
132. The average economically inactive rate is much higher in the UK population (23%) compared with the estimated economically inactive rate for Service leavers who used the CTP services (9%) between Q4 2009/10 and Q4 2012/13.

## SECTION 7: OCCUPATION SECTOR - 2012/13

133. This section presents details on the occupation sectors for the 11,030 personnel who left the Armed Forces in 2012/13, used the services provided by the CTP and were employed within six months of leaving. **Table 8** presents comparisons with the Labour Force Survey<sup>h</sup>, the UK's primary data source for employment figures.

134. The three main occupation sectors (excluding those that were non-classifiable) that Service leavers who used the CTP services were employed in was:

- o Skilled trades and occupations (21%)
- o Associate professional and technical (15%)
- o Elementary occupations (12%)

These were the same three main occupation sectors that Service leavers who used the CTP services were in employed in, in 2011/12.

135. By comparison, the three main occupation sectors for the employed UK population in 2012/13 were:

- o Professional occupations (20%)
- o Associate professional and technical (14%)
- o Administrative and secretarial; Skilled trade occupations; elementary occupations (11%)

When drawing comparisons it is important to note the UK estimates have not been adjusted to reflect the age and gender spread seen in the Armed Forces population.

**Table 8: A comparison of Labour Force Survey employment to UK Regular Service Personnel who used CTP services, Occupation Sector, 2012/13**

Occupation Sector <sup>1</sup>	UK <sup>2</sup>	CTP service users	
	%	%	95% CI
All	100	100	n/a
Managers, directors and senior officials	10	9	(7-10)
Professional occupations	20	10	(9-11)
Associate professional & technical	14	15	(13-16)
Administrative & secretarial	11	3	(2-4)
Skilled trades occupations	11	21	(19-22)
Caring, leisure and other service occupations	9	2	(2-3)
Sales and customer service occupations	8	2	(1-2)
Process plant and machine operatives	6	11	(10-12)
Elementary occupations	11	12	(11-13)
Non-Classifiable	n/a	16	(15-17)

1 Standard Occupational Classification

2 Source: Labour Force Survey

### Officers and Other Ranks

136. The three main occupation sectors (excluding those that were non-classifiable) that Officers who used the CTP services were employed in was (Table 9):

- o Professional occupations (24%)
- o Associate professional and technical (22%)
- o Managers, directors and senior officials (19%)

By comparison, the three main occupation sectors (excluding those that were non-classifiable) that Other Ranks who used the CTP services were employed in was:

- o Skilled trades occupations (24%)
- o Elementary occupations (14%)
- o Associated professional and technical (13%)

**Table 9: UK Regular Service Personnel who used CTP services, Estimated Occupation Sector Outcomes by Officer or Other ranks, 2012/13, number, and percentage**

Occupation Sector	All	Officer		Other Ranks	
	Number	Number	%	Number	%
<b>All</b>	<b>11,030</b>	<b>1,480</b>	<b>100</b>	<b>9,570</b>	<b>100</b>
Managers, directors and senior officials	950	280	19	650	7
Professional occupations	1,110	360	24	720	8
Associate professional & technical	1,610	320	22	1,270	13
Administrative & secretarial	340	70	5	280	3
Skilled trades occupations	2,290	40	3	2,300	24
Caring, leisure and other service occupations	250	-	0	260	3
Sales and customer service occupations	180	~	0	180	2
Process plant and machine operatives	1,210	20	1	1,210	13
Elementary occupations	1,320	30	2	1,320	14
Non-Classifiable	1,770	350	24	1,400	15

### Service

137. The three main occupation sectors (excluding those that were non-classifiable) that Naval Service personnel who used the CTP services were employed in was (Table 10):

- o Elementary occupations (19%)
- o Skilled trades occupations (18%)
- o Associate professional and technical (14%)

138. The three main occupation sectors (excluding those that were non-classifiable) that Army personnel who used the CTP services were employed in was:

- o Skilled trades occupations (22%)
- o Process plant and machine operatives (14%)
- o Associate professional and technical (13%)

139. By comparison, the three main occupation sectors (excluding those that were non-classifiable) that RAF personnel who used the CTP services were employed in was:

- o Associate professional and technical (20%)
- o Skilled trades occupations (19%)
- o Professional occupations (13%)

**Table 10: UK Regular service personnel who used CTP services, Estimated Occupation Sector Outcomes by service, 2012/13, number, percentage**

Occupation Sector	All	Naval Service		Army		RAF	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>11,030</b>	<b>2,210</b>	<b>20</b>	<b>6,580</b>	<b>60</b>	<b>2,240</b>	<b>20</b>
Managers, directors and senior officials	950	150	7	600	9	200	9
Professional occupations	1,110	230	10	560	9	300	13
Associate professional & technical	1,610	300	14	840	13	440	20
Administrative & secretarial	340	70	3	150	2	120	5
Skilled trades occupations	2,290	410	18	1,480	22	420	19
Caring, leisure and other service occupations	250	60	3	180	3	20	1
Sales and customer service occupations	180	40	2	100	2	30	2
Process plant and machine operatives	1,210	140	6	890	14	200	9
Elementary occupations	1,320	410	19	790	12	140	6
Non-Classifiable	1,770	400	18	1,000	15	370	16

## Gender

140. The three main occupation sectors that male personnel who used the CTP services were employed in were (Table 11):

- o Skilled trades occupations (22%)
- o Associate professional and technical (14%)
- o Elementary occupations (12%)

By comparison, the three main occupation sectors that female personnel who used the CTP services were employed in were:

- o Associate professional and technical (17%)
- o Professional occupations (16%)
- o Administrative and secretarial (13%)

**Table 11: UK Regular service personnel who used CTP services, Estimated Occupation Sector Outcomes by Gender, 2012/13, number, percentage**

Occupation Sector	All	Male		Female	
	Number	Number	%	Number	%
<b>All</b>	<b>11,030</b>	<b>10,290</b>	<b>93</b>	<b>760</b>	<b>7</b>
Managers, directors and senior officials	950	900	9	40	6
Professional occupations	1,110	990	10	120	16
Associate professional & technical	1,610	1,480	14	130	17
Administrative & secretarial	340	250	2	90	13
Skilled trades occupations	2,290	2,220	22	70	10
Caring, leisure and other service occupations	250	190	2	60	8
Sales and customer service occupations	180	160	2	20	3
Process plant and machine operatives	1,210	1,180	11	20	3
Elementary occupations	1,320	1,260	12	60	8
Non-Classifiable	1,770	1,640	16	140	19

