



Ministry
of Defence

Career Transition Partnership annual statistics: UK Regular Service Personnel Employment Outcomes 2011/12 to 2015/16

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This bulletin provides summary statistics on the estimated employment outcomes for UK regular and Gurkha Service personnel who left the UK Armed Forces between 1st April 2015 and the 31st March 2016 who went on to use the billable 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; employment occupations and; estimated employment outcomes for the Tranche Redundancy Programmes. From the 1 October 2015 the methodology used to estimate employment outcomes was improved through the inclusion of Service leavers who use CTP Future Horizons and the increase in the sample size.

NOTE: During the production of the 2016/17 bulletin, manual errors in the 2015/16 bulletin were identified. Errors affected Table 2, and Tranche 4 employment outcomes presented in Tables 6, 6e and Flow 4 in the accompanying Excel tables. Revised Table 2 figures have been published in the 2015/16 Excel tables. Revised Tranche 4 figures, to include updated employment information as at 1 November 2017, have been published in the 2016/17 Excel tables: <https://www.gov.uk/government/collections/career-transition-partnership-ex-service-personnel-employment-outcomes-statistics-index>

Key Points

- Of the Service personnel who left the UK Armed Forces in 2015/16 and used billable CTP services, 80%^P were employed; 11%^P were unemployed and 10%^P were economically inactive, up to six months after leaving Service.
- The estimated employment rate for 2015/16 Service leavers who used billable CTP services (80%^P) was significantly lower than previously reported estimates (85% reported as employed in 2014/15). There are two factors which are likely to explain the change in employment rate (1) the increase in sampling from 1 in 5 leavers to 4 out of 5 leavers; and (2) the inclusion of all CTP users, specifically CTP Future Horizons (those who have less than four years length of Service). The trends in employment rate will continue to be monitored.
- However it is important to note that the 2015/16 estimated employment rate for Service leavers of 80%^P was still higher than the UK employment rate of 74%.
- Army personnel, females, BAME personnel (in particular Non-UK BAME (foreign and commonwealth residing in the UK)) and those who medically discharged were significantly more likely to have lower estimated employment rates. Females were more likely to be economically inactive.
- For those in employment up to six months after leaving service 23%^P were employed in skilled trade occupations (for example electrical trades) compared to 11% in the UK population.

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

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This Statistical bulletin and supplementary Excel tables can be found at:

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

Introduction

1. These statistics have been provided in response to interest in employment outcomes for UK Service personnel from UK Armed Forces charities, Other Government Departments including the Department for Work and Pensions and the Ministry of Defence. They can be used to inform effectiveness of the Career Transition Partnership resettlement services. They will also be used for monitoring of the UK Armed Forces Covenant, a component of the UK Armed Forces Act, which states that Service personnel should not be disadvantaged in terms of health or welfare.
2. The Career Transition Partnership (CTP) is an agreement between a contractor (Right Management, Limited 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). CTP exists to support Service leavers in their transition from the military to civilian life/employment.
3. Personnel who were serving as UK Regulars, including Gurkhas, have been included. Personnel who died 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.
4. There have been two fundamental changes since the release of the last CTP Official Statistic report that impact on the methodology used to estimate employment outcome. Since the 1 October 2015;
 - Service leavers eligible for the CTP Future Horizons (FH) have been reported on alongside the two programmes which have previously been reported on (Employment Support Programme and Core Resettlement Programme).
 - The contractor, Right Management, has tried to ascertain the employment outcomes for all CTP users. Prior to this date only a 20% sample of those who used CTP were contacted. Further details on the more comprehensive dataset can be found in the background quality report.

Therefore estimated employment outcomes for 2015/16 Service leavers were compiled using two methodologies.

5. CTP support is available to eligible personnel two years before leaving the Armed Forces, through to two years after. The type of employment support offered is dependent on a combination of the length of time served in the Armed Forces and the reason for leaving.
6. All regular and Gurkha personnel are eligible for the Career Transition Partnership resettlement provision including those medically discharged, or leaving the Armed Forces due to redundancy. Personnel with less than 4 years' Service (Early Service Leavers (ESLs)) receive support through the CTP Future Horizons (FH), formerly the Future Horizons Programme (FHP). Personnel with between four and five years' Service receive support through the Employment Support Programme (ESP). Personnel with at least six years' Service receive support through an enhanced service – the Core Resettlement Programme (CRP) (formerly Full Resettlement Programme (FRP)). Personnel who left the Armed Forces for disciplinary reasons or are deemed unsuitable receive support through CTP Future Horizons irrespective of the number of years of Service.

Introduction (cont.)

7. Service leavers identified within this Official Statistic as those that used CTP services are those that used billable services under the FH, ESP or CRP, as detailed below. Service leavers that have used non-billable services, such as attending career fairs, are not included and are reported within **Figure 1** as 'Did Not Use billable CTP services'.
8. Under the FH MOD is billed for all personnel who opt-in and receive either a 1:1 interview or are initially contacted by the CTP and receive a response from the individual. Resettlement support is provisioned through the FH, offering bespoke 'behind the wire' 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.
9. Under the ESP and the CRP MOD is billed when personnel use specific services. The types of benefits available to Service leavers 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. Employment support is available to Service leavers for the remainder of their working lives from the Regular Forces Employment Association (RFEA) and Officer's Association (OA), charities which are embedded within MOD's resettlement framework. It should be noted that training, travel warrants, resettlement leave and allowances are not given in respect of the ESP.

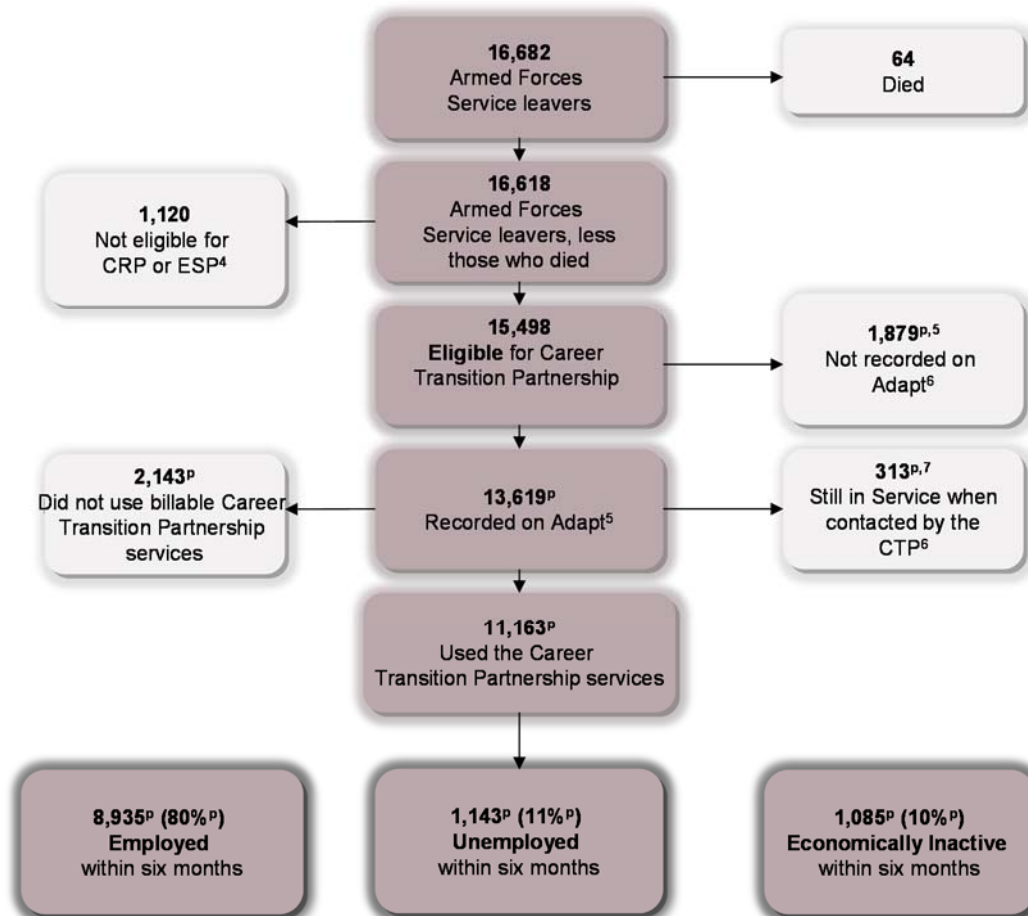
Results: Top level estimated employment outcomes

10. This section presents a summary of the overall estimated employment outcomes of UK Regular Service personnel who left Service in 2015/16 and used CTP services within six months of leaving service. Further analysis includes employment trends over time and reported occupations of employed service leavers who used CTP services within six months of leaving service. All underlying summary data for this report can be found in the accompanying Excel tables.

