



This Statistical bulletin provides summary statistics on employment outcomes, six months after leaving Service, for UK regular and Gurkha Service personnel who left the UK Armed Forces and accessed employment support provided by the Career Transition Partnership (CTP).

The CTP supports Service leavers in their transition from military to civilian life through a range of career and employment support services including workshops, one-to-one guidance and job finding support. There are three main employment outcomes: employed, unemployed and economically inactive (not in employment, but not actively looking for work).

This Statistical bulletin presents top-level employment outcomes for Service leavers in each financial year between 2012/13 and 2016/17, with further detail on employment outcomes by key demographics, employed occupations and reasons for economic inactivity for 2016/17 Service leavers.

Statistics are also presented on employment outcomes for Service leavers selected for the MOD redundancy programme which ran between September 2011 and June 2014, with the final updated information presented for those who left during the last redundancy phase (Tranche 4).

## Key Points

- Of the Service personnel who left the UK Armed Forces in 2016/17 and used a billable CTP service, 82% were employed, 9% were unemployed and 10% were economically inactive, up to six months after leaving Service<sup>1</sup>. The employment rate for Service leavers was higher than the 2016 employment rate for the UK population, at 75%.
- Differences were observed between the employment rates of different demographic groups. Notably;
  - a) Army Service leavers were more likely to be unemployed (10%) than Naval Service (7%) and RAF (7%) Service leavers
  - b) RAF Service leavers were more likely to be economically inactive (12%) than Naval Service (9%) and Army Service leavers (9%).
  - c) Black, Asian and Minority Ethnic (BAME) Service leavers were more likely to be unemployed (21%) than White Service leavers (8%).
  - d) Female Service leavers (74%) were less likely than male Service leavers (83%) to be employed, but more likely to be economically inactive (19% and 9% respectively).
  - e) Officers (13%) were more likely than Ranks (9%) to be economically inactive, but less likely to be unemployed (7% and 9% respectively) six months after leaving Service.
- Service leavers who were medically discharged were less likely to be employed (73%), but more likely to be unemployed (14%) and economically inactive (16%) than Service leavers who were not medically discharged (84%, 8% and 8% respectively).
- Service leavers in employment six months after leaving Service were most likely to be employed in; 'Skilled trade occupations' (22%), 'Associate professional and technical occupations' (20%) and 'Process, plant and machine operative' occupations (14%).
- Service leavers who were economically inactive six months after leaving Service were most likely to report being in education, training and volunteering as their reason for economic inactivity (40%) Retirement was the least likely reason reported for economic inactivity (6%).

1. Percentages do not sum to 100%. See 'Data, definitions and methods' section for further detail.

**Responsible statistician:**

Defence Statistics Health Deputy Head

030 679 84467 [DefStrat-Stat-Health-PQ-FOI@mod.gov.uk](mailto:DefStrat-Stat-Health-PQ-FOI@mod.gov.uk)

**Further information/mailing list:**

[DefStrat-Stat-Health-PQ-FOI@mod.gov.uk](mailto:DefStrat-Stat-Health-PQ-FOI@mod.gov.uk)

**Press Office:**

020 721 83253

**Background quality report:**

<https://www.gov.uk/government/collections/career-transition-partnership-ex-service-personnel-employment-outcomes-statistics-index>

Would you like to be added to our **contact list**, so that we can inform you about updates to these statistics and consult you if we are thinking of making changes? You can subscribe to updates by emailing [defstrat-stat-wds-pubs@mod.gov.uk](mailto:defstrat-stat-wds-pubs@mod.gov.uk)

## Contents

<b>Key Points .....</b>	<b>Page 1</b>
<b>Introduction.....</b>	<b>Page 2</b>
<b>Results:</b>	
Top level employment outcomes.....	Page 4
Employment outcomes by demographic groups.....	Page 6
Occupations .....	Page 8
Economic inactivity.....	Page 9
Redundancy estimated employment outcomes .....	Page 10
<b>Data, definitions and methods.....</b>	<b>Page 11</b>
<b>Glossary.....</b>	<b>Page 13</b>
<b>Further information.....</b>	<b>Page 15</b>

This Statistical bulletin, supplementary tables and accompanying Background Quality Report can be found at: <https://www.gov.uk/government/collections/career-transition-partnership-ex-service-personnel-employment-outcomes-statistics-index>

## Introduction

This report has been produced to gain a better understanding of the Career Transition Partnership<sup>2</sup> (CTP) resettlement services used by UK Armed Forces Service leavers. The CTP is an agreement between a contractor (Right Management, Limited since 1998) and the MOD, and exists to support Service leavers in their transition from military to civilian life/employment.

These statistics are published in response to user demand. Interest has come from Parliament, Government Departments, the third Sector, academics, the media, and the general public. External interest in these statistics became more widespread following the introduction of the Armed Forces Covenant<sup>3</sup>, which lays out the Government's commitment to ensure the Armed Forces community, which includes Service leavers, are not disadvantaged in any way, including access to employment at the end of their military career.

All Service personnel leaving the UK Armed Forces are eligible for CTP resettlement support. Personnel who died were excluded from the eligibility criteria for the purpose of this Official Statistic, although in practice, their next of kin are eligible for resettlement support. CTP support is available to eligible personnel two years before leaving the UK Armed Forces, through to two years after. The level of CTP support offered is dependent on a combination of the length of time served in the UK Armed Forces and the reason for exit:

- Personnel with at least six years' Service and those who have been medically discharged (regardless of length of Service) receive support through an enhanced service – the Core Resettlement Programme (CRP).
- Personnel with between four and five years' Service receive support through the Employment Support Programme (ESP).
- Personnel with less than 4 years' Service (Early Service Leavers (ESLs)) receive support through the CTP Future Horizons (FH).

Within each programme Service leavers are offered a range of 'billable' services (where Right Management will invoice the MOD for payment).

The types of benefits available to Service leavers under both the CRP and ESP include: training grants, allowances, travel warrants, resettlement leave, transition workshops, one-to-one career guidance support, subsidised vocational training support, housing advice, financial briefs and job finding support. Service leavers can access this resettlement support two years either side of their discharge date. In addition travel warrants, resettlement leave and allowances are also available to those receiving support under the CRP.