## SECTION 8: MISSING SAMPLE INFORMATION

141. The data used to estimate the employment outcomes are based on a one-in-twenty six-month survey of CTP service users. Right Management contact all CTP service users for whom they have no employment information every two months after their discharge date until a year after leaving Service. For the one-in-five CTP service users in the sample, those with no employment information at the six-month point are identified, and additional efforts undertaken to find out their employment information at the six month point. Personnel are contacted at least four times, with methods including text, phone and email. It is only when the dedicated tracking teams and Resettlement Advice Centre teams are satisfied that they cannot contact an individual that an outcome of 'unable to contact' is agreed. These people who Right Management cannot contact make up the Unknown category.
142. In 2012/13, 90% of the 2,750 people in the sample had an employment status outcome identified for them. This leaves 10% of the sample, equivalent to 270, people with an Unknown employment outcome.
143. In the June 2013 version of the 2011/12 report, the people in the Unknown employment outcome group were included for all detailed analysis. However for the key figures, the Unknown category was removed to enable direct comparisons with the national employment figures sourced from the Labour Force Survey.
144. For the September 2013 update of the 2011/12 report, further investigations were undertaken around the missing information field. Discussions were also held with the Office for National Statistics who deliver the national employment estimates using the Labour Force Survey.
145. For this report, the people with unknown employment outcomes are assumed to have the same distribution of employment outcomes as those for whom we know their employment status.
146. Going forward there are a number of options which could be explored to handle the missing employment outcome sample information. These include:
- Post-stratification of existing sample data and developing weights within post strata
  - At the data collection stage, introducing stratification based on groups which are internally relatively homogenous, but with differences between groups
  - Single imputation of missing information
  - Multiple imputation of missing information
147. The employment outcomes were identified for 93%<sup>r</sup> of Tranche 1 Service leavers, 89%<sup>r,p</sup> of Tranche 2 Service leavers, and 89%<sup>p</sup> Tranche 3 applicant Service leavers who used the CTP services. The same assumption of no systematic differences between respondents and non-respondents has been applied to the redundancy employment outcomes. Further investigation is needed to explore this alongside the investigation of missing sample information.

## SECTION 9 EMPLOYMENT OUTCOMES REDUNDANCY

148. These figures will be used by MOD to help focus policy development and resettlement delivery for personnel made redundant.
149. The statistics in this report represent those who were originally selected for redundancy as at the notification date for each tranche. Personnel selected may not leave the Services, due to appeals, or movements of personnel into different roles not affected by the Armed Forces Redundancy Programme. It is possible for personnel who were selected for redundancy, but did not leave, to be selected for redundancy in a later tranche. It is also possible for personnel selected for redundancy to outflow for a reason other than redundancy in the intervening time. For the purposes of this statistic all personnel who were selected for redundancy in each tranche and have left the MOD have been included in the redundancy cohort under that tranche.
150. Refer to **Section 3: Methodology**, including paragraphs 41 to 43, when interpreting the figures within this Section for details on methods and definitions.
151. The employment outcomes in this section are based on outcome data from service personnel who left Service after being selected for redundancy, registered with the CTP, used enough CTP services for Right Management to bill the MOD, and who were not recorded as re-engaged by the CTP (Figures 12, 13 and 14).
152. The figures in this section are representative of those who: (i) used the CTP services after registering with the CTP, (ii) left the Armed Forces at least six months before redundancy data was collated for this report, and (iii) are not excluded as the CTP have recorded them as re-engaged.

### TRANCHE 1

153. Ministry of Defence announced the first set of redundancies in September 2011, known as Tranche 1. This section covers the employment outcomes for the Service personnel who subsequently left the MOD under Tranche 1 (as at June 2014) and used the services provided by the Career Transition Partnership.

#### Tranche 1 Service Leavers

154. 62% of Service leavers who were selected for Tranche 1 redundancies and who used the CTP were applicants and 38% were non-applicants. 90% of all Service leavers who left the Armed Forces under the Tranche 1 redundancy scheme, as at 30 June 2014, opted to use the services provided by the Career Transition Partnership (Figure 12).
155. During the compilation of this Official Statistic, revisions had to be made to the figures provided. In the previous publication, there were 130 personnel whose employment outcomes were unknown. An assumption that there were no systematic differences between respondents and non-respondents was applied, so these personnel were scaled into the estimated employment outcomes. Updated information is now available which shows that these personnel didn't use CTP services. These personnel have been removed from the estimated employed outcomes and are now reclassified as 'Didn't use CTP' (in Figure 12). The numbers provided in Tables 12-15 and Figure 12 have therefore been revised since the previous publication.

#### Redundancy Employment Outcomes: Applicants

156. As at 30 June 2014, there were 1,680<sup>f</sup> applicants for redundancy who left Service under Tranche 1 and used the Career Transition Partnership (CTP) services (Figure 12).
- Within six months of leaving the Armed Forces, 84% of applicants were in employment; 3% were unemployed and 13% were economically inactive (Table 12).

#### Redundancy Employment Outcomes: Non-Applicants

157. As at 30 June 2014, there were 890<sup>f</sup> non-applicants for redundancy who left Service under Tranche 1 and used the Career Transition Partnership (CTP) services (Figure 12).

- Within six months of leaving the Armed Forces, 74% of non-applicants were in employment; 12% were unemployed and 16%<sup>r</sup> were economically inactive (Table 12).

### Redundancy Employment Outcomes: Applicants compared with Non-Applicants

158. The employment rate for applicants was 84% compared with 74% for non-applicants. Applicants, although having less time to prepare for civilian employment after selection, can tend to be more motivated and pro-active than non-applicants. This could be driving the higher employment rates amongst applicants.

**Table 12: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, as at June 2014, number, percent**<sup>1,2</sup>

Characteristic	All		Employed		Unemployed		Economically Inactive	
	Number		Number	%	Number	%	Number	%
All	2,570	r	2,070	r 81	140	r 6	360	r 14
Applicant	1,680	r	1,410	r 84	50	r 3	220	r 13
Non-Applicant	890	r	660	r 74	90	r 12	140	r 16

1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

<sup>r</sup> These figures have been revised since the last publication (see paragraph 81-83)

### Redundancy Employment Outcomes: by Gender

159. One-in-ten Service leavers under Tranche 1 who used the Career Transition Partnership services were female, equivalent to 240<sup>r</sup> people.

160. The employment rate for females was lower (63%) than for males (82%<sup>r</sup>). The unemployment rate was similar for males (6%) and females (5%). The economically inactive rate for females was 33% compared with 12% for males (Table 13), indicating a higher proportion of women chose not to work.

**Table 13: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, by Gender, as at June 2014, number, percent**<sup>1,2</sup>

Characteristic	All		Employed		Unemployed		Economically Inactive	
	Number		Number	%	Number	%	Number	%
All	2,570	r	2,070	r 81	140	r 6	360	r 14
Male	2,330	r	1,920	r 82	130	r 6	280	r 12
Female	240	r	150	r 63	10	r 5	80	r 33
Applicant	1,680	r	1,410	r 84	50	r 3	220	r 13
Male	1,520	r	1,300	r 86	40	r 3	170	r 11
Female	160	r	100	r 65	~	r 4	50	r 32
Non-Applicant	890	r	660	r 74	90	r 12	140	r 16
Male	800	r	610	r 75	80	r 12	120	r 14
Female	90	r	50	r 59	-	r 9	30	r 35

1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. ~ denotes zero or rounded to zero. All figures are provisional.