11. **Figure 1** presents the estimated employment outcomes for Service leavers in 2015/16. Flow diagrams for 2011/12 to 2014/15 can be found in the accompanying Excel tables.

Figure 1: UK Regular Service Personnel¹ who used CTP services, Estimated Employment Outcomes², number, percentage³

1 April 2015 to 31 March 2016



Data sources: JPA and Right Management

1. Outflow from the UK Regular Forces including Gurkhas but excludes Full Time Reserve Service personnel and mobilised reservists. Outflows include personnel leaving the Services and deaths.

2. Estimated employment outcome within six months of leaving Service.

3. The percentages for employment outcomes cannot be summed together, as the unemployment figures were calculated on a different population to the employment and economically inactive figures. See Methodology for further details.

4. Between 1 April 2015 and 30 September 2015 only those eligible for either the Core Resettlement Programme (CRP) or the Employment Support Programme (ESP) were reported on. See background quality report for further information.

5. Adapt is Right Management's administrative database

6. Eligible personnel whose records were not passed to CTP, or Service number could not be matched to ADAPT.

7. 'Excluded' personnel did not leave on estimated discharge date passed to Right Management and therefore still in Service at six-month point when contacted.

p. Estimated occupation outcomes for 2015/16 are provisional (see Revisions section).

Results: Top level estimated employment outcomes (cont.)

12. There are three CTP programmes, each offering different levels of support. The level of CTP employment support that Service leavers were eligible to receive was dependent upon a combination of the length of time served in the Armed Forces, the date they left service and the reason for leaving. Further details on programme eligibility can be found in the Introduction.

13. Of all personnel who used CTP and left service in 2015/16;

- 76%^p used the Core Resettlement Programme (CRP)
- 12%^p used the Employment Support Programme (ESP)
- 13%^p used the CTP Future Horizons (FH). (Of these, 9%^p were ESLs and 4%^p had served more than four years' Service but left the UK Armed Forces on disciplinary reasons or were deemed unsuitable for Service).

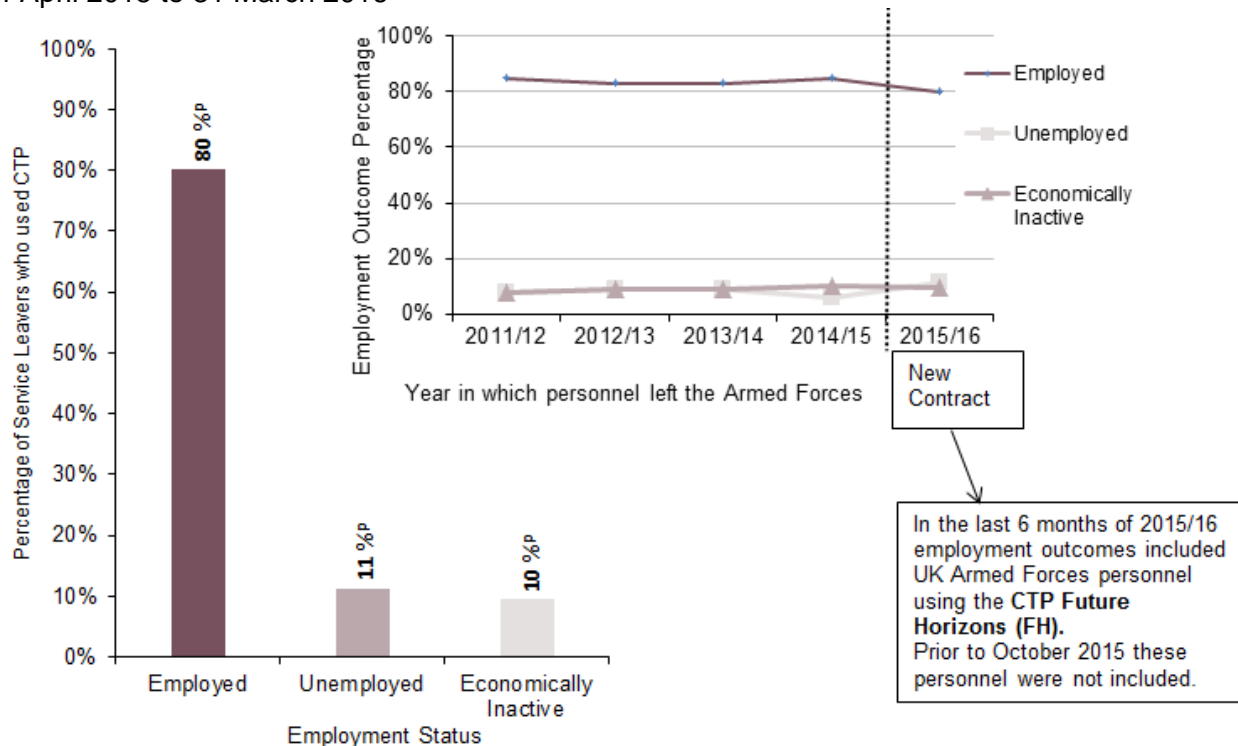
Please note: The percentage of CTP users who used the FH includes only those that left service in the last six months of 2015/16 (from 1st October 2015 to 31st March 2016).

14. In 2015/16 a total of 11,163^p UK Regular Service personnel who left Service used CTP Services. Of these, an estimated 8,935^p (80%^p) were employed within six months of leaving service, 1,143^p (11%^p) were unemployed¹, and 1,085^p (10%^p) were economically inactive (**Figure 2**).

¹ Unemployment rate is calculated differently to the employment and economically inactive rates, as detailed in the Methodology. Therefore employment outcomes cannot be summed to 100.

Results: Top level estimated employment outcomes (cont.)

Figure 2: Estimated employment outcomes¹, for UK Regular Service leavers² who used CTP services, by financial year, numbers and percentages^{3,4p} 1 April 2015 to 31 March 2016⁵



Data sources: JPA and Right Management.

1. Estimated employment outcome within six months of leaving Service.
 2. Outflow from the UK Regular Forces including Gurkhas but excludes Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services, deaths, or flow to long term absentee.
 3. The percentages for employment outcomes cannot be summed together, as the unemployment figures were calculated on a different population to the employment and economically inactive figures. See Methodology Section for further details.
 4. A z-test of proportions at 95% confidence level was used to determine whether proportions were significantly different.
 5. Break in time series. FH users who left service on or after 1st October 2015 are included in the employment outcome analysis. Employment outcomes of FH users who left service prior to 1st October 2015 are not included.
 - p. Estimated employment outcomes for 2015/16 are provisional. See Revisions sections for further details.
15. Between 2011/12 and 2014/15 rates of employment (83% to 85%) and unemployment (6% to 9%) were seen to be stable. In contrast, the estimated employment rate for Service leavers six months after leaving Service, significantly decreased in 2015/16 (80%^p) when compared to the previous financial year (85%). This was reflected in a significant increase in unemployment rates in 2015/16 (11%^p) when compared to the previous financial year (6%) (**Figure 2**).
16. From the 1 October 2015 the methodology used to estimate employment outcomes was improved through the inclusion of Service users who used FH and the increasing of the sample size. During the first half of 2015/16 the estimated employment rate was comparable to that seen in 2014/15 (85%^p). In comparison, following the introduction of the improved methodology, the estimated employment rate for the second half of 2015/16 dropped by six percentage points to 79%^p

Results: Top level estimated employment outcomes (cont.)