Under the FH, the MOD is billed for all personnel who opt-in and receive either a 1:1 interview or are initially contacted by the CTP by telephone and receive a response. Resettlement support is provisioned through the FH, offering bespoke interventions which includes a needs assessment with appropriate referral to tackle barriers to employment, and a post discharge tracking service to ensure ESLs and those discharged for disciplinary reasons gain a route into sustainable employment, education or further training. FH support is available to eligible personnel for up to two years post discharge.

2. Career Transition Partnership: <https://www.ctp.org.uk/>

3. Armed Forces Covenant: <https://www.gov.uk/government/policies/armed-forces-covenant/>

## Introduction (cont.)

Service personnel medically discharged from Service are additionally offered career support via the CTP Assist team<sup>4</sup> which helps individuals pinpoint a rewarding and realistic change of career. For many, this support plays a fundamental part in the individual's future planning – it is about identifying who they are, and what they want to do, and working with them to find the future outcome that works for them – whatever their injury or illness.

Employment outcomes for Service leavers who have used non-billable services, such as attending career fairs, are not included within these statistics, and are reported in Figure 1 as 'did not use billable CTP services'. Further information on programme eligibility can be found in the accompanying background quality report.

There are three main employment outcomes:

**Employed:** Those who self-reported as being in full-time or part-time paid employment at time of follow up by Right Management.

**Unemployed:** Those who self-reported as not being in full-time or part-time paid employment, but were actively seeking employment, at time of follow up by Right Management.

**Economically Inactive:** Those who self reported as not being in full-time or part-time paid employment, and were not actively seeking employment at time of follow up by Right Management. Reasons for economic inactivity include being in full-time or part-time education, travelling, looking after family and retirement.

**Redundancies:** A UK Armed Forces redundancy scheme was introduced to achieve some of the reductions outlined in the 2010 Strategic Defence and Security Review (SDSR). There were four tranches of redundancy, and within each tranche there were applicants and non-applicants. For further details on the redundancy tranches, see the accompanying background quality report.

Due to high external interest in the employment outcomes for Service personnel made redundant during this time, all Service leavers within these redundancy cohorts were tracked by Right Management and their employment outcome was reviewed six-months after leaving Service. Tranche 4 non-applicants were the last cohort to leave Service. Their employment outcomes were updated in these statistics. Employment outcomes for all other redundancy cohorts have already been finalised. Therefore there will be no further employment outcome updates for redundancy cohorts.

### Changes within this publication

Prior to 1 October 2015 employment outcomes were estimated based on the information supplied by a 20% sample of CTP users, and estimates excluded Early Service Leavers (ESLs—those with less than four years' service). Since 1 October 2015 ESLs have been included and all CTP users have been followed up resulting in a response rate of 81% for 2016/17 Service leavers. This higher response rate means that the employment outcomes are more representative of all Service leavers.

This change in method means that comparisons between annual employment outcomes should not be made over time.

Although a high response rate was observed (81%) in 2016/17, non-response bias was taken into account in order to present the most accurate employment outcomes. Numbers presented are unweighted counts and percentages are weighted. Please see data, definition and methods section and background quality report for more information.

In addition, for the financial year 2016/17, employment outcomes have now been included for Service leavers who have re-engaged with the UK or overseas military, or were employed part-time but were seeking full-time employment. In previous financial years these cohorts were excluded.

During the production of this report two errors were identified in the 2015/16 report. These errors, affecting Table 2 and the flow diagram summarising employment outcomes for Tranche 4 redundancies, have now been corrected and all revisions have been marked with an 'r'. The revisions have not impacted on the overall percentage of CTP users estimated to be employed, unemployed or economically inactive (please see the revision section and the background quality report for more detail).

4. CTP Assist: <https://ctpassist.ctp.org.uk/>

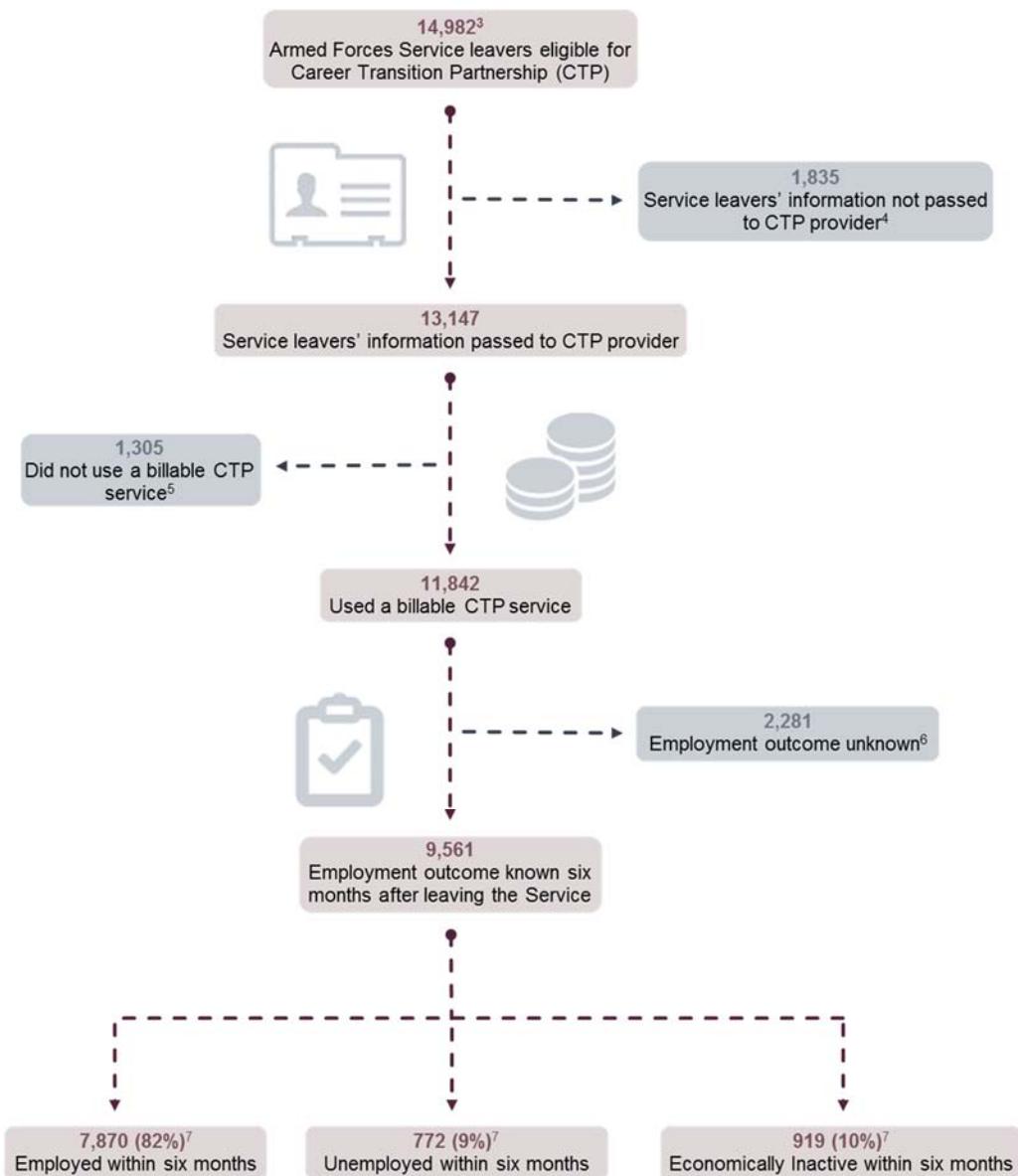
## Results: Top level employment outcomes