2. Data sources: JPA and Right Management data

<sup>r</sup> These figures have been revised since the last publication (see paragraph 81-83)

### Redundancy Employment Outcomes: by Service

161. The Tranche 1 Service leavers who used the Career Transition Partnership were split in the following proportions: Naval Service (36%), Army (34%<sup>r</sup>), and RAF (30%<sup>r</sup>). Naval Service and Army had a higher proportion of applicants, whilst the RAF had a higher proportion of non-applicants.

162. The employment rate within six months of leaving Service under Tranche 1 (Table 14) was similar across the Naval Service (80%), Army (81%) and RAF (81%).

**Table 14: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, by Service, as at June 2014, number, percent<sup>1,2</sup>**

Characteristic	All		Employed		Unemployed		Economically Inactive		
	Number		Number	%	Number	%	Number	%	
<b>All</b>	<b>2,570</b>	r	<b>2,070</b>	r	<b>81</b>		<b>140</b>	r	<b>6</b>
Naval Service <sup>3</sup>	930	r	750	r	80		50	r	6
Army	870	r	700	r	81		50	r	7
RAF	770	r	620	r	81		30	r	5
<b>Applicant</b>	<b>1,680</b>	r	<b>1,410</b>	r	<b>84</b>		<b>50</b>	r	<b>3</b>
Naval Service <sup>3</sup>	630	r	550	r	87		10	r	2
Army	630	r	520	r	82	r	20	r	4
RAF	420	r	340	r	82	r	10	r	4
<b>Non-Applicant</b>	<b>890</b>	r	<b>660</b>	r	<b>74</b>		<b>90</b>	r	<b>12</b>
Naval Service <sup>3</sup>	300	r	190	r	64		40	r	18
Army	240	r	190	r	76		30	r	14
RAF	350	r	280	r	80		20	r	6

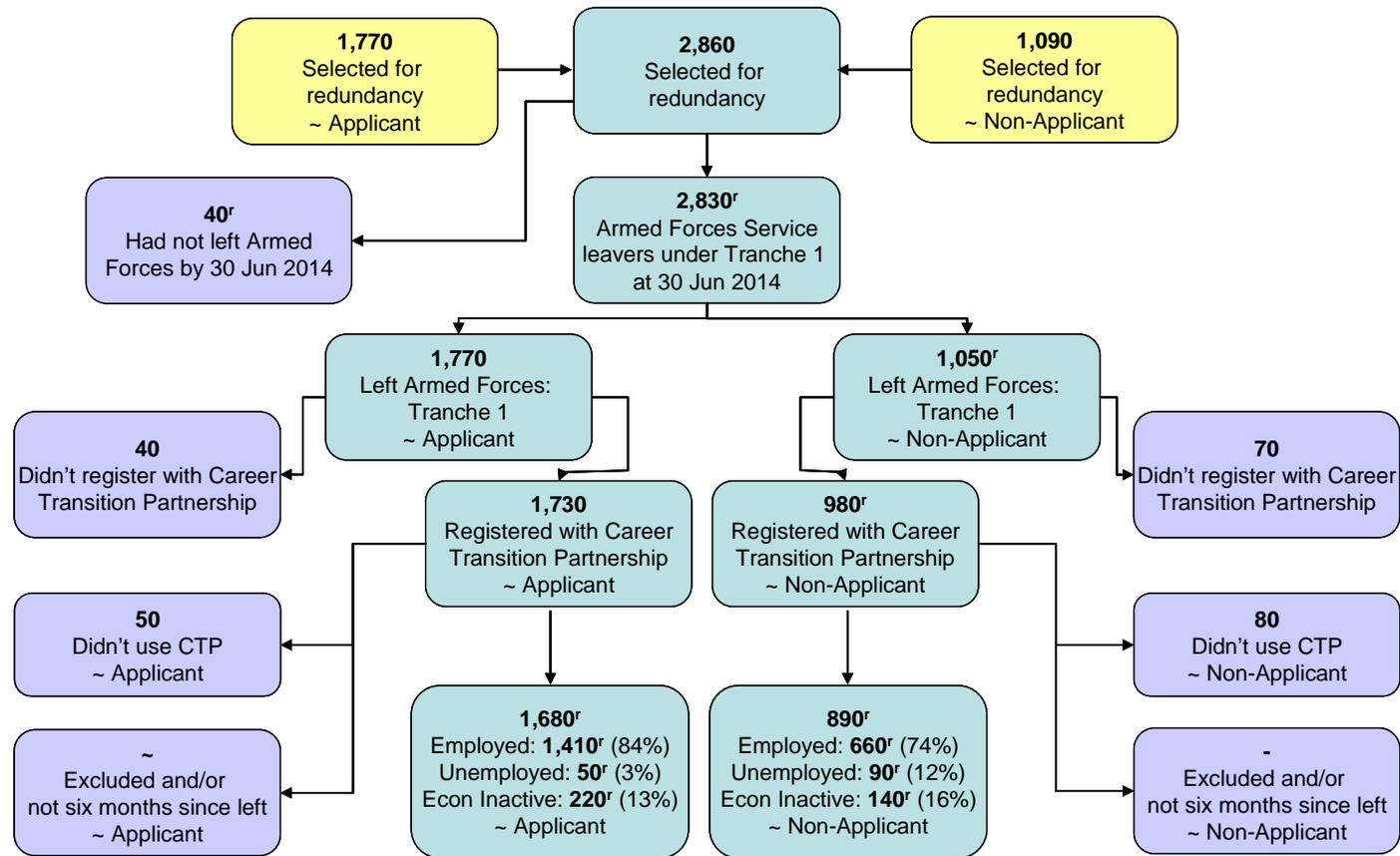
1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

3. Naval Service includes Royal Navy and Royal Marines

'r' These figures have been revised since the last publication (see paragraph 81-83)

**Figure 12: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, as at June 2014, number, percent**<sup>1,2,3</sup>



1. Defence Statistics (Tri Services) publish the statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces, including personnel leaving the Services, deaths, recalled reservists on release. These figures do include Gurkhas, but do not include Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services.
2. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. - denotes zero or rounded to zero. All figures are provisional.
3. Data sources: JPA and Right Management.
4. 'r' These figures have been revised since the last publication (see paragraph 81-83)

### Redundancy Employment Outcomes: by Officer or Rank

163. One-in-five<sup>f</sup> Service leavers under Tranche 1 who left the Armed Forces in and used the Career Transition Partnership (CTP) services, were Officers (equivalent to 560<sup>f</sup> Officers). The other 2,000<sup>f</sup> Service leavers who used the Career Transition Partnership (CTP) services were Ranks.

**Table 15: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, by Officer or Rank, as at June 2014, number, percent**<sup>1,2</sup>

Characteristic	All		Employed		Unemployed		Economically Inactive	
	Number		Number	%	Number	%	Number	%
<b>All</b>	2,570	r	2,070	r 81	140	r 6	360	r 14
Officer	560	r	430	r 75	20	r 5	120	r 21
Rank	2,000	r	1,650	r 82	110	r 6	240	r 12
<b>Applicant</b>	1,680	r	1,410	r 84	50	r 3	220	r 13
Officer	370	r	270	r 75	10	r 5	80	r 22
Rank	1,310	r	1,140	r 87	40	r 3	140	r 11
<b>Non-Applicant</b>	890	r	660	r 74	90	r 12	140	r 16
Officer	200	r	150	r 77	10	r 5	40	r 19
Rank	690	r	510	r 73	80	r 14	110	r 15

1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

'r' These figures have been revised since the last publication (see paragraph 81-83)

164. The employment rate for Tranche 1 Service leavers within six months of leaving the Armed Forces who used the Career Transition Partnership (CTP) services, for Ranks was 82% compared with 75%<sup>f</sup> for Officers (Table 15). The economically inactive rate was 12% amongst Ranks and 21% amongst Officers indicating a higher proportion of Officers were not looking for work.