17. The decrease was likely to be due to the improvement in methodology but it's not possible to quantify the total impact of the changes on the employment estimates however;

- Analysis has shown that the inclusion of Service leavers who used FH from the 1 October 2015 resulted in the employment estimate reducing by approximately 1%.
- The 18% sample was representative of all demographic groups apart from personnel who medically discharged and Army personnel. When the underrepresentation was taken into account, there was no change in the employment estimates.
- The increase in the sample size used to estimate the employment outcomes, from 18% to 81% of all CTP users², would have improved the accuracy of the estimate.

Defence Statistics will continue to monitor the trend.

18. Despite being significantly lower than in 2014/15, the estimated employment rate of 80%^p among Service leavers in 2015/16 remained higher than that of the UK population (74%)³ during the same period. However caution must be taken when making comparisons. Employment rates for Service leavers were estimated six months after they had left Service, whilst the employed UK population will have included those that sought employment for longer than six months. In addition there were demographic differences between Service leavers and the UK population, for example 90% of Service leavers in 2015/16 were male⁴, compared with 49% of the UK population⁵. 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.

² Not all service leavers would have been contactable (non-response). Contacting 20% of 2014/15 Service leavers who used CTP resulted in the employment outcomes being estimated from 18% of all CTP users. In comparison contacting all CTP users who left from 1 Oct 2015 resulted in employment outcomes being estimated from 81% of all CTP users.

³<http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes>

⁴https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/402633/quarterly_personnel_report_jan15.pdf

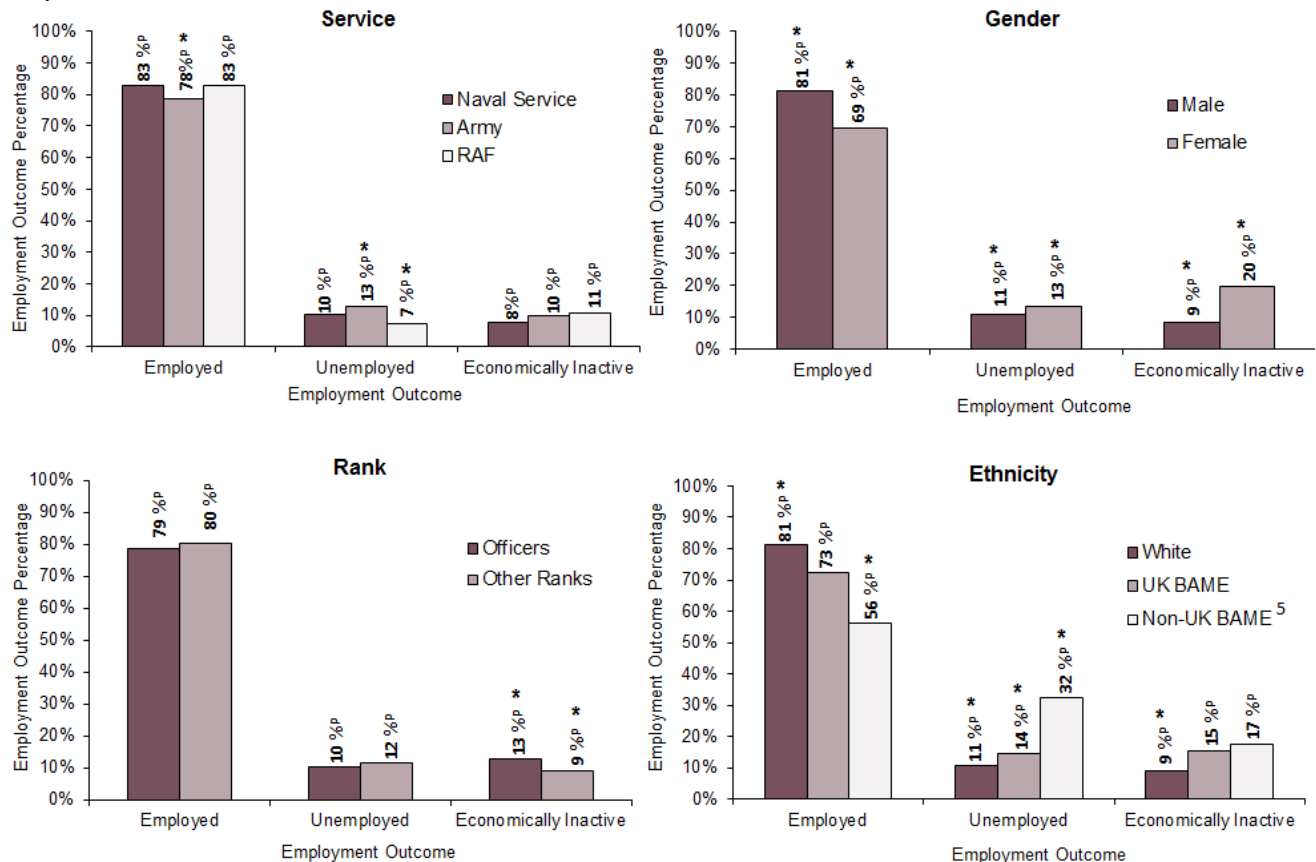
⁵<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/articles/overviewoftheukpopulation/february2016>

Results: Estimated employment outcomes by demographic groups

19. This section looks at estimated employment outcomes of UK Regular Service personnel who used CTP six months after leaving in 2015/16 by the following demographic groups; service, gender, ethnicity and rank, and age at exit. In addition the following criteria were analysed to determine any differences in employment outcomes: length of service, the CTP employment programme used, and whether personnel were medically discharged from service. All underlying summary data for this section can be found in the accompanying Excel tables.

Figure 3: Estimated employment outcomes¹, for UK Regular Service leavers² who used CTP services, by Service, Gender, Rank and Ethnicity, percentages^{3,p}

1 April 2015 to 31 March 2016⁴



Data sources: JPA and Right Management.

1. Estimated employment outcome within six months of leaving Service.
 2. Outflow from the UK Regular Forces including Gurkhas but excludes Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services, deaths, or flow to long term absentee.
 3. The percentages for employment outcomes cannot be summed together, as the unemployment figures were calculated on a different population to the employment and economically inactive figures. See Methodology Section for further details.
 4. FH users who left service on or after 1st October 2015 are included in the employment outcome analysis. Employment outcomes of FH users who left service prior to 1st October 2015 are not included.
 5. Non-UK BAME refer to foreign and commonwealth service leavers residing in the UK
- p. Estimated employment outcomes for 2015/16 are provisional. See Revisions sections for further details.
- * Significantly differs when compared to all service leavers in 2015/16. A z-test of proportions at 95% confidence level was used to determine whether proportions were significantly different.

20. **Figure 3** shows the estimated employment outcomes at six-month post exit for Service leavers in 2015/16 were different across most of the demographic groups.

Results: Estimated employment outcomes by demographic groups (cont.)

21. Army Service leavers had a significantly lower employment rate (78%^p) compared with the Naval Service and RAF (both 83%^p) (**Figure 3**). The estimated unemployment rate was significantly higher for Army Service leavers (13%^p), and significantly lower for the RAF (7%^p).
22. Female Service leavers had a significantly lower estimated employment rate (69%^p) than males Service leavers (81%^p) (**Figure 3**). This was likely to be due to the significantly higher proportion of economically inactive female service leavers. The employment rate among female service leavers was the same as that of the female UK population (69%) with the employment rate among male Service leavers two^p percentage points higher than that of the UK population (79%)⁶.
23. The estimated employment and unemployment rates for officers and other ranks were comparable (79%^p and 10%^p, compared with 80%^p and 12%^p respectively) (**Figure 3**).
24. The estimated employment rate was significantly higher among white service leavers (81%^p) than BAME service leavers (65%^p). This was mainly due to the significantly lower estimated employment rate seen amongst Non-UK BAME⁷ service leavers (56%^p) (**Figure 3**).
25. Non-UK BAME service leavers were also estimated as significantly more likely to be unemployed (32%^p) than white service leavers (11%^p) and UK BAME (14%^p) (**Figure 3**).
26. CTP do not disadvantage service users looking for work abroad and make several attempts in various ways to contact service leavers. It was not always possible to ascertain in which country the service leaver resided. However, Non-UK BAME service leavers may be more likely to return to their country of nationality. Moving abroad once leaving service may be time consuming and therefore it may take longer to find employment.