This section presents a summary of the employment outcomes of regular Service personnel and Gurkhas who left Service in 2016/17 and used a billable CTP service, six months after leaving Service. Further analysis includes employment outcomes by Service leaver characteristics and reported occupations of employed Service leavers, six months after leaving Service. All underlying summary data for this report can be found in the accompanying Excel tables.

Figure 1 presents the employment outcomes for Service leavers in 2016/17.

**Figure 1: Employment outcomes<sup>1</sup> for UK regular Service leavers<sup>2</sup> in 2016/17, who used a billable Career Transition Partnership service, Numbers**

1 April 2016 to 31 March 2017



### Sources: JPA and Right Management

1. Employment outcome within six months of leaving Service.
2. Includes regulars and Gurkhas who have left the UK Armed Forces to civil life or have an unexplained outflow between 1 April 2016 and 31 March 2017. Excludes Full Time Reserve Service personnel, mobilised reservists and deaths.
3. This figure does not match the figure reported in the April 2017 UK Armed Forces Monthly Service personnel statistics (Table 4), since this report includes Gurkhas and excludes Service leavers who have died: <https://www.gov.uk/government/statistics/uk-armed-forces-monthly-service-personnel-statistics-2017>.
4. Eligible personnel whose records were not passed to CTP. This will include those who did not give permission for their information to be passed on to Right Management Ltd.
5. Includes Service leavers who used 'non-billable' services, and those who will go on to use a billable Service up to two years post discharge. This also includes Service leavers who had died after being registered with Right Management Ltd, had re-engaged into military Service, or had actively declined to use a billable CTP service.
6. Includes non-responders at the six-month follow-up and responders who did not wish to disclose their employment status.
7. Percentages do not sum to 100% and are weighted to account for non-response bias. See 'Data, definitions and methods' section for further detail.

## Results: Top level employment outcomes (cont.)

Of the Service personnel who left the UK Armed Forces in 2016/17 and used a billable CTP service, 82% were employed, 9% were unemployed and 10% were economically inactive six months after leaving Service.



The employment rate of 82% and the unemployment rate of 9% among Service leavers in 2016/17 were higher than the UK population during the same period (75%<sup>6</sup> and 5%<sup>7</sup> respectively). However, caution must be taken when making comparisons. The employment status of Service leavers were recorded six months after they left Service, whilst the UK population includes those that sought employment for longer than six months. For example, in 2016/17, approximately 26%<sup>7</sup> of the unemployed UK population had been unemployed for more than twelve months.

In addition there were demographic differences between Service leavers and the UK population, for example 91% of Service leavers in 2016/17 were male, compared with 49% of the UK population<sup>8</sup>.

Males are more likely to be employed than females (See Employment outcomes by demographic groups section) and therefore, this disparity in gender across the populations may be driving the employment rate of Service leavers to be higher than that of the UK population.

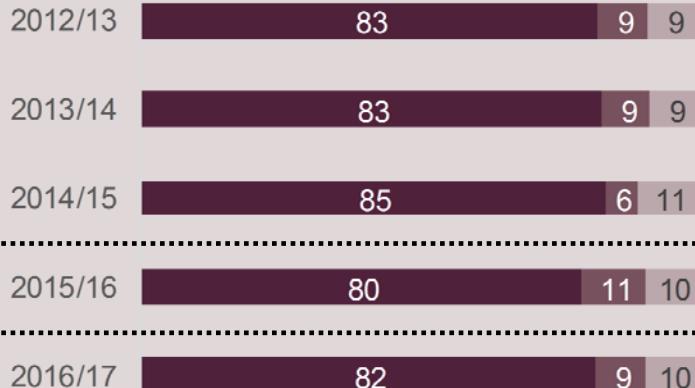
(Table 1, Annex A)

Sources: JPA and Right Management

### Trends over time

In recent years there have been several key policy and data processing changes which have impacted on the methodology used to calculate employment outcomes. As such, comparisons should not be made between the 2016/17 CTP report and previous years:

- Employment outcomes for Service leavers eligible for the CTP Future Horizons (FH) have been reported on since 1 October 2015. Prior to this date, employment outcomes excluded this cohort. Further information on the inclusion of FH users can be found in the accompanying background quality report.
- Since 1 October 2015 the contractor, Right Management Ltd, has attempted to follow up employment outcomes for all Service leavers who used a billable CTP service (with a response rate of 81% in 2016/17). Prior to this date, only a 20% sample of those who used a billable CTP Service were contacted.



This Statistical Bulletin is the first to present the employment outcomes for which the full cohort of Service leavers who used a billable CTP Service and were followed up six months after leaving Service, with an 81% response rate. It is also the first report to include all Service leavers eligible for FH.