## TRANCHE 2

165. In June 2012, 3,760 personnel were notified of their selection for redundancy in Tranche 2, of whom 72% (2,710) were applicants and 28% (1,060) were non-applicants. This section presents summary information on the employment outcomes for the Service personnel who subsequently left the MOD under Tranche 2 (as at 30 June 2014).
166. The estimated employment outcomes for personnel who left under the Tranche 2 redundancy programme have been updated from the previous publication to include those who hadn't previously left Service or hadn't reached the six month post-discharge point. The employment rate for Service personnel who left under the Tranche 2 redundancy programme has subsequently dropped from 81% as published in the last quarter to 76% in this publication.
167. The reason for this drop is that 130 Service leavers were incorrectly recorded as 'Employed' in the previous update of the Tranche 2 figures. These 130 are Service leavers who have told the CTP that they have found employment, but the CTP calculate their job start date to be more than six months after their discharge date. As the official statistic reports on the employment outcomes at six months post discharge these Service leavers have been re-classified as 'Unemployed' in the current report. Almost all of the incorrectly classified personnel were Applicants. Of the 130 Service personnel that were previously incorrectly classified as 'Employed' at the six month point, all have found employment within 12 months of their outflow date.

### Tranche 2 Service Leavers

168. 91% of all Service leavers who have left the Armed Forces under the Tranche 2 redundancy scheme registered to use the services provided by the Career Transition Partnership, as at 30 June 2014 (Figure 13).
169. During the compilation of this Official Statistic, revisions had to be made to the figures provided. In the previous publication, there were 120 personnel whose employment outcomes were unknown. An assumption that there were no systematic differences between respondents and non-respondents was applied, so these personnel were scaled into the estimated employment outcomes. Updated information is now available which shows that these personnel didn't use CTP services. These personnel have been removed from the estimated employed outcomes and are now reclassified as 'Didn't use CTP' (in Figure 13). The numbers provided in Tables 16-19 and Figure 13 have therefore been revised from the previous publication.

### Redundancy Employment Outcomes: Applicants

170. There were 2,510<sup>r,p</sup> applicants for redundancy who left Service under Tranche 2 and used the Career Transition Partnership (CTP) services (Figure 13).
171. Within six months of leaving the Armed Forces, 77%<sup>r,p</sup> of applicants were in employment; 15%<sup>r,p</sup> were unemployed and 9%<sup>p</sup> were economically inactive (Table 16).

### Redundancy Employment Outcomes: Non-Applicants

172. There were 900<sup>r,p</sup> non-applicants for redundancy who left Service under Tranche 2 and used the Career Transition Partnership (CTP) services (Figure 13).
173. Within six months of leaving the Armed Forces, 73%<sup>r,p</sup> of non-applicants were in employment; 19%<sup>r,p</sup> were unemployed and 10%<sup>r,p</sup> were economically inactive (Table 16).

### Redundancy Employment Outcomes: Applicants compared with Non-Applicants

174. The Tranche 2 employment rate for applicants was 77%<sup>r,p</sup> compared with 73%<sup>r,p</sup> for non-applicants. The Tranche 2 unemployment rate for Applicants was 15%<sup>r,p</sup> compared with 19%<sup>r,p</sup> for Non-applicants. Applicants, although having less time from the point they are selected to prepare for civilian employment, may be more motivated and pro-active than non-applicants. This may be driving the higher employment rates amongst applicants.

**Table 16: UK Regular Service Personnel who used CTP services, Tranche 2 Redundancy, Estimated Employment Outcomes, as at June 2014, number, percent** <sup>1,2</sup>

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
All	3,410 r, p	2,600 r, p	76 r, p	490 r, p	16 r, p	320 p	9 p
Applicant	2,510 r, p	1,940 r, p	77 r, p	330 r, p	15 r, p	230 r, p	9 p
Non-Applicant	900 r, p	660 r, p	73 r, p	150 p	19 r, p	90 r, p	10 r, p

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

'r' These figures have been revised since the last publication (see paragraph 81-83)

'p' Data is provisional and subject to change (see paragraph 81-83)

### Redundancy Employment Outcomes: by Gender

175. Just over 6%<sup>r,p</sup> of Service leavers under Tranche 2 who used the Career Transition Partnership services were female, equivalent to 220<sup>r,p</sup> people.

176. The employment rate for females was lower (57%<sup>r,p</sup>) than for males (78%<sup>r,p</sup>). The economically inactive rate was 32%<sup>p</sup> compared with 8%<sup>p</sup> for males (Table 17), indicating a higher proportion of women chose not to work. The unemployment rate was the same for females as it was for males (16%<sup>r,p</sup>).

177. Amongst the female redundancy applicants, the employment rate was lower at 59%<sup>r,p</sup> compared with 52%<sup>p</sup> for the non-applicants. The unemployment rate and economically inactive rate were higher in non-applicants (19%<sup>p</sup> and 36%<sup>r,p</sup> respectively) than applicants (16%<sup>r,p</sup> and 30%<sup>r,p</sup> respectively).

178. Amongst the male redundancy applicants, the employment rate was 79%<sup>r,p</sup> compared with 74%<sup>r,p</sup> for the non-applicants. The unemployment rate was higher in non-applicants (19%<sup>r,p</sup>) than applicants (15%<sup>r,p</sup>). In males the economically inactive rate (8%<sup>r,p</sup>) was the same for non-applicants and applicants.

**Table 17: UK Regular Service Personnel who used CTP services, Tranche 2 Redundancy, Estimated Employment Outcomes, by Gender, as at June 2014, number, percent** <sup>1,2</sup>

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
All	3,410 r, p	2,600 r, p	76 r, p	490 r, p	16 r, p	320	9
Male	3,190 r, p	2,480 r, p	78 r, p	460 r, p	16 r, p	250	8
Female	220 r, p	120 r, p	57 r, p	20	16 r, p	70	31 r, p
Applicant	2,510 r, p	1,940 r, p	77 r, p	330 r, p	15 r, p	230 r, p	9
Male	2,330 r, p	1,840 r, p	79 r, p	310 r, p	15 r, p	180	8
Female	180 r, p	100 r, p	59 r, p	20 r, p	16 r, p	50 r, p	30 r, p
Non-Applicant	900 r, p	660 r, p	73 r, p	150	19 r, p	90 r, p	10 r, p
Male	860 r, p	640 r, p	74 r, p	150 r, p	19 r, p	70	8 r, p
Female	40 r, p	20	52	- r, p	19	10	36 r, p