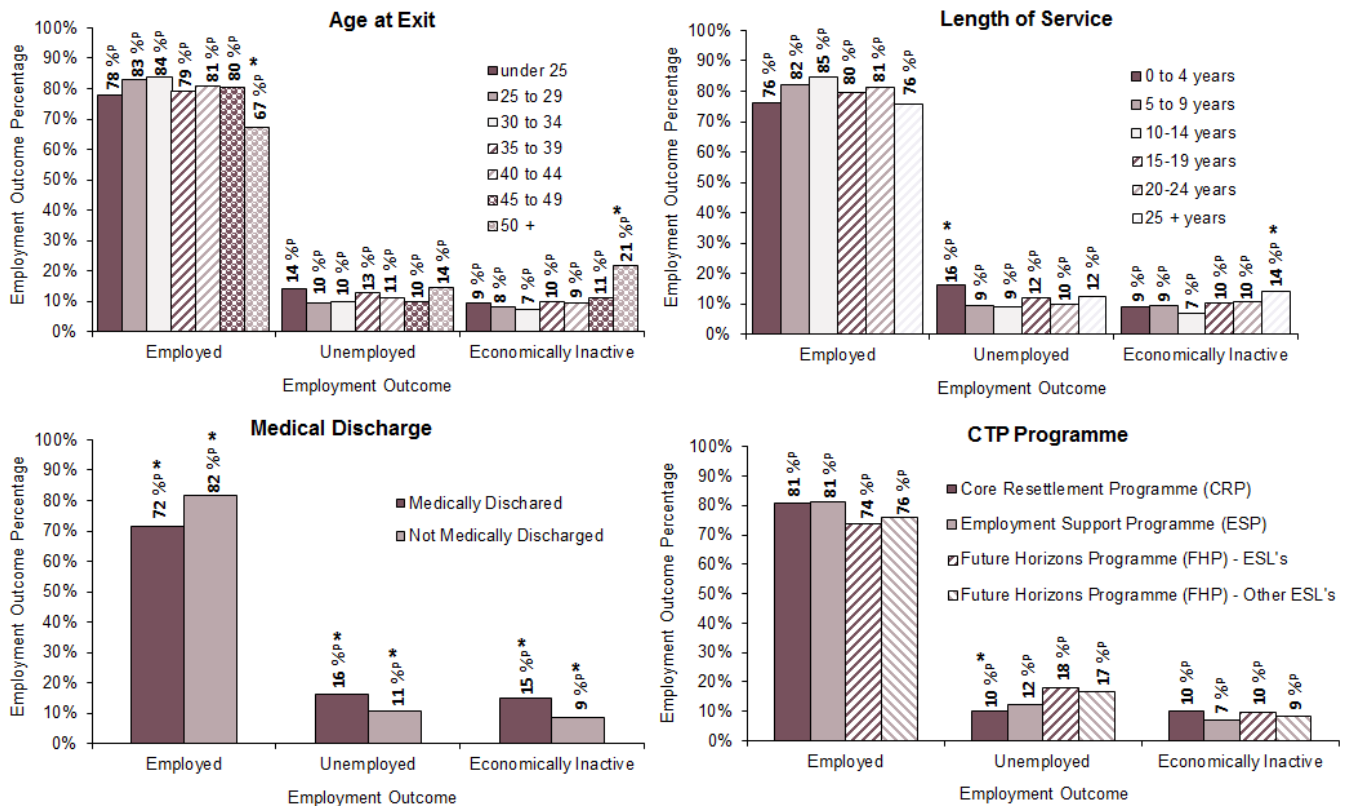
⁶ <http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes>

⁷ BAME service leavers of non-UK nationality.

Results: Estimated employment outcomes by demographic groups (cont.)

Figure 4: Estimated employment outcomes¹, for UK Regular Service leavers² who used CTP services, by Age, Length of Service, CTP Programme used and medical discharge status, percentages^{3,p}

1 April 2015 to 31 March 2016⁴



Data sources: JPA and Right Management.

- Estimated employment outcome within six months of leaving Service.
 - Outflow from the UK Regular Forces including Gurkhas but excludes Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services, deaths, or flow to long term absentee.
 - The percentages for employment outcomes cannot be summed together, as the unemployment figures were calculated on a different population to the employment and economically inactive figures. See Methodology Section for further details.
 - FH users who left service on or after 1st October 2015 are included in the employment outcomes analysis. Employment outcomes of FH users who left service prior to 1st October 2015 are not included.
- p. Estimated employment outcomes for 2015/16 are provisional. See Revisions sections for further details.
- * Significantly differs when compared to all service leavers in 2015/16. A z-test of proportions at 95% confidence level was used to determine whether proportions were significantly different.

27. With the exception of those aged 50 and over, employment rates among all age groups were comparable (**Figure 4**). Of all personnel who used CTP and left the services in 2015/16, those who were at least 50 years of age were significantly least likely to be employed (67%^p), which was driven by the significantly higher rate of economic inactivity among this age group largely due to retirement.

28. The type of service offered by CTP was primarily dependent of the number of years personnel have been in service (see Introduction). There were no significant differences between estimated employment rates by length of service or CTP Programme used (**Figure 4**).

Results: Estimated employment outcomes by demographic groups (cont.)

29. The estimated unemployment rate was significantly higher among those who had been in service for less than four years (16%^p). Those serving less than four years were only entitled to support on the FH which was also shown to have resulted in higher estimated unemployment rates (and thus lower estimated employment rates) (**Figure 4**). Conversely, the estimated employment rate for those who received support through the CRP were significantly least likely to be unemployed (10%^p).
30. Employment and unemployment rates among service leavers who served for at least four years remained consistent across all length of service groups (**Figure 4**).
31. Those who had served 25 years or more were significantly more likely to be economically inactive (14%), which was driven primarily by retirement (See Economic inactivity section).
32. An estimated 15%^p of personnel leaving service in 2015/16 and went onto use CTP service were medically discharged from service. This was comparable with the proportion of service leavers medically discharged in 2014/15 (16%)⁸.
33. It was estimated that 72%^p of personnel who were medically discharged in 2015/16 and went on to use CTP services were employed within six months of leaving service, which was significantly lower than an estimated 82%^p of service leavers who were not medically discharged (**Figure 4**). The lower unemployment was partly driven by the higher percentage who are economically inactive, which was not surprising given a higher percentage of medically discharged personnel are unable to work due to medical reasons. However, those who medically discharged also had a significantly higher rate of unemployment (16%^p) than service leavers who were not medically discharged (11%^p).
34. It should be noted that employment outcome may not be the appropriate outcome measure for personnel who are medically discharged.
35. It should be noted that the decrease in the estimated employment rate seen between 2014/15 and 2015/16 was seen for all groups within service, gender, rank, ethnicity, age at exit, length of service and CTP programme apart from RAF (no percentage point difference) and those who medically discharged (one percentage point lower).

⁸ <https://www.gov.uk/government/statistics/career-transition-partnership-ex-service-personnel-employment-outcomes-financial-year-201415>

Results: Estimated Occupations

36. This section looks at the estimated reported occupations and sub-group occupations of employed UK Regular Service personnel who left Service in 2015/16 and used CTP services at six months post leaving service. All underlying summary data for this section can be found in the accompanying Excel tables.

37. **Table 1** presents occupation sectors for personnel who left the UK Armed Forces in 2015/16 and comparisons with the UK population, taken from the Labour Force Survey (LFS)⁹. When drawing comparisons it's important to note the UK estimates have not been adjusted to reflect the age and gender spread seen in the UK Armed Forces population.