(Table 1, Annex A)

Sources: JPA and Right Management

5. Percentages do not sum to 100% and are weighted for non-response bias (see 'Data, definitions and methods').

6. Office for National Statistics time series of UK population employment rate:

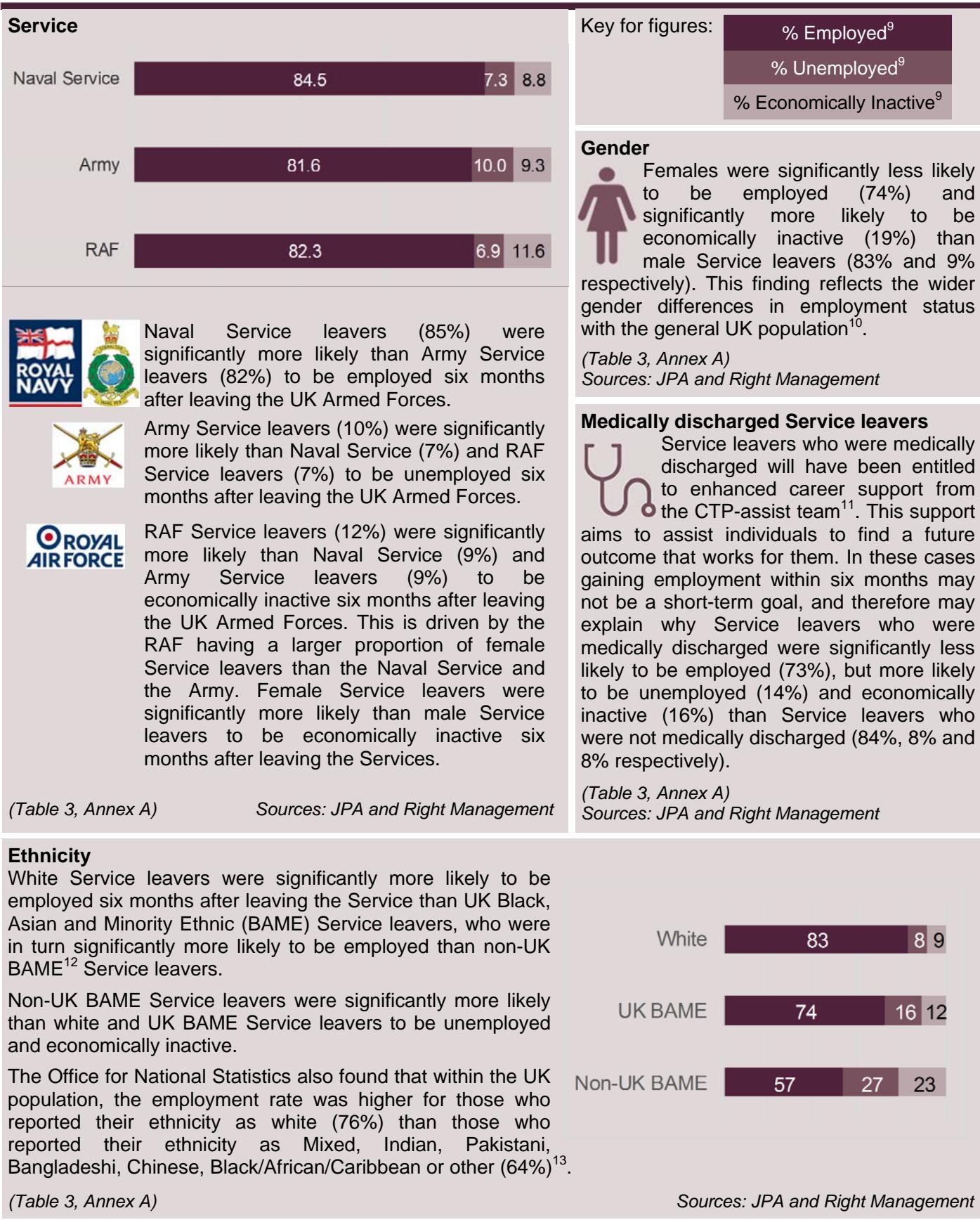
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/timeseries/lf24>

7. Office for National Statistics time series of UK population unemployment rate:

<https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/datasets/unemploymentbyageanddurationseasonallyadjustedunem01sa>

8. Office for National Statistics population estimates for the UK, England and Wales, Scotland and Northern Ireland, mid-2016 dataset, Table MYE1: <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>

## Results: Employment outcomes by demographic groups



9. Percentages do not sum to 100% and are weighted for non-response bias (see 'Data, definitions and methods').

10. ONS Labour Market Statistics: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes>

11. CTP Assist: <https://ctpassist.ctp.org.uk/>

12. Non-UK BAME refer to foreign and commonwealth Service leavers residing in the UK.

13. Office for National Statistics Labour Market Status by ethnicity: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/labourmarketstatusbyethnicgroupa09>

## Results: Employment outcomes by demographic groups (cont.)

Officer / Rank				Key for figures:
				% Employed <sup>14</sup>
				% Unemployed <sup>14</sup>
				% Economically Inactive <sup>14</sup>
(Table 3, Annex A)	Sources: JPA and Right Management			

### Length of Service and age at exit



There was a correlation between length of Service and age at exit, such that Service leavers with shorter lengths of Service were younger than those with longer lengths of Service. The following significant differences were found:

- Service leavers with 0 to 4 years' Service and Service leavers younger than 25 years of age were significantly less likely to be employed, but significantly more likely to be unemployed.
- Service leavers with 15 to 19 years' Service and Service leavers 35 to 39 years of age were significantly less likely to be employed, but significantly more likely to be unemployed and economically inactive.
- Service leavers with 25 years' or more Service and Service leavers 50 years of age or older were significantly less likely to be employed, but significantly more likely to be economically inactive.

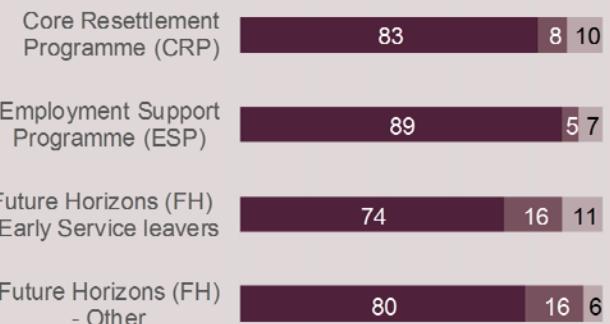
(Table 3, Annex A)

Sources: JPA and Right Management

### CTP Programme

There were a number of differences between the employment outcomes of Service leavers, by CTP programme used. Notably;

- Service leavers who used the Employment Support Programme (ESP) were significantly more likely to be employed than Service leavers who used the other programmes.
- Those who used the CTP Future Horizons (FH) (ESLs and those who left Service for disciplinary reasons) were significantly less likely to be employed than Service leavers who used any other programme.