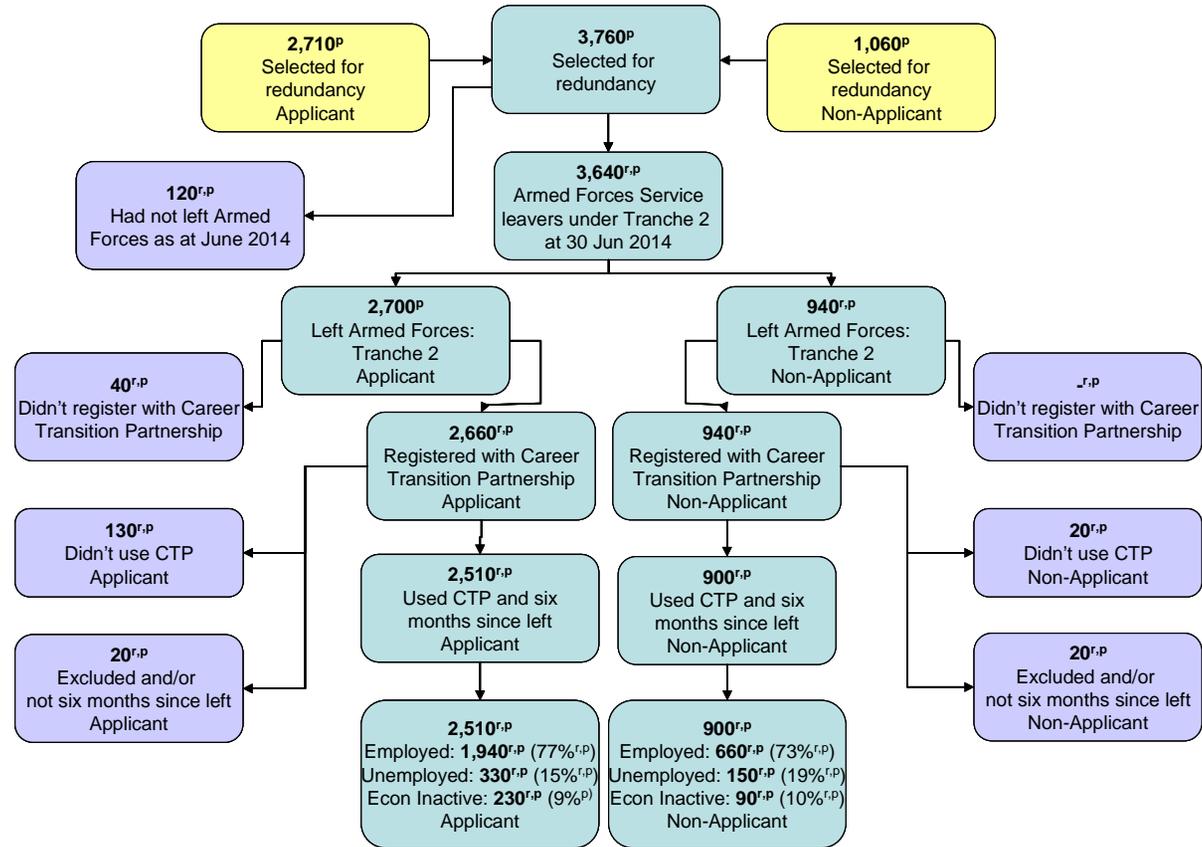
1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. - denotes zero or rounded to zero. All figures are provisional.

2. Data sources: JPA and Right Management data

'r' These figures have been revised since the last publication (see paragraph 81-83)

'p' Data is provisional and subject to change (see paragraph 81-83)

**Figure 13: UK Regular Service Personnel who used CTP services, Tranche 2 Redundancy, Estimated Employment Outcomes, as at 30 June 2014, number, percent**<sup>1,2,3</sup>



1. Defence Statistics (Tri Services) publish the statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces, including personnel leaving the Services, deaths, recalled reservists on release. These figures do include Gurkhas, but do not include Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services.
2. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. - denotes zero or rounded to zero. All figures are provisional.
3. Data sources: JPA and Right Management  
 'r' These figures have been revised since the last publication  
 'p' Indicates a provisional figure

### Redundancy Employment Outcomes: by Service

179. The Tranche 2 Service leavers, who used the Career Transition Partnership, were: Naval Service (5%<sup>p</sup>), Army (76%<sup>p</sup>), and RAF (19%<sup>r,p</sup>).

180. The employment rate within six months of leaving Service under Tranche 2 varied across the three Services: Naval Service (71%<sup>r,p</sup>), Army (76%<sup>r,p</sup>), and RAF (80%<sup>r,p</sup>) (Table 18).

181. In Tranche 2 the economically inactive rate was lower for the Army (9%<sup>r,p</sup>) than for the Naval Service (15%<sup>p</sup>) or RAF (11%<sup>p</sup>). This was not the case for Tranche 1.

**Table 18: UK Regular Service Personnel who used CTP services, Tranche 2 Redundancy, Estimated Employment Outcomes, by Service, as at June 2014, number, percent**<sup>1,2</sup>

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>3,410 r, p</b>	<b>2,600 r, p</b>	<b>76 r, p</b>	<b>490 r, p</b>	<b>16 r, p</b>	<b>320 p</b>	<b>9 p</b>
Naval Service <sup>3</sup>	160 p	110 r, p	71 r, p	20 r, p	16 r, p	20 p	15 p
Army	2,600 p	1,970 r, p	76 r, p	410 r, p	17 r, p	220 p	9 r, p
RAF	660 r, p	520 r, p	80 r, p	60 r, p	11 r, p	70 p	11 p
<b>Applicant</b>	<b>2,510 r, p</b>	<b>1,940 r, p</b>	<b>77 r, p</b>	<b>330 r, p</b>	<b>15 r, p</b>	<b>230 r, p</b>	<b>9 p</b>
Naval Service <sup>3</sup>	110 r, p	80 r, p	73 r, p	10 p	13 r, p	20 p	16 p
Army	1,930 r, p	1,490 r, p	77 r, p	280 r, p	16 r, p	160 p	8 p
RAF	460 r, p	370 r, p	81 r, p	40 r, p	10 r, p	50 p	10 r, p
<b>Non-Applicant</b>	<b>900 r, p</b>	<b>660 r, p</b>	<b>73 r, p</b>	<b>150 p</b>	<b>19 r, p</b>	<b>90 r, p</b>	<b>10 r, p</b>
Naval Service <sup>3</sup>	40 p	30 p	68 p	10 p	23 p	- r, p	13 r, p
Army	670 p	480 p	73 r, p	120 p	20 p	60 r, p	9 r, p
RAF	190 r, p	150 p	77 r, p	20 p	13 p	20 r, p	12 r, p

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. - denotes zero or rounded to zero. All figures are provisional.

2. Data sources: JPA and Right Management data

3. Naval Service includes Royal Navy and Royal Marines

'r' These figures have been revised since the last publication (see paragraph 81-83)

'p' Data is provisional and subject to change (see paragraph 81-83)

### Redundancy Employment Outcomes: by Officer or Rank

182. One-in-six<sup>p</sup> Service leavers under Tranche 2 who left the Armed Forces, and used the CTP services, were Officers (equivalent to 570<sup>p</sup> Officers). The other 2,840<sup>r,p</sup> Service leavers who used the CTP services were Ranks.