Table 1: Estimated Occupation Sector Outcomes¹ comparisons of UK Regular Service Personnel² who used CTP services and the UK Population, percentages^{3,p}

1 April 2015 to 31 March 2016⁴

OCCUPATION		OCCUPATION	
Service Leavers		UK Population	
%		%	
8	Managers, Directors and Senior Officials	10	
84	Corporate Managers and Directors	68	
16	Other Managers and Proprietors	32	
12	Professional Occupations	20	
41	Science, Research, Engineering and Technology Professionals	28	
11	Health Professionals	22	
8	Teaching and Educational	26	
40	Business, Media and Public Service Professionals	24	
18	Associate Professional and Technical Occupations	14	
19	Science, Engineering and Technology Associate Professionals	11	
4	Health and Social Care Associate Professionals	10	
11	Protective Service Occupations	8	
11	Culture, Media and Sports Occupations	18	
56	Business and Public Service Associate Professionals	52	
4	Administrative and Secretarial Occupations	11	
87	Administrative Occupations	78	
13	Secretarial and Related Occupations	22	
23	Skilled Trade Occupations	11	
6	Skilled Agricultural and Related Trades	11	
61	Skilled Metal, Electrical and Electronic Trades	36	
26	Skilled Construction and Building Trades	33	
7	Textiles, Printing and Other Skilled Trades	21	
4	Caring, Leisure and other Service Occupations	9	
76	Caring Personal Service Occupations	78	
24	Leisure, Travel and Related Personal Service Occupations	22	
5	Sales and Customer Service Occupations	8	
59	Sales Occupations	76	
41	Customer Service Occupations	24	
15	Process, Plant and machine Operatives	6	
27	Process, Plant and Machine Operatives	44	
73	Transport and Mobile Machine Drivers and Operatives	56	
11	Elementary Occupations	11	
29	Elementary Trades and Related Occupations	15	
71	Elementary administration and Service Occupations	85	

Data sources: LFS, JPA and Right Management.

1. Estimated employment outcome within six months of leaving Service classified using the Standard Occupational Classification.
2. Outflow from the UK Regular Forces including Gurkhas but excludes Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services, deaths, or flow to long term absentee.
3. Sub occupation groups are presented as a proportion of the major occupational group to which they belong
4. FH users who left service on or after 1st October 2015 are included in the social occupation analysis. Social Occupation outcomes of FH users who left service prior to 1st October 2015 are not included.
- p. Estimated Occupation Sector Outcomes for 2015/16 service leavers are provisional. See Revisions sections for further details.

⁹ <http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes>

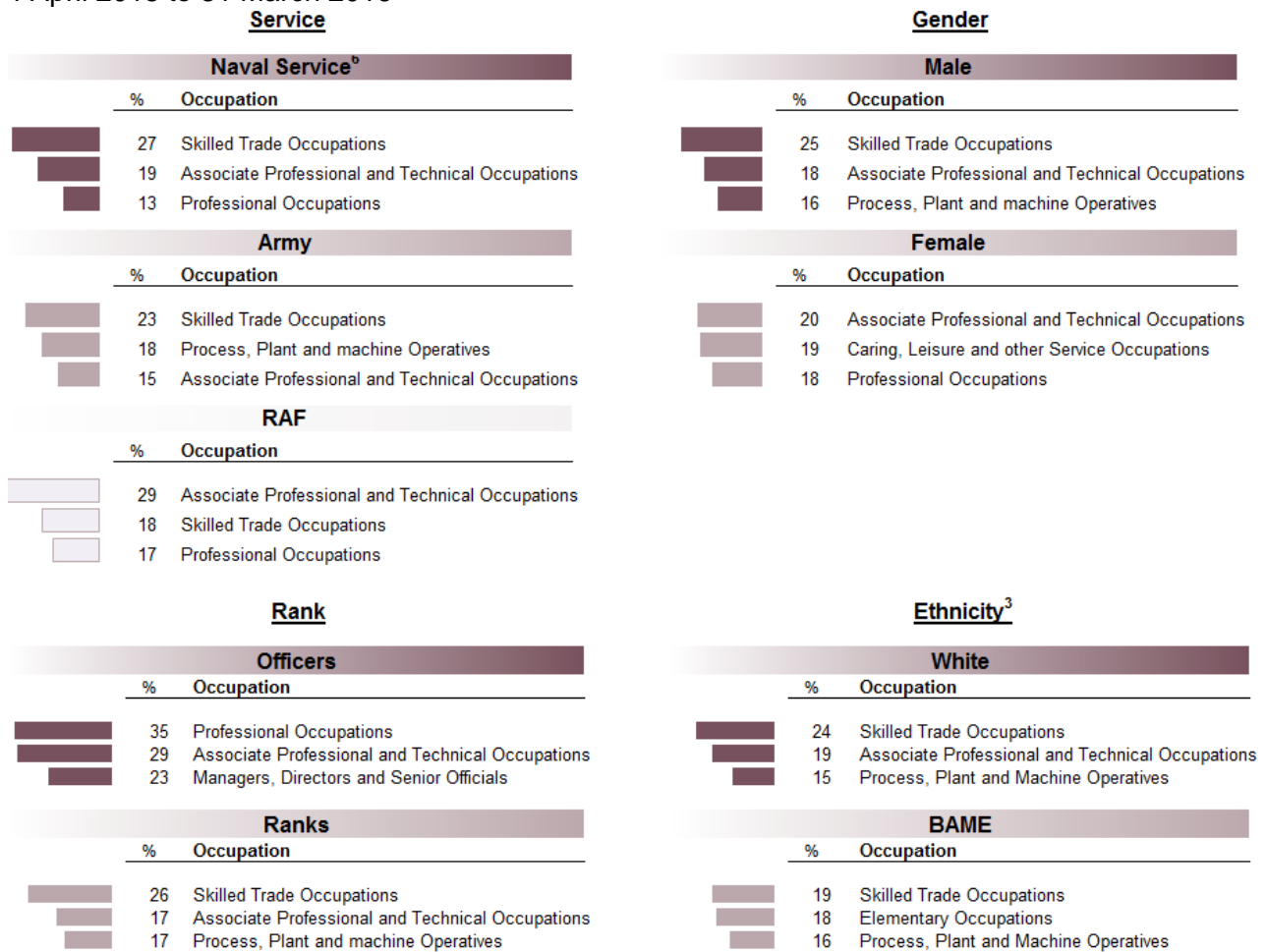
Results: Estimated Occupations (cont.)

38. Service leavers who used the CTP services were estimated to be most likely to be employed in 'Skilled Trade Occupations', 'Associate Professional and Technical Occupations' and 'Process, Plant and Machine Operatives'.
39. A higher proportion of Service leavers enter into 'Skilled Trade Occupations' (23%^p), 'Associate Professional and Technical Occupations' (18%^p) and 'Process, Plant and Machine Operatives' (15%^p) compared to the UK population (11%, 14%, 6% respectively).
40. Service leavers were least likely to be employed in 'Caring, Leisure and Other Service Occupations' (4%^p) and 'Administrative and Secretarial Occupations' (4%^p).
41. The differences in occupation sector, when compared to the UK, may be attributed to the disparity in age and gender. Service leavers are generally older and predominantly male which may impact on the occupations they are employed within.

Results: Estimated Occupations (cont.)

Figure 5: Top Three estimated Occupation and Industry Outcomes¹, for UK Regular Service leavers², by Service, Gender, Rank and Ethnicity³, percentages^{4,p}

1 April 2015 to 31 March 2016⁵



Data sources: JPA and Right Management.

1. Estimated employment outcome within six months of leaving Service classified using the Standard Occupational Classification.
2. Outflow from the UK Regular Forces including Gurkhas but excludes Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services, deaths, or flow to long term absentee.
3. The percentages for employment outcomes cannot be summed together, as the unemployment figures were calculated on a different population to the employment and economically inactive figures. See Methodology Section in the main Statistical Bulletin for further details.
4. FH users who left service on or after 1st October 2015 are included in the employment outcomes analysis. Employment outcomes of FH users who left service prior to 1st October 2015 are not included.
5. Naval Service includes Royal Navy and Royal Marines.
- p. Estimated Occupation Sector Outcomes for 2015/16 service leavers are provisional. See Revisions sections for further details.

42. The top three major occupation groups across CTP users who were employed six months after leaving the service were 'Skilled Trade Occupations', 'Associate Professional and Technical Occupations' and 'Process, Plant and Machine Operatives'. This was consistent across a number of the demographic groups: Army; males; Ranks and; BAME (**Figure 5**).

Results: Estimated Occupations (cont.)