The eligibility criteria for access to the different programmes is determined by Service leavers' length of Service and reason for exit. As such, employment outcomes for each programme may be influenced by individual characteristics. For example, Service leavers who used the CRP, which offers enhanced support, did not have the highest employment rate. However, 98%<sup>15</sup> of Service leavers who were medically discharged in 2016/17 received support through the CRP, and as discussed on page 6, medically discharged Service leavers were significantly less likely to be employed than those who were not medically discharged. Additionally, over 99%<sup>15</sup> of Service leavers 50 years of age or older and Service leavers with 25 years' or more Service received support through CRP - this age group and length of Service have lower rates of employment and higher rates of economic inactivity than other age groups and lengths of Service.

(Table 3, Annex A)

Sources: JPA and Right Management

14. Percentages do not sum to 100% and are weighted for non-response bias (see 'Data, definitions and methods').

15. Service leavers eligible to receive support via the CRP may opt to receive a lower level of support via the ESP or FH.

## Results: Occupations

This section of the report presents the occupations of Service leavers who left during 2016/17, used a billable CTP service and were employed six months after leaving the Services. The three most common occupations were:



- 'Skilled trade occupations' (22%)
- 'Associate professional and technical occupations' (20%)
- 'Process, plant and machine operatives' (14%).

(Table 4, Annex A)

Sources: JPA and Right Management

### Ethnicity

There were differences observed between the occupations of employed White and BAME Service leavers, though findings were not statistically different. Due to small numbers in the BAME cohorts, it was not possible to conclude whether any differences were a result of chance variation in the data.

(Table 4d, Annex A)

Sources: JPA and Right Management

## Differences between male and female Service leavers

 Male Service leavers were significantly more likely than female Service leavers to find employment in 'Skilled trade occupations' (23% and 6% respectively) and as 'Process, plant and machine operatives' (15% and 5% respectively).

 Female Service leavers were significantly more likely than male Service leavers to find employment in 'Caring, leisure and other service occupations' (13% and 3% respectively), 'Associate professionals and technical occupations' (27% and 19% respectively) and 'Administrative and secretarial occupations' (9% and 3% respectively).

These findings reflect wider UK gender differences within the workplace<sup>16</sup>.

(Table 4b, Annex A)

Source: JPA and Right Management



### Naval Service leavers were significantly more likely to be in:

- 'Professional occupations' (12%) than Army Service leavers (9%),
- 'Associate professional and technical occupations' (22%) than Army Service leavers (17%),
- 'Skilled trade occupations' (22%) than RAF Service leavers (15%),
- 'Elementary Occupations'<sup>17</sup>, (13%) than RAF Service leavers (8%).

(Table 4a, Annex A)

Source: JPA and Right Management



### Army Service leavers were significantly more likely to be in:

- 'Process, plant and machine operatives' (17%) than Naval Service (9%) and RAF Service leavers (10%),
- 'Skilled trade occupations' (23%) than RAF Service leavers (15%),
- 'Elementary occupations'<sup>17</sup>, (14%) than RAF Service leavers (8%).

(Table 4a, Annex A)

Source: JPA and Right Management



### RAF Service leavers were significantly more likely to be in:

- 'Professional occupations' (16%) than Naval Service (12%) and Army (9%) Service leavers,
- 'Associate professional and technical occupations' (29%) than Naval Service (22%) and Army (17%) Service leavers,
- 'Administrative and secretarial occupations' (5%) than Army Service leavers (2%).

(Table 4a, Annex A)

Source: JPA and Right Management

## Differences between Officers and Ranks



Officers were significantly more likely than Ranks to find employment in:

- 'Professional occupations' (28% and 8% respectively)
- 'Associate professionals & technical occupations' (34% and 18% respectively)
- 'Managers, directors and senior officials' (21% and 7% respectively).

(Table 4c, Annex A)

Ranks were significantly more likely than Officers to find employment in:

- 'Skilled trade occupations' (24% and 4% respectively)
- 'Process, plant and machine operatives' (16% and 2% respectively).
- 'Elementary occupations'<sup>17</sup>, (14% and 3% respectively)
- 'Sales and customer service occupations' (6% and 1% respectively),
- 'Caring, leisure and other service occupations' (4% and 1% respectively).

Source: JPA and Right Management

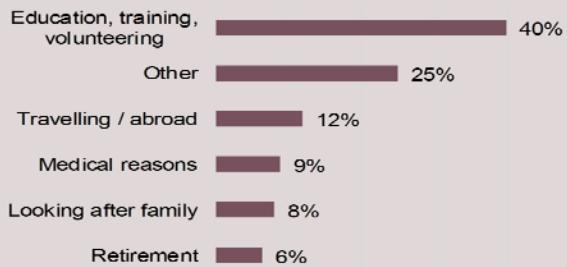
16. ONS Labour Market Statistics: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/>

17. 'Elementary Occupations' includes professions such as: bar tenders, labourers, cleaners and factory/warehouse workers.

## Results: Economic inactivity

This section presents reported reasons for economic inactivity among Service leavers. In 2016/17, 10% of Service leavers that used a billable CTP Service were economically inactive six months after leaving the Service i.e. not in employment, but not actively looking for work. Education, training and volunteering was the most likely reason for economic inactivity (40%), followed by 'Other' reason (25%). 'Other' includes those who were not seeking employment, e.g. on a career break and those whose reasons for economic inactivity were unknown.

(Table 5, Annex A)



Source: JPA and Right Management

### Education, training, volunteering

Economically inactive Service leavers within the following cohorts were significantly more likely to report being in education, training and volunteering;



- Army Service leavers (44%), compared with RAF Service leavers (26%)
- Ranks (44%), compared with Officers (20%)
- BAME (60%) Service leavers, compared with white Service leavers (37%)
- Service leavers with 0 to 4 years' Service (59%) and 5 to 9 years' Service (48%), compared to Service leavers with any other length of Service.
- Service leavers aged younger than 40 (51%), compared with those aged 40 and over (12%)

Over one-third (36%) of medically discharged Service leavers who were economically inactive were in education, training and volunteering. This supports the discussion on page 6 highlighting that employment may not be the most appropriate career outcome six-months post discharge for this cohort.