**Table 19: UK Regular Service Personnel who used CTP services, Tranche 2 Redundancy, Estimated Employment Outcomes, by Officer or Rank, as at June 2014, number, percent**<sup>1,2</sup>

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>3,410 r, p</b>	<b>2,600 r, p</b>	<b>76 r, p</b>	<b>490 r, p</b>	<b>16 r, p</b>	<b>320 p</b>	<b>9 p</b>
Officer	570 p	420 r, p	75 r, p	70 r, p	13 r, p	80 p	14 p
Rank	2,840 r, p	2,180 r, p	77 r, p	420 r, p	16 r, p	240 r, p	8 p
<b>Applicant</b>	<b>2,510 r, p</b>	<b>1,940 r, p</b>	<b>77 r, p</b>	<b>330 r, p</b>	<b>15 r, p</b>	<b>230 r, p</b>	<b>9 p</b>
Officer	420 r, p	320 r, p	76 r, p	40 r, p	12 r, p	60 p	14 r, p
Rank	2,080 r, p	1,620 r, p	78 r, p	290 r, p	15 r, p	170 p	8 p
<b>Non-Applicant</b>	<b>900 r, p</b>	<b>660 r, p</b>	<b>73 r, p</b>	<b>150 p</b>	<b>19 r, p</b>	<b>90 r, p</b>	<b>10 r, p</b>
Officer	140 r, p	100 p	72 p	20 p	18 p	20 r, p	12 r, p
Rank	760 r, p	560 r, p	74 r, p	130 p	19 r, p	70 r, p	9 r, p

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

'r' These figures have been revised since the last publication (see paragraph 81-83)

'p' Data is provisional and subject to change (see paragraph 81-83)

183. The employment rate for Tranche 2 Service leavers within six months of leaving the Armed Forces for Ranks was 77%<sup>r,p</sup> compared with 75%<sup>r,p</sup> for Officers. The economically inactive rate was

8%<sup>p</sup> amongst Ranks and 14%<sup>p</sup> amongst Officers indicating a higher proportion of Officers were not looking for work. The unemployment rate was higher for Ranks (16%<sup>r,p</sup>), than for Officers (13%<sup>r,p</sup>).

### TRANCHE 3

184. In June 2013, 4,450 personnel were notified of their selection for redundancy in Tranche 3, of whom 84% were applicants. Applicants for Tranche 3 were due to have left the Service on 17 December 13 with non-applicants due to have left by 17 June 2014. The CTP contact Service personnel six months post-discharge to determine their employment status and thus compile the data needed to calculate the employment rate. This section therefore presents summary information on the employment outcomes for Tranche 3 service leavers in 2013/14 for applicants only.

185. Tranche 3 of the Armed Forces Redundancy Programme concerned the Army only.

186. 81%<sup>p</sup> of the 3,190 applicants for Tranche 3 who had left service and used CTP services were employed within six months of leaving the Armed Forces (Figure 14).

### Officers and Other Ranks

187. The employment rate for Officers (76%<sup>p</sup>) was lower than that of Ranks (81%<sup>p</sup>) for applicants leaving under Tranche 3 (Table 20). This is due to a higher proportion of officers (17%<sup>p</sup>) who were economically inactive in comparison to ranks (8%<sup>p</sup>). The proportion of Ranks (11%<sup>p</sup>) who were unemployed was slightly higher than that of Officers (9%<sup>p</sup>).

### Gender

188. Male applicants leaving under Tranche 2 redundancy programme had a higher employment rate (82%<sup>p</sup>) within six months of leaving the Armed Forces compared than Females (60%<sup>p</sup>). This is mainly due to a higher proportion of Females (29%<sup>p</sup>) who were economically inactive than males (8%<sup>p</sup>). The proportion of females (15%<sup>p</sup>) who were unemployed was slightly higher than that of males (11%<sup>p</sup>).

**Table 20: UK Regular Service Personnel who used CTP services, Tranche 3 Redundancy, Estimated Employment Outcomes for Applicants, by Officer or Rank, and Gender, as at June 2014, number, percent**<sup>1,2</sup>

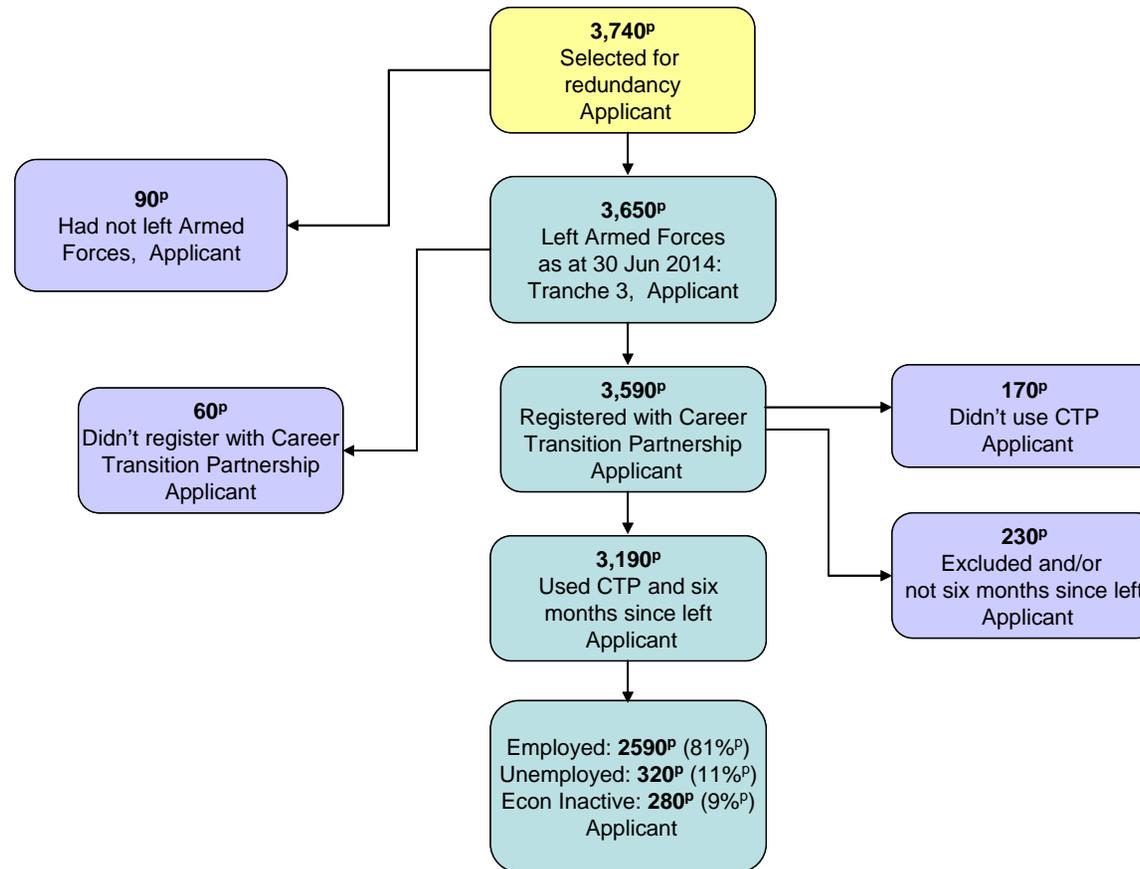
Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
<b>Applicant</b>	3,190 p	2,590 p	81 p	320 p	11 p	280 p	9 p
<b>Gender</b>							
Male	3,000 p	2,470 p	82 p	300 p	11 p	230 p	8 p
Female	190 p	120 p	60 p	20 p	15 p	60 p	29 p
<b>Officers/Ranks</b>							
Officer	180 p	130 p	76 p	10 p	9 p	30 p	17 p
Rank	3,020 p	2,460 p	81 p	310 p	11 p	250 p	8 p