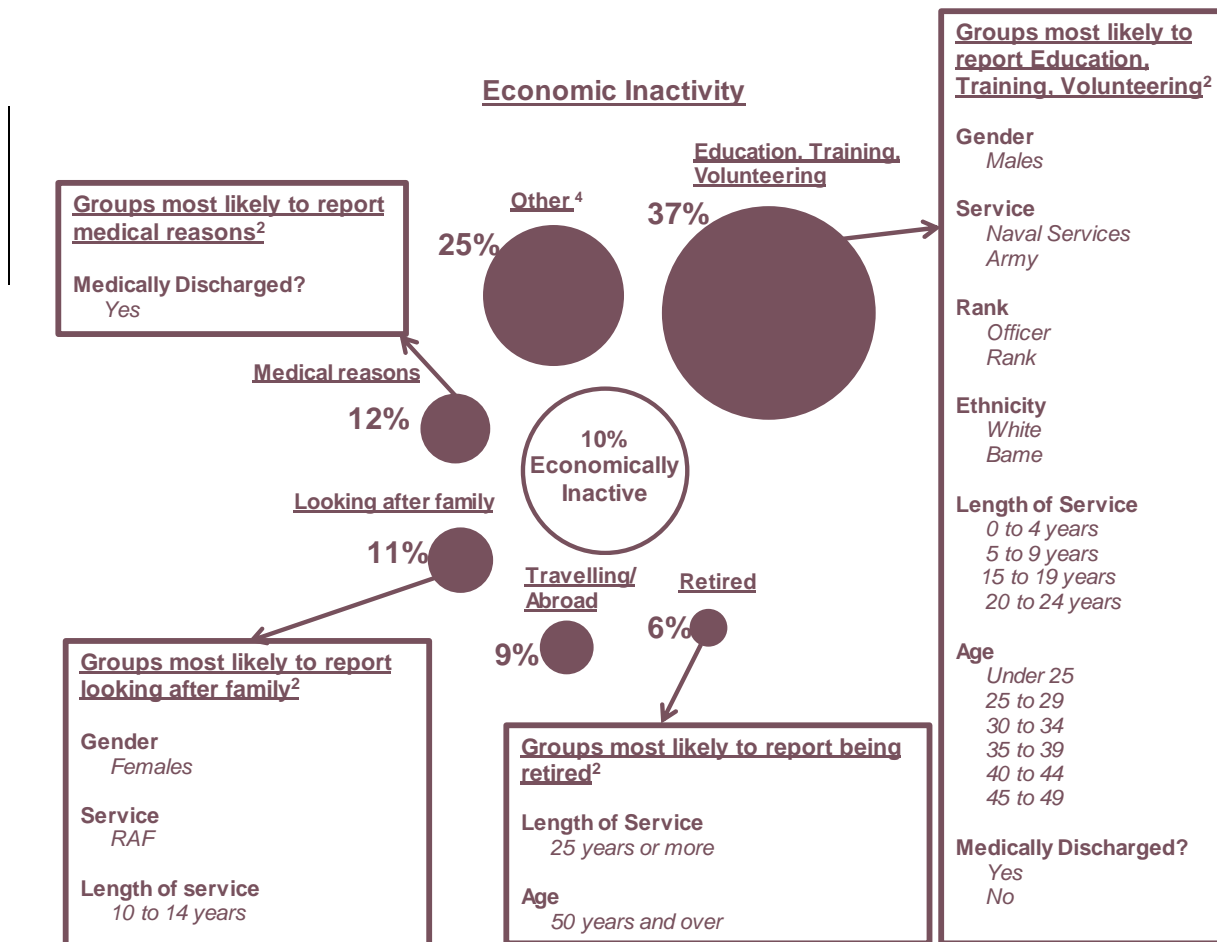
43. The differences seen in the top three major occupation groups across some of the other demographic groups may be partially due to the roles they performed with the services. 'Professional occupations were in the top three for RAF and Navy personnel; and for Officers. In addition Officers were also more likely to be in 'Manager, Directors and Senior Officials' occupations (**Figure 5**).
44. Further information on occupational outcomes with additional detail on occupational sub groups can be found in the accompanying Excel tables.

Results: Economic Inactivity

45. Of the 11,163 Service leavers in 2015/16 that used CTP services, 10%^p were estimated to be economically inactive, i.e. not in employment but not actively looking for work. This section presents a summary of the reported reasons for economic inactivity amongst Service leavers.

Figure 6: Reported reasons for economic inactivity¹ amongst UK Regular Service leavers² who used CTP Services, by demographic groups, percentages^p

1 April 2015 to 31 March 2016³



Data source: Right Management

1. Estimated employment outcome within six months of leaving Service.
2. Outflow from the UK Regular Forces including Gurkhas but excludes Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services, deaths, or flow to long term absentee.
3. FH users who left service on or after 1st October 2015 are included in the economic inactivity reasons analysis. Employment outcomes of FH users who left service prior to 1st October 2015 are not included.
4. 'Other' includes those where no reason was given or not enough information was provided to categorise the response
- p. Estimated Occupation Sector Outcomes for 2015/16 service leavers are provisional. See Revisions sections for further details.

46. 'Education, training and volunteering' was estimated to be the most likely reason for economic inactivity (37%^p) among most demographic groups of those who left service in 2015/16 and used CTP (Figure 5). 'Retirement' was estimated to be the least likely reason (6%^p) (Figure 6). For further information on reasons for economic inactivity refer to the accompanying Excel tables.

Results: Economic Inactivity (cont.)

47. 36%^p of female personnel who left service in 2015/16 reported that they were looking after family compared to 6%^p of male service leavers. This is unsurprising as females have been documented as being more likely to be economically inactive due to family commitments than males¹⁰.
48. Economically inactive RAF Service leavers and those who served for 10 to 14 years were also estimated to be most likely to report that they were 'looking after family' (20%^p and 32%^p respectively). This may be explained by the higher representation of females within these two groups compared to the other two services and the other length of Service groups.
49. Almost one quarter (23%^p) of Service leavers who had served 25 years or more were estimated to be most likely to be economically inactive due to retirement. This is unsurprising as personnel serving a longer length of service were likely to be older, and economically inactive Service leavers aged 50 or older were also most likely to report retirement (31%) than any other reason.

¹⁰ <http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes>

Results: Redundancy Estimated Employment Outcomes

50. Between September 2011 and June 2014 the Ministry of Defence (MOD) ran a redundancy programme resulting in 10,969 being selected for redundancy. The redundancy programme consisted of four tranches:

- Tranche 1 redundancies were announced in September 2011.
- Tranche 2 redundancies were announced in June 2012.
- Tranche 3 redundancies were announced in June 2013.
- Tranche 4 redundancies were announced in June 2014.

The last redundancies (Tranche 4) were due to leave service by June 2015. This section covers the employment outcomes for the Service personnel who left the MOD under the redundancy programme (as at November 2016) and used the services provided by the Career Transition Partnership.

51. 90%^p of all Service leavers who left the UK Armed Forces under the redundancy scheme, as at 19 November 2016, opted to use the services provided by the Career Transition Partnership.

52. Service personnel who were selected for redundancy were either applicants or non-applicants.

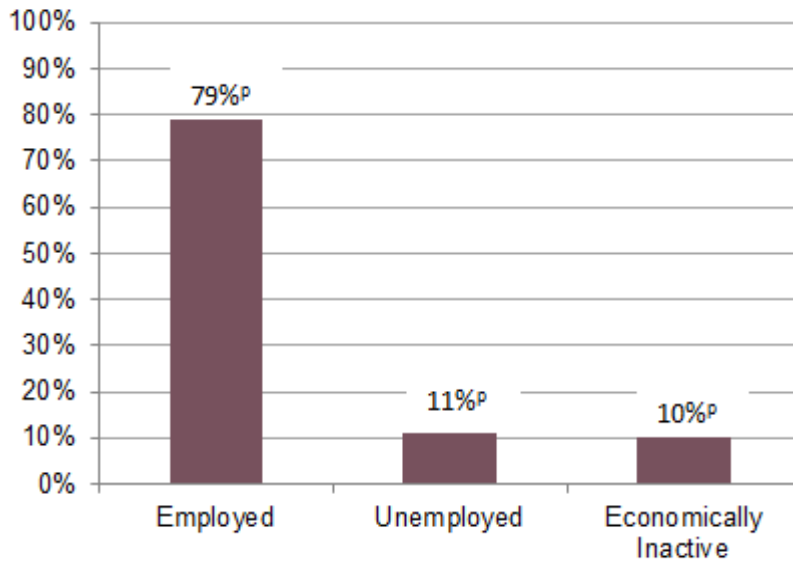
- Applicants actively chose to be made redundant and were subsequently selected for redundancy. Applicants were due to leave Service within six months of selection.
- Non-applicants were selected by the MOD and did not choose to be selected for redundancy. Non-applicants were due to leave Service within 12 months.

