



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 2013/14 and 2017/18, with further detail on employment outcomes by key demographics, employed occupations and reasons for economic inactivity for 2017/18 Service leavers.

## Key Points

Of the 2017/18 UK regular Service leavers who used a billable CTP service and reported their employment outcomes:

**84% were employed**

**7% were unemployed**

**9% were economically inactive**

up to six months after leaving Service<sup>a</sup>



The employment rate among early service leavers (those who Served for four years or under) increased from 79% in 2016/17 to 83% in 2017/18.

Significant differences were observed between the employment rates of some demographic groups, notably:



Army Service leavers were more likely to be unemployed (8%) than Naval Service (6%) and RAF (5%) Service leavers.

BAME Service leavers were more likely to be unemployed (20%) than White Service leavers (6%).



Naval Service leavers were more likely to be employed (86%) than Army Service leavers (84%).



Female Service leavers (75%) were less likely than male Service leavers (85%) to be employed, but more likely to be economically inactive (19% and 8% respectively).



Ranks were more likely to be employed (85%) than Officers (81%). Officers were more likely to be economically inactive (12%) than Ranks (9%).



Medically discharged Service leavers were less likely to be employed (74%), but more likely to be unemployed (13%) and economically inactive (15%), than those who were not medically discharged (86%, 6% and 8% respectively).

Of those **employed** six months after leaving Service, the most common occupations were:

Skilled trade occupations (23%)

Associate professional and technical occupations (19%)

Process, plant and machine operative occupations (15%).

Of those **economically inactive** six months after leaving Service, the most common reasons were:

Being in education, training and volunteering (40%)

'No employment sought' e.g. those on a career break (25%).

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

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

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## Introduction

This report has been produced to gain a better understanding of the Career Transition Partnership<sup>1</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>2</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. Further information on programme eligibility can be found in the accompanying Background Quality Report. However in summary;

- The Core Resettlement Programme (CRP) provides support to Service leavers with six years' Service or longer, and those who have been medically discharged (irrespective of length of Service).
- The Employment Support Programme (ESP) provides support to Service leavers with four or five years' Service.
- The Future Horizons (FH) Programme supports Early Service Leavers (ESLs) with less than four years' Service, and those discharged for disciplinary reasons (irrespective of length of Service).

Service leavers are offered a range of 'billable' services (where Right Management invoice the MOD for payment). Further details of the benefits and services available under each programme can be found in the Background Quality Report. 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 on page 3 as 'did not use billable CTP services'.

There were three self-reported employment outcomes at time of follow up by Right Management, six months after leaving Service;

**Employed:** Those in full-time or part-time paid employment.

**Unemployed:** Those not in paid employment, who were actively seeking employment.

**Economically Inactive:** Those not in paid employment, who were not actively seeking employment.

**Please note that the percentages presented throughout the bulletin in stacked bar charts do not sum to 100% and are weighted to account for non-response bias. See 'Data, definitions and methods' section for further detail.**