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

'p' Data is provisional and subject to change (see paragraph 81-83)

**Figure 14: UK Regular Service Personnel who used CTP services, Tranche 3 Redundancy Applicants, Estimated Employment Outcomes, as at 30 June 2014, number, percent**<sup>1,2,3</sup>



1. Defence Statistics (Tri Services) publish the statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces, including personnel leaving the Services, deaths, recalled reservists on release. These figures do include Gurkhas, but do not include Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services.
  2. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. - denotes zero or rounded to zero. All figures are provisional.
  3. Data sources: JPA and Right Management
- <sup>p</sup> Data is provisional and subject to change (see paragraph 81-83)

## ANNEX A

### Office for National Statistics definitions

These definitions have not been used within this CTP employment statistics report. However since there is user interest in comparing the CTP employment statistics with national employment figures (see **Section 6**) the definitions used by the Office for National Statistics are provided here to provide some context. They can be compared with the definitions used for the CTP employment statistics report provided in paragraph 53.

**Employment** Anyone doing one hour or more a week of paid work is counted in the employment figures. This includes people on government supported training programmes if they are engaging in any form of work, work experience or work-related training. The employment estimates also include unpaid family workers, who work in a family business and benefit from the profits of the business although they do not receive a formal wage or salary. People working without pay (for example, volunteers in charity shops) are not included in the employment figures.

**Unemployment** People not in employment are counted as unemployed if they have been looking for work in the last four weeks and if they are able to start work within the next two weeks. It does not matter if the person is looking for a full-time job or a part-time job or whether the person is claiming Jobseeker's Allowance or any other benefits. The unemployment estimates also include people who are out of work, have found a job and are waiting to start it in the next two weeks.

**Economically Inactive** People who are not in employment but are not counted as unemployed either because they have not been looking for work in the last four weeks or because they are unable to start work within the next two weeks. The economically inactive population includes retired people, those looking after the family or home, those unable to work due to illness or disability and those students who choose not to look for work.

A common misunderstanding is to assume that all full-time students are in the economically inactive category. This is incorrect. A full-time student with a part-time job will be recorded in the employment figures. Students who have been looking for a job within the last four weeks and who would be able to start work within the next two weeks would be counted as unemployed, even if they are only looking for part-time work.

## ANNEX B

The mapping between the Right Management survey data and the employment outcomes used in this report is outlined below. These are the generic mappings. Records were reviewed on an individual level and may not always align to the mappings below.

- 'Settled' and some of the 'Excluded' categories mapped to **Employed**
- 'Not Settled' mapped to **Unemployed**
- 'Excluded' sometimes mapped to **Economically Inactive**

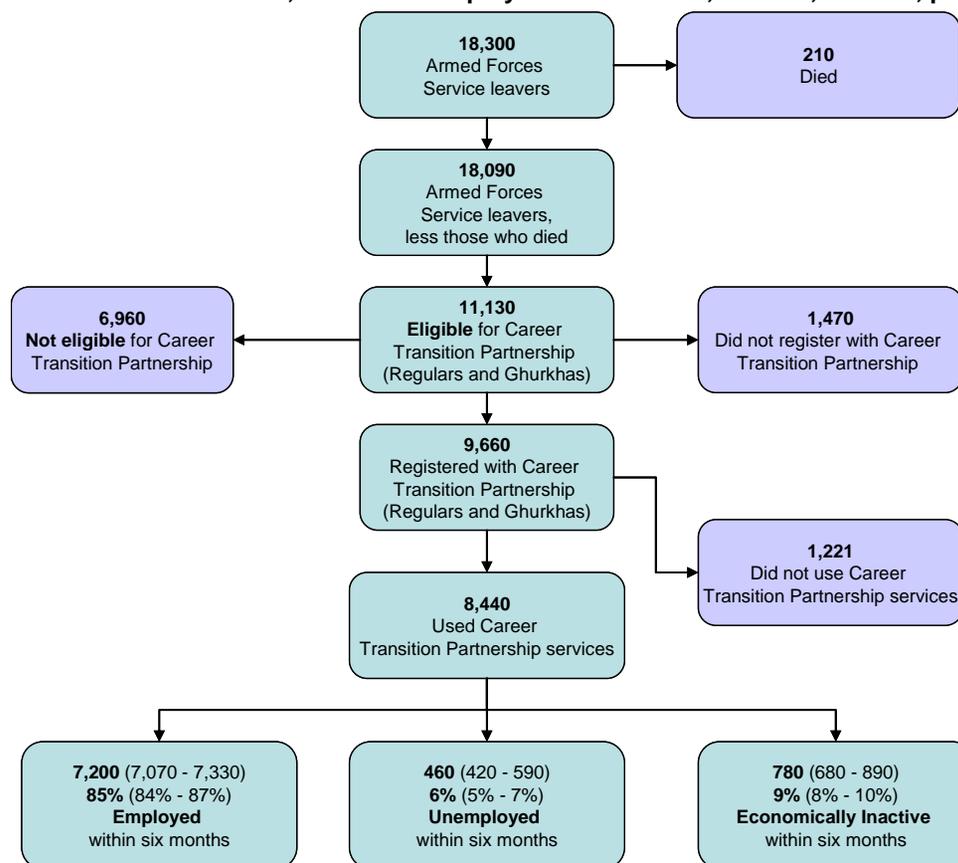
For definitions of Settled, Not Settled and Excluded refer to paragraph 50.

Where people were 'unable to contact' within the 'Exclude' group, these people made up the missing information discussed in **Section 8** within the sample.