(Tables 5a, 5c, 5d, 5e and 5f, Annex A)

Source: JPA and Right Management

### Travelling / abroad

Service leavers were significantly more likely to report travelling or being abroad if they were;



- Male Service leavers (13%), compared with female Service leavers (5%)
- White Service leavers (13%), compared with BAME Service leavers (4%)
- Service leavers with 5 to 9 years' Service (19%), compared with Service leavers with any other length of Service
- Service leavers aged under 30 (18%), compared with those aged 30 and over (6%)

(Tables 5b, 5d, 5e and 5f, Annex A)

Source: JPA and Right Management

### Medical reasons



Service leavers reporting economic inactivity for medical reasons were significantly more likely to be;

- Ranks (10%) rather than Officers (3%)
- Aged under 50 (10%), rather than aged 50 or older (2%).

(Tables 5c and 5f, Annex A)

Source: JPA and Right Management

### Looking after family

Service leavers reporting economic inactivity due to looking after family were significantly more likely to be;



- Female Service leavers (27%), compared with male Service leavers (4%)
- White Service leavers (9%), compared with BAME Service leavers (1%)
- Service leavers with 5 to 24 years' Service (12%), compared with those with less than four years' (2%) and 25 years' or more Service (5%)
- Service leavers aged 30-49 (16%), compared with those aged under 30 (4%) and those aged 50 or older (1%)

(Tables 5b, 5d, 5e and 5f, Annex A)

Source: JPA and Right Management

### Retirement

Service leavers reporting economic inactivity due to retirement were significantly more likely to be;

- RAF Service leavers (18%), compared with Naval Service (7%) or Army (3%) Service leavers.
- Male Service leavers (7%), compared with female Service leavers (3%)
- Officers (17%), compared with Ranks (4%)
- Service leavers with 15 or more years' Service (20%), compared with those with less than 15 years' Service (1%)
- Service leavers aged 40 or older (23%), compared with those aged under 40 (0%)

(Tables 5a, 5b, 5c, 5e and 5f, Annex A)

Source: JPA and Right Management

## Results: Redundancy estimated employment outcomes

Between September 2011 and June 2014, the Ministry of Defence (MOD) ran a redundancy programme resulting in 12,134 Service personnel being selected for redundancy, of which 10,851 used a billable CTP Service. The redundancy programme consisted of four tranches, and Service personnel selected for redundancy were either applicants or non-applicants:

Applicants actively chose to be made redundant and were subsequently selected for redundancy. Applicants were due to leave Service within six months of selection.

Non-applicants were selected by the MOD and did not choose to be selected for redundancy. Non-applicants were due to leave Service within 12 months.

Previous Statistical Bulletins have provided updates over time on employment outcomes for applicants and non-applicants. This Statistical Bulletin presents updated employment outcomes for those who left during the last redundancy phase (Tranche 4). This will be the last update to these statistics. Please see the accompanying Background Quality report for further detail on the redundancy programme.

### All tranches top level employment outcomes

All Tranches	79	11	10
--------------	----	----	----

Key for figures:

% Employed<sup>18</sup>

% Unemployed<sup>18</sup>

% Economically Inactive<sup>18</sup>

79% of all Service personnel who left on redundancy and used a billable CTP service were employed, 11% were unemployed and 10% were economically inactive, six months after leaving the Service.

(Table 6, Annex A)

Source: JPA and Right Management

### Differences between applicants and non-applicants (all tranches)

Applicants were significantly more likely to be employed (81%) and significantly less likely to be unemployed (10%) than non-applicants (75% and 15% respectively).

Applicant	81	10	10
-----------	----	----	----

Applicants, although having less time to prepare for civilian employment after selection, may have been more motivated and pro-active than non-applicants, which could be driving their higher employment rates.

Non-applicant	75	15	12
---------------	----	----	----

These significant differences between employment outcomes of applicants and non-applicants were found among the following Service leavers;

- Males (82% applicants employed, compared with 76% non-applicants employed).
- Ranks (82% applicants employed, compared with 75% non-applicants employed).

There were no significant differences between employment outcomes for females or Officers.

(Table 6, Annex A)

Source: JPA and Right Management

### Differences between Tranches

There were significant differences in employment outcomes between the four Tranches. Service leavers exiting through Tranche 2 were significantly less likely to be employed (76%) and significantly more likely to be unemployed (16%) than those leaving on any other Tranche.

Tranche 1	81	6	14
-----------	----	---	----

Service leavers exiting through Tranche 1 and Tranche 4 were significantly less likely to be unemployed (6%) than those leaving through Tranche 2 or Tranche 3.

Tranche 2	76	16	9
-----------	----	----	---

Service leavers exiting through Tranche 1 were significantly more likely to be economically inactive (14%) than those leaving through any other Tranche.

Tranche 3	80	12	9
-----------	----	----	---

(Tables 6b, 6c, 6d and 6e, Annex A)

Source: JPA and Right Management

18. Percentages do not sum to 100% and are weighted for non-response bias (see 'Data, definitions and methods').

## Data, definitions and methods

---

This section provides a brief summary of the data sources and methodology; more detailed information is available in the accompanying **Background Quality Report**.

### Data Sources

The Joint Personnel Administration (JPA) system was used to identify regular and Gurkha Service personnel who left the UK Armed Forces each financial year between 2012/13 and 2016/17. Demographic information (such as gender, Service, rank and ethnicity) were also extracted from the JPA system.

The MOD's authoritative databases on in-Service deaths and medical discharges were used to identify and remove those who died from the Service leavers cohort, and to identify those medically discharged from Service.

Right Management's ADAPT system was used to identify Service personnel who have had their details passed on to Right Management, and of those, the Service personnel who have used a billable CTP service. Employment outcomes were also extracted from the ADAPT system.

### Data Coverage

These statistics present employment outcomes for UK regular and Gurkha Service leavers who have used a billable CTP service. This report does not include Full Time Reserve Service personnel or mobilised reservists.

The CTP eligibility criteria changed from 1 October 2013 to include regular and Gurkha Service leavers with less than four year's Service (ESLs), and Service leavers discharged for disciplinary reasons or deemed unsuitable for Service (irrespective of length of Service). However, Defence Statistics only began reporting on this cohort from 1 October 2015. Since 1 October 2015 **all** regular and Gurkha Service personnel have been included.

Prior to 1 October 2015 employment outcomes were estimated based on a 20% sample of Service leavers who had used a billable CTP service. Since 1 October 2015, Right Management have attempted to contact all users of a billable CTP service, and 2016/17 employment outcomes were calculated based on improved coverage data, with an 81% response rate.