53. As at 30 November 2016, there were 8,306 applicants (76%) and 2,642 non-applicants (24%) who left Service and used the Career Transition Partnership (CTP) services.

Results: Redundancy Estimated Employment Outcomes (cont.)

Figure 7: Estimated employment outcomes¹, for UK Regular Service leavers² selected for Redundancy between September 2011 and June 2014, who used CTP services, percentages^{3,p}

As at November 2016



Data sources: JPA and Right Management

1. Estimated employment outcome within six months of leaving Service.
2. Outflow from the UK Regular Forces including Gurkhas but excludes Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services, deaths, or flow to long term absentee
3. The percentages for employment outcomes cannot be summed together, as the unemployment figures were calculated on a different population to the employment and economically inactive figures. See Methodology Section for further details.
4. FH users who left service on or after 1st October 2015 are included in the employment outcome analysis. The employment outcomes of FH users who left service prior to 1st October 2015 are not included.
- r. Estimated employment outcomes for Tranche 3 have been revised. (see Revisions section).
- p. Estimated employment outcomes for Tranche 4 are provisional. See Revisions sections for further details.

54. The estimated employment rates for personnel who left on redundancy and used CTP services (79%^p) was lower than that seen for all service leavers who used CTP services between 2011/12 and 2015/16 (ranged from 80%^p to 85%). In comparison the unemployment rate (11%^p) was higher than that seen for all service leavers over the past five years (ranged from 6% to 11%^p). (**Figure 7**)

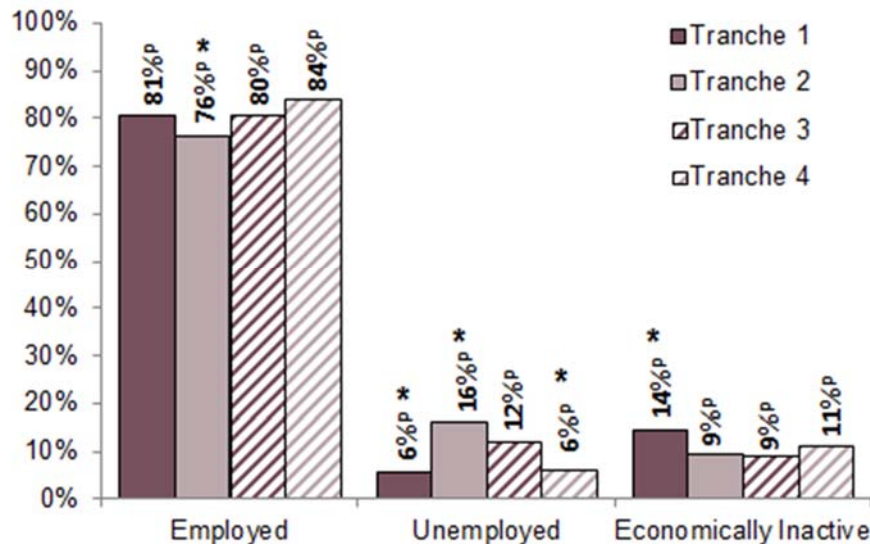
55. The difference seen between the employment outcomes could be due to difference in methodology. All personnel who left on redundancy were contacted to supply employment information compared to only a 20% sample when estimating the employment outcomes for all service leavers. Even though not everyone supplied employment information, contacting everyone who left on redundancy would have improved the accuracy, compared to a 20% sample.

56. When comparing the four Tranches there were significant differences in the estimated employment outcomes (**Figure 8**).

Results: Redundancy Estimated Employment Outcomes (cont.)

Figure 8: UK Regular Service Personnel¹ who used CTP Services² and were Selected for Redundancy between September 2011 and June 2014, Estimated employment outcomes, by Tranche, Percentage^{3,r,p}

As at November 2016⁵



Data sources: JPA and Right Management

1. Estimated employment outcome within six months of leaving Service.

2. Outflow from the UK Regular Forces including Gurkhas but excludes Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services, deaths, or flow to long term absentee

3. The percentages for employment outcomes cannot be summed together, as the unemployment figures were calculated on a different population to the employment and economically inactive figures. See Methodology Section for further details.

4. FH users who left service on or after 1st October 2015 are included in the employment outcome analysis. The employment outcomes of FH users who left service prior to 1st October 2015 are not included.

r. Estimated employment outcomes for Tranche 3 have been revised. (see Revisions section).

p. Estimated employment outcomes for Tranche 4 are provisional. See Revisions sections for further details.

*Significantly differs when compared to all service leavers in 2015/16. A z-test of proportions at 95% confidence level was used to determine whether proportions were significantly different.

57. 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 (**Figure 8**). In contrast, personnel leaving on Tranche 1 were significantly less likely to be unemployed (6%) and more likely to be economically inactive (14%).

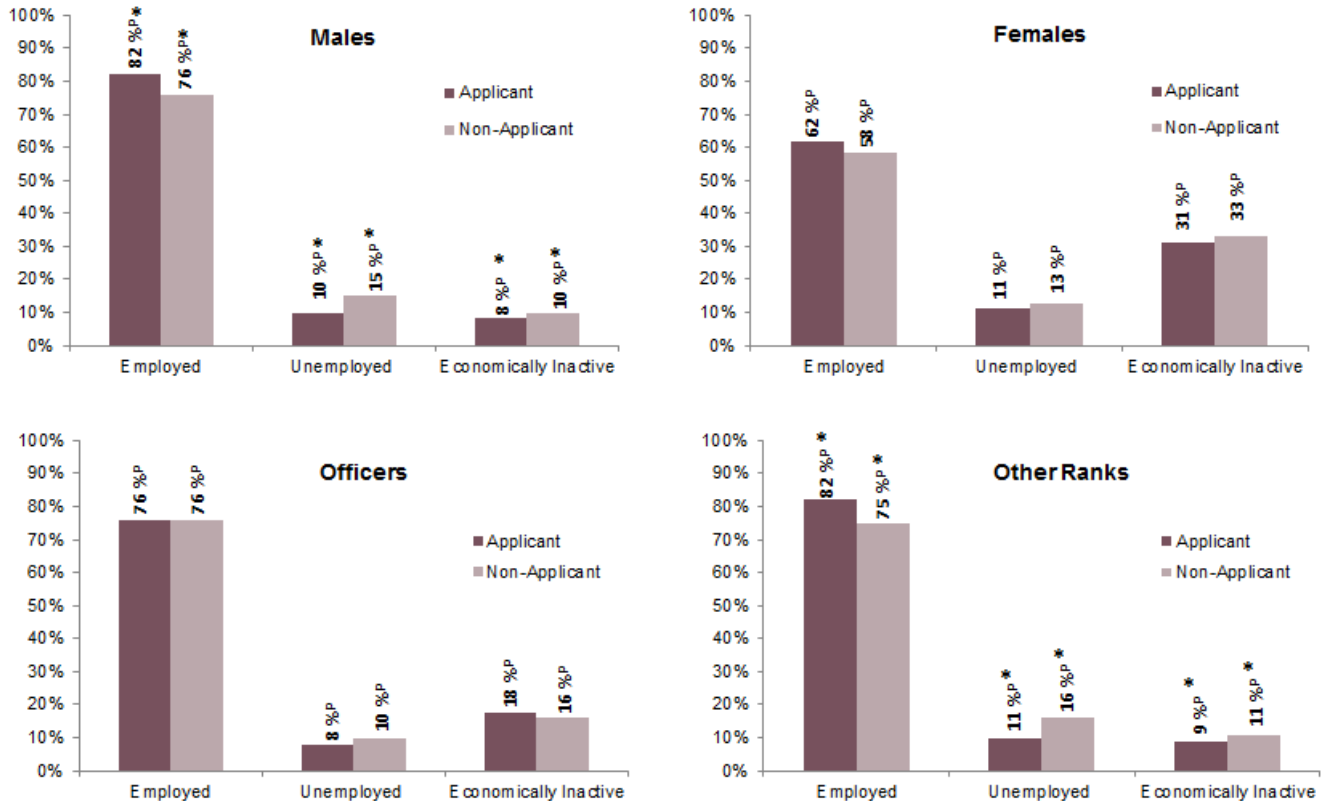
58. It is currently unclear what was driving the differences between the Tranches.