## Annex C

### FLOW DIAGRAMS

Figure 15: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2009/10, number, percent, 95% Confidence Intervals <sup>1,2,3</sup>

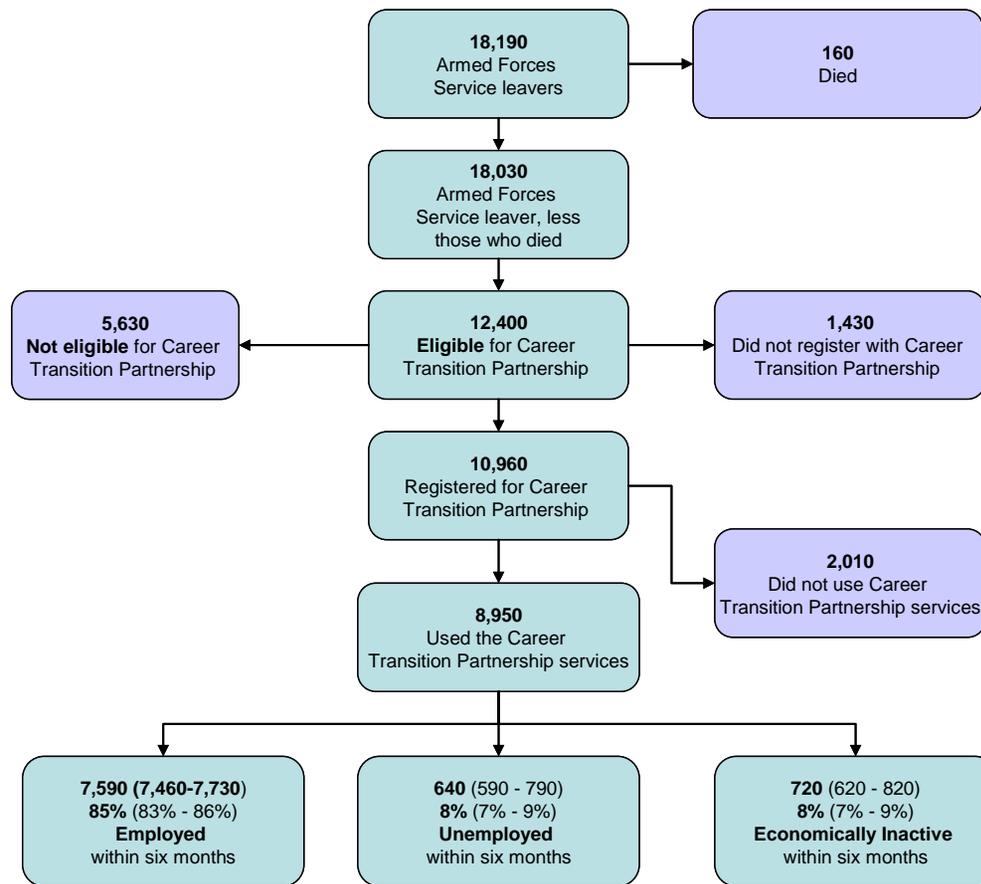


1 Defence Statistics (Tri-Service) publish the statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces, including personnel leaving the Services, deaths, recalled reservists on release. These figures do include Gurkhas, but do not include Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services.

2. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

3. Data sources: JPA and Right Management data

**Figure 16: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2010/11, number, percent, 95% Confidence Intervals <sup>1,2,3</sup>**

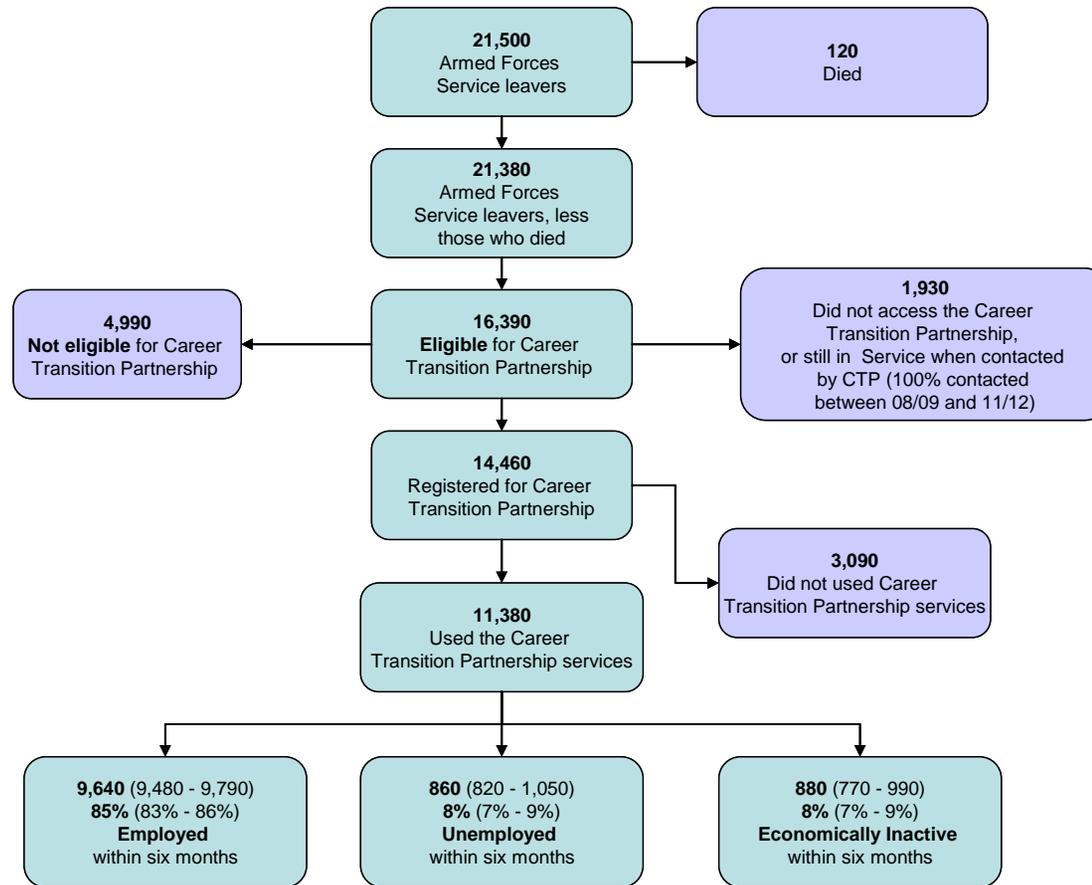


1. Defence Statistics (Tri-Service) publish the statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces, including personnel leaving the Services, deaths, recalled reservists. These figures do include Gurkhas, but do not include Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services.

2. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

3. Data sources: JPA and Right Management data

**Figure 17: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2011/12, number, percent, 95% Confidence Intervals <sup>1,2,3</sup>**



1. Defence Statistics (Tri-Service) publish the statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces, including personnel leaving the Services, deaths, recalled reservists. These figures do include Gurkhas, but do not include Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services.

2. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

3. Data sources: JPA and Right Management

## Annex D

Defence Statistics will publish an annual report along with quarterly updates of the headline employment outcomes. The annual report presents employment outcomes by characteristics of Service personnel, and provides the employment estimates in a wider context.

A release calendar for the following four quarters is presented below:

<b>Outflows: Annual</b>	<b>Outflows: Quarterly Updates</b>	<b>Publication Date</b>	<b>Pre-release Date</b>
2012/13	Q1 2013/14	11 September 2014	10 September 2014
2012/13	Q2 2013/14	11 December 2014	10 December 2014
2012/13	Q3 2013/14	12 March 2015	11 March 2015
2013/14	Q4 2013/14	11 June 2015	10 June 2015

Service personnel are sampled six-months after they outflow; the data are then processed by Right Management with a few months lag prior to delivery to MOD