CTP Employment outcomes are only sought from those who used billable CTP services. Service leavers who accessed only non-billable services such as career fairs were excluded. These statistics also exclude Service leavers who did not use a billable service six months post-discharge but who may have gone on to use a billable CTP service up to two years post-discharge.

### Calculation of employment rates

The employment rates were calculated in line with the [Office for National Statistic's definition](#):

- The **employment rate** and the **economically inactive rate** were calculated as the ratio of those personnel with the respective employment outcomes, relative to the total number of personnel employed, unemployed and economically inactive. These rates have then been applied to the total number of personnel who used a billable CTP service to estimate the number of personnel employed and economically inactive.
- The **unemployment rate** has been calculated as the ratio of unemployed personnel, relative to the total number of personnel employed and unemployed. This rate has then been applied to the total number of personnel who used a billable CTP service, less the estimated proportion who were economically inactive, to estimate the number of personnel unemployed.

As the unemployment rate was calculated using a different population to the employment rate and the economically inactive rate, the employment, unemployment and economically inactive rates will not sum to 100%.

### Non-Responder Bias

Despite a high response rate (81%), investigations were conducted to determine any non-responder bias as response rates were lower for :

- Army Service leavers
- Service leavers who were of non-Officer Rank
- Service leavers aged under thirty

This means that the characteristics of responders did not reflect the distribution of characteristics among all 2016/17 Service leavers. The employment rate for responders was lower for Army Service leavers (compared with those who left the other two Services), Ranks (compared with Officers), and younger Service leavers, and so excluding the employment outcomes for non-responders may have positively biased the percentage of Service leavers reported as employed. Therefore, responses were weighted by Service, Rank and age group in order to correct for the bias caused by over or under-representation. Numbers are presented as unweighted counts and percentages have been weighted. For further details on how the weights were calculated and applied to the data, please see the **Background Quality Report**.

## Data, definitions and methods (cont.)

---

### Determining occupations and reasons for economic inactivity

Free-text occupation information for all users of a billable CTP service who reported as being employed six months post-discharge was coded and presented in line with ONS' 'major' Standard Occupational Classification 2010 groupings.

Right Management supplied categorised information for all users of a billable CTP service who reported as being economically inactive six months post-discharge.

### Significance test

Percentages enabled comparisons to be made between various demographic characteristics. The z-test difference between two proportions was used to identify if there were significant differences between percentages from the various responses. The significance test was carried out at the 99% significant level meaning there should be less than 1% (1 in 100) chance that differences observed in the CTP Official Statistics weren't representative of the population as a whole. The significance test provided confidence to state that an observed difference between the percentages was a real difference, and did not occur due to chance. Upper and lower confidence intervals were also calculated from the z test.

Please see the Background Quality Report for further information on the statistical procedures applied.

### Redundancies

A UK Armed Forces redundancy scheme was introduced to achieve some of the reductions outlined in the 2010 Strategic Defence and Security Review (SDSR). There were four tranches of redundancy, and within each tranche there were applicants and non-applicants. For further details on the redundancy tranches, see the accompanying background quality report.

Due to high external interest in the employment outcomes for Service personnel made redundant during this time, all Service leavers within these redundancy cohorts were tracked by Right Management Ltd and their employment outcome was reviewed six-months after leaving Service. Tranche 4 non-applicants were the last cohort to leave Service. Their employment outcomes were updated in these statistics. Employment outcomes for all other redundancy cohorts have already been finalised. Therefore there will be no further employment outcome updates for redundancy cohorts.

The methodology for redundancies differs to that used for the overall employment outcomes. The estimated employment outcomes have been calculated using the sample data and the proportions have then applied to the overall redundancy population figure to estimate the number and proportion of personnel with a particular employment outcome. This aligns with the historic methodology used for the redundancy cohorts and allows comparisons across the four tranches.

## Glossary

---

ADAPT	Right Management's Administration System.
Applicants	Eligible personnel who have submitted a valid application for compulsory redundancy. Service personnel who actively chose to be made redundant and were subsequently selected for redundancy. Applicants were due to leave Service within six months of selection.
BAME	Black, Asian and Minority Ethnic service leavers.
Core Resettlement Programme (CRP)	A programme provided by CTP to provide support to Service leavers who have served at least six years.
Career Transition Partnership (CTP)	The CTP provides resettlement services, for example transition back into employment, for those leaving the Royal Navy, Royal Marines, Army and Royal Air Force. Regardless of time served, all members of the Armed Forces can benefit from CTP support when leaving Service.
CTP Future Horizons (FH)	A programme provided by CTP to provide employment support to Service leavers who had served less than four years or who had left for disciplinary reasons irrespective of the number of years served.
Early Service Leavers (ESL)	Early service leavers refer to personnel who served less than four years in the Armed Forces.
Economically Inactive	People not in full-time or part-time paid employment, but not actively looking for work, such as students, carers, retired, travelling, looking after family, unwell, and medically unfit for work.
Employed	People in full-time or part-time paid employment.
Employment Support Programme (ESP)	A programme provided by CTP to provide support to Service leavers who have served four or five years.
Gurkha	Recruited and employed in the British and Indian Armies under the terms of the 1947 Tri-Partite Agreement (TPA) on a broadly comparable basis. They remain Nepalese citizens but in all other respects are full members of HM Forces. Since 2008, Gurkhas are entitled to join the UK Regular Forces after 5 years of service and apply for British citizenship.
Inactive	Economically inactive - people not in full-time or part-time paid employment, but not actively looking for work, such as students, carers, retired, travelling, looking after family, unwell, and medically unfit for work.
Ministry of Defence (MOD)	The Ministry of Defence (MOD) is the United Kingdom government department responsible for the development and implementation of government Defence policy and is the headquarters of the British Armed Forces. The principle objective of the MOD is to defend the United Kingdom and its interests. The MOD also manages day to day running of the armed forces, contingency planning and Defence procurement.
Medical Discharge	Those who left service due to medical reasons.