59. There were also differences between personnel who applied for redundancy and those who did not. Applicants were estimated to be significantly more likely to be employed (81%^p) and significantly less likely to be unemployed (10%^p) than non-applicants (75%^p and 15%^p respectively). Applicants, although having less time to prepare for civilian employment after selection, may be more motivated and pro-active than non-applicants. This could be driving the higher employment rates amongst applicants.

60. Although the disparity in employment rates between the applicant and non-applicant populations were consistent among the majority of personnel leaving service, this difference was not significant among female service leavers and officers. Female and officer applicants were just as likely to be employed, unemployed and economically inactive as female and officer non-applicants (**Figure 9**).

Results: Redundancy Estimated Employment Outcomes (cont.)

**Figure 9: UK Regular Service Personnel¹ who used CTP Services² and were Selected for Redundancy between September 2011 and June 2014³, Estimated employment outcomes, by Demographics and, Applicants and Non-applicants⁴, Percentage^{5,r,p}
As at November 2016⁶**



Data sources: JPA and Right Management

1. Estimated employment outcome within six months of leaving Service.
 2. Outflow from the UK Regular Forces including Gurkhas but excludes Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services, deaths, or flow to long term absentee
 3. For further information on redundancy tranches see Methodology section
 4. For further information on applicants and non-applicants see paragraph 52.
 5. The percentages for employment outcomes cannot be summed together, as the unemployment figures were calculated on a different population to the employment and economically inactive figures. See Methodology Section for further details.
 6. FH users who left service on or after 1st October 2015 are included in the employment outcome analysis. The employment outcomes of FH users who left service prior to 1st October 2015 are not included.
 - r. Estimated employment outcomes for Tranche 3 have been revised. (see Methodology section).
 - p. Estimated employment outcomes for Tranche 4 are provisional. See Methodology section.
- *Significantly differs when compared to all service leavers in 2015/16. A z-test of proportions at 95% confidence level was used to determine whether proportions were significantly different.

Data, Definitions and Methods

This section provides a brief summary of the data sources and methodology; more detailed information is available in the background quality report for this bulletin.

Data Sources

61. The majority of information presented in this report was from administration databases. The estimated employment outcomes were from a sample of Service personnel who used CTP services until the 1st October 2015. After 1st October 2015 this was no longer a sample. Instead, estimated employment outcomes were based on all of those who used CTP and supplied employment information. See Background Quality Report for further details.
62. Demographic information on those who used CTP within six months of leaving the Armed Forces was taken from the Joint Personnel Administration System (JPA).

Data Coverage

63. The figures presented in this report show outflow from the UK Regular Forces including Gurkhas. This report does not include Full Time Reserve Service personnel or mobilised reservists.
64. Please note some demographic information and some employment outcomes were unknown. Estimates were based on known information which was then increased proportionally to account for unknown outputs. See the background quality report for more information.
65. Employment outcomes for personnel who left from 1 October 2015 includes those who used CTP Future Horizons, see background quality report for more information.

Calculation of employment outcomes

66. The employment rates are 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 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 who used CTP services to estimate the number of people within each employment outcome. Refer to the Background Quality Note for further details on how this method accounts for missing employment outcome data.
 - 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 who used CTP services, less the estimated proportion who were economically inactive, to estimate the number of people unemployed.

The rates cannot be summed together, as the unemployment rate was calculated on a different population to the employment and economically inactive rate

Data, Definitions and Methods (cont.)

Significance test

67. The z test: difference between two proportions was used to identify if there was a significant difference between the estimated percentages from the various population responses. The significance test gave us the confidence to state that an observed difference between the percentages was a real difference, and did not occur due to chance.

Redundancies

68. A UK Armed Forces redundancy scheme was introduced to achieve some of the reductions outlined in the 2010 Strategic Defence and Security Review (SDSR). Each redundancy tranche represents a separate round of redundancies that were announced at different points in time. There was no requirement for a further tranche of redundancy to meet the SDSR 10 personnel targets.

- In September 2011, 2,860 personnel were notified of their selection for redundancy in **Tranche 1**, of whom 62% were applicants.
- In June 2012, 3,760 personnel were notified of their selection for redundancy in **Tranche 2**, of whom 72% were applicants.
- In June 2013, 4,450 Army personnel were notified of their selection for redundancy in **Tranche 3**, of whom 84% were applicants.
- In June 2014, 1,060 personnel were notified of their selection for redundancy in **Tranche 4**, of whom 72% were applicants.

69. As it's three years since all personnel selected for redundancy in Tranche 1, 2 and 3 were due to leave, the estimated employment outcomes for these Tranches will no longer be updated. Figures for Tranche 4 non-applicants have been included for the first time. Therefore, figures for Tranche 4 non-applicants are provisional as these personnel are still leaving the Armed Forces.

Social Occupation Codes

70. The Standard Occupational Classification 2010 has been used to categorise all the jobs for which personnel were employed in within six months of leaving the UK Armed Forces. The results presented in this report were 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>

Data, Definitions and Methods (cont.)

Strengths and weaknesses of the data presented in this report

71. Until October 2015 employment outcomes were estimated on a 20% sample of service leavers using CTP services. Therefore, the first six months of 2015/16 were based on this sample. Using samples instead of a whole population can reduce the level of reliability in estimates. Steps have been taken to overcome this and for personnel leaving service on or after 1st October 2015 estimates are now based on the whole population of CTP users who have left service.
72. Prior to October 2015 Service leavers who used CTP Future Horizons were not included in the report. Although this provides better coverage of the service leaver's population, it will be a couple of years before we can start looking at trends over time.
73. Not all service leavers go on to use CTP. We do not know the employment outcomes of all service leavers. Even service leavers using CTP can have unknown employment outcomes where they have not responded to attempts of contact by CTP services. Employment outcomes are only sought from those who use billable CTP services, some individuals may only use the non-billable support such as career fairs.

Glossary

ADAPT	Right Managements 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, Army, Royal Air Force and Marines. Regardless of time served, all members of the Armed Forces can benefit from CTP support when leaving Service.
CTP Future Horizons	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 employment but not actively looking for work (students, carers, retired, travelling, looking after family, unwell, and medically unfit for work)
Employed	People in paid employment (full-time permanent role; part-time out of choice; contract job for at least six months)
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 who are not in work and are not actively looking for work, such as those in retirement, those studying and those caring for relatives.
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
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 actively looking for work
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 due to Statistical Disclosure Control
p	Provisional
r	Revised
Q1	1 April to 30 June
Q2	1 July to 30 September
Q3	1 October to 31 December
Q4	1 January to 31 March

Disclosure Control

Estimates based on one or two respondents were suppressed in accordance with the ONS disclosure policy (2008).

Estimates based on a small number of respondents were more likely to breach confidentiality. The same estimates were also likely to be unreliable. Confidentiality protection was provided by releasing only weighted estimates and by suppressing certain values.

The effect of disclosure control on the quality of data that can be released was very small because data that appear disclosive may also be of low quality.

Revisions

The estimated employment outcomes for 2015/16 are provisional; due to availability of data this report only includes those who used CTP services and were contacted up to 31 March 2016. These figures will be revised and fixed in 2016/17. The estimated employment outcomes for 2014/15 have been revised and fixed. Any amendments made since the last release is indicated by an 'r'. All provisional figures, which will be revised in future publications, have been indicated by a 'p'.

As the Official Statistic only reports on the estimated employment outcomes by demographics for the current year any changes to 2015/16 will not be published. Any changes to the estimated overall employment outcomes for 2015/16 are likely to be small, and should not have a large effect on the breakdown of employment outcomes by demographics.

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:

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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>

Further Information (cont.)

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RAF Manpower	01494 496822	DefStrat-Stat-Air-Hd@mod.uk
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