## Glossary (cont.)

---

Non-applicants	Selected eligible personnel who were not applicants. Non-applicants were selected by the MOD and did not choose to be selected for redundancy. Non-applicants were due to leave Service within 12 months.
Non-UK BAME	Non-UK BAME refer to Black, Asian and Minority Ethnic foreign and commonwealth service leavers residing in the UK.
Officer	An officer is a member of the Armed Forces holding the Queen's Commission to lead and command elements of the forces. Officers form the middle and senior management of the Armed Forces. This includes ranks from Sub-Lt/2nd Lt/Pilot Officer up to Admiral of the Fleet/Field Marshal/Marshal of the Royal Air Force, but excludes Non-Commissioned Officers.
Other Ranks	Other ranks are members of the Royal Marines, Army and Royal Air Force who are not officers but Other Ranks include Non-Commissioned Officers.
Redundancy programme	Between September 2011 and June 2014 personnel were selected for redundancy.
Statistically Significant	Refers to a result of a statistical test in which there is evidence of a change in proportions between groups.
Statistical tests	Refers to those tests which are carried out to see if any evidence exists for a proportional difference in response between groups.
UK BAME	UK BAME refers to Black, Asian and Minority Ethnic Service leavers residing in the UK.
UK Regulars	Full time Service personnel, including Nursing Services, but excluding FTRS personnel, Gurkhas, Naval activated Reservists, mobilised Reservists, Military Provost Guarding Service (MPGS) and Non Regular Permanent Service (NRPS). Unless otherwise stated, includes trained and untrained personnel.
Unemployed	People not in full-time or part-time paid employment, but were actively seeking employment.
z-test	Statistical test based on a standardised distribution which allows comparison between populations/groups of different sizes.

## **Further information**

---

### **Symbols**

- ~ Figure has been suppressed in line with JSP 200.
- r Revised

### **Disclosure Control**

Figures are presented unrounded. In line with JSP 200 (April 2016), the suppression methodology has been applied to ensure individuals are not inadvertently identified dependent on the risk of disclosure. Numbers fewer than three have been suppressed and presented as ‘~’. Where there was only one cell in a row or column that was fewer than three, the next smallest number has also been suppressed so that numbers cannot simply be derived from totals.

### **Revisions**

During the production of the 2016/17 statistics, two errors were identified:

- 1) Within the flow diagram summarising employment outcomes for Tranche 4 redundancies. Exploration of the methodology behind the compilation of these figures determined manual error. This error has now been resolved and ‘Flow 4: Tranche 4 UK Regular Service Personnel who used a billable CTP service, Employment Outcomes’ in the redundancy flow tab in the accompanying Excel tables now presents revised figures.
- 2) The 2015/16 numbers within Table 2 of the accompanying Excel tables which provides quarterly numbers of Service leavers who used a billable CTP Service, by employment outcome (employed, unemployed, economically inactive). The methodology used to compile these statistics excluded a specific cohort of Service leavers from analysis. However, 37 Service leavers from within this cohort had not been excluded from Table 2, and therefore figures did not align with numbers presented in other tables. These individuals have now been removed from Table 2.

Additionally, three of the figures presented in Table 2 were incorrect. This was a result of manual error, as the wrong figures had been pulled through from the underlying pivot tables. The correct figures have now been pulled through into Table 2.

All revisions have been marked with an ‘r’. The revisions have not impacted on the percentage of CTP users estimated to be employed, unemployed or economically inactive. Therefore, the impact of these revisions is minimal.

There are no planned revisions of this bulletin. Amendments to figures may be identified in future analysis. To ensure continuity and consistency, figures will only be adjusted during the year where it is likely to substantially affect interpretation and use of the figures, otherwise required corrections will be released in future bulletins along with reasons for the corrections.

- i. Where number of figures updated in a table is small, figures will be updated and those which have been revised will be identified with the symbol “r”. An explanation for the revision will be given in the footnotes to the table.
- ii. Where the number of figures updated in a table is substantial, the revisions to the table, together with the reason for the revisions will be identified in the commentary at the beginning of the relevant chapter / section, and in the commentary above the affected tables. Revisions will not be identified by the symbol “r” since where there are a large number of revisions in a table this could make them more difficult to read.

## **Further information (cont.)**

---

### **Contact Us**

Defence Statistics welcome feedback on our statistical products. If you have any comments or questions about this publication or about our statistics in general, you can contact us as follows:

Defence Statistics (Health) Tel: 030 6798 4423

Email: [DefStrat-Stat-Health-PQ-FOI@mod.gov.uk](mailto:DefStrat-Stat-Health-PQ-FOI@mod.gov.uk)

If you require information which is not available within this or other available publications, you may wish to submit a Request for Information under the Freedom of Information Act 2000 to the Ministry of Defence. For more information, see:

<https://www.gov.uk/make-a-freedom-of-information-request/the-freedom-of-information-act>

### **Other contact points within Defence Statistics are:**

Defence Expenditure Analysis	030 6793 4531	<a href="mailto:DefStrat-Econ-ESES-PQFOI@mod.gov.uk">DefStrat-Econ-ESES-PQFOI@mod.gov.uk</a>
Price Indices	030 6793 2100	<a href="mailto:DefStrat-Econ-ESES-PI-Hd@mod.uk">DefStrat-Econ-ESES-PI-Hd@mod.uk</a>
Naval Service Manpower	023 9254 7426	<a href="mailto:DefStrat-Stat-Navy@mod.uk">DefStrat-Stat-Navy@mod.uk</a>
Army Manpower	01264 886175	<a href="mailto:DefStrat-Stat-Army-Enquiries@mod.uk">DefStrat-Stat-Army-Enquiries@mod.uk</a>
RAF Manpower	01494 496822	<a href="mailto:defstrat-stat-air@mod.gov.uk">defstrat-stat-air@mod.gov.uk</a>
Tri-Service Manpower	020 7807 8896	<a href="mailto:DefStrat-Stat-Tri-Enquiries@mod.gov.uk">DefStrat-Stat-Tri-Enquiries@mod.gov.uk</a>
Civilian Manpower	020 7218 1359	<a href="mailto:DefStrat-Stat-CivEnquiries@mod.gov.uk">DefStrat-Stat-CivEnquiries@mod.gov.uk</a>
Health Information	030 6798 4423	<a href="mailto:defstrat-stat-health-pq-foi@mod.gov.uk">defstrat-stat-health-pq-foi@mod.gov.uk</a>

### **If you wish to correspond by mail, our postal address is:**

Defence Statistics (Health)  
Ministry of Defence, Abbey Wood (North)  
#6028, Oak, 0, West  
Bristol  
BS34 8JH

For general MOD enquiries, please call: 020 7218 9000

For Press Office, please call: 020 721 83253