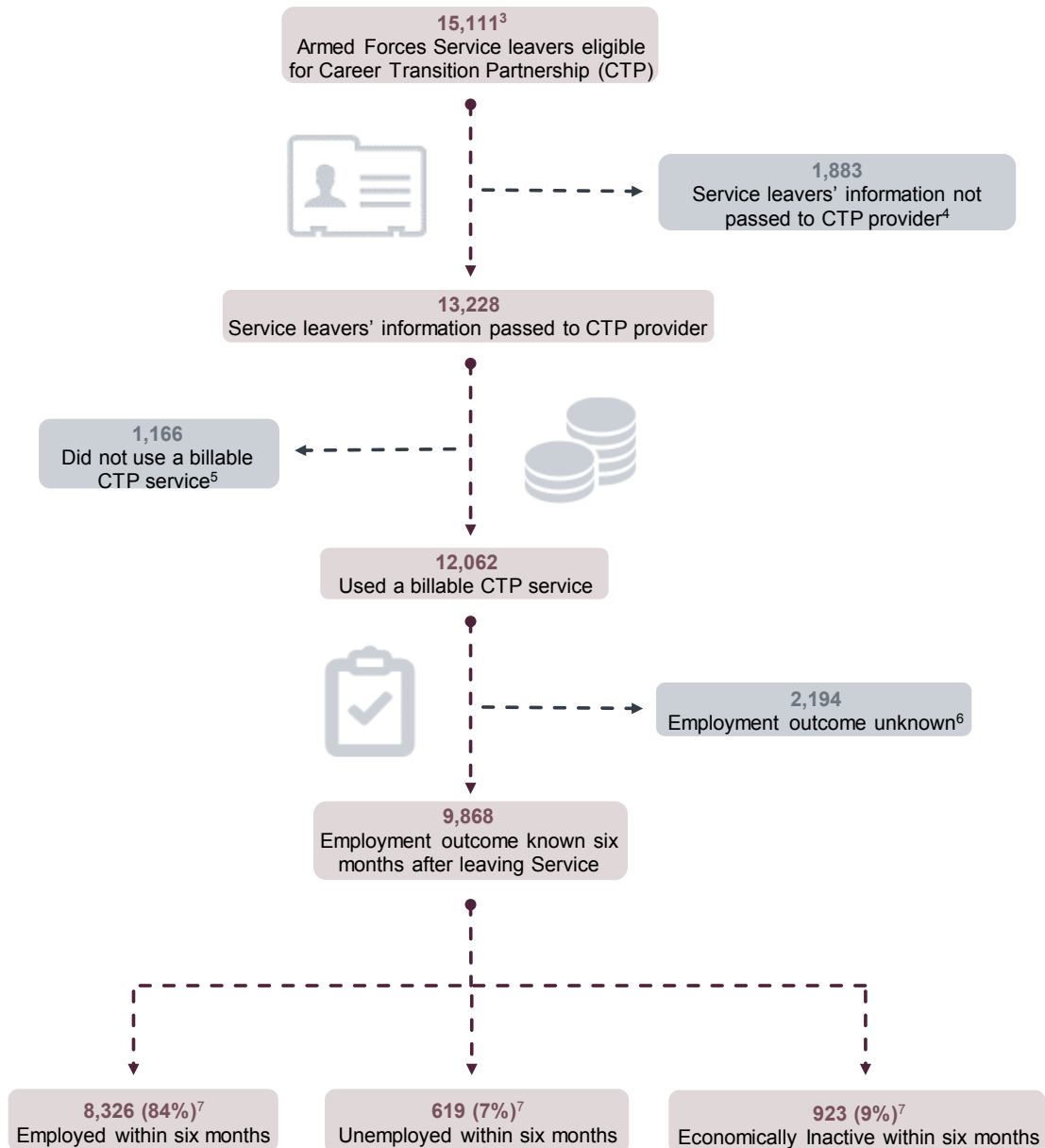
Previous Statistical Bulletins provided updates on employment outcomes for those selected for redundancy between September 2011 and June 2014. As there is no further data for the redundancy programme, this information is no longer presented. The previous 2016/17 Statistical Bulletin provides details of the redundancy programme and latest employment outcomes<sup>3</sup>.

## Results: Top level employment outcomes

This section presents a summary of the self-reported employment outcomes of regular Service personnel and Gurkhas who left Service in 2017/18 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: Employment outcomes<sup>1</sup> for UK regular Service leavers<sup>2</sup> in 2017/18, who used a billable Career Transition Partnership service, Numbers

1 April 2017 to 31 March 2018



#### 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 2017 and 31 March 2018. Excludes Full Time Reserve Service personnel, mobilised reservists and deaths.
3. This figure does not match the figure reported in the UK Armed Forces Quarterly Service personnel statistics, since this report includes Gurkhas and excludes Service leavers who have died: <https://www.gov.uk/government/statistics/quarterly-service-personnel-statistics-2018>.
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.)

In 2017/18, 15,111 regular and Gurkha Service personnel left the UK Armed Forces, of which 12,062 (80%) used a billable CTP Service. Of those who used a billable CTP service, 9,868 (65% of all 2017/18 Service leavers) provided their employment outcome at their six-month follow-up.

This section of the report presents the self-reported employment outcomes of those 9,868 respondents, referred to as '2017/18 Service leavers'.



Of the 2017/18 Service leavers, 84% were employed, 7% were unemployed and 9% were economically inactive six months after leaving Service.

The employment rate of 84% and the unemployment rate of 7% among 2017/18 Service leavers were higher than the UK population during the same period (75%<sup>4</sup> and 4%<sup>5</sup> respectively). However, caution must be taken when making comparisons. The employment status of Service leavers was recorded six months after they left Service, whilst the UK population includes those that sought employment for longer than six months. For example, in 2017/18, approximately 26%<sup>5</sup> of the unemployed UK population had been unemployed for more than twelve months.

In addition there were demographic differences between the 2017/18 Service leavers and the UK population, for example 91% of Service leavers were male, compared with 49% of the UK population<sup>6</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.

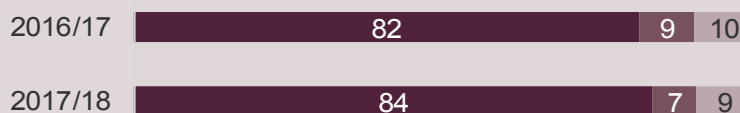
(Table 1, Annexes A & B)

Sources: JPA and Right Management

### Trends over time

There were several key policy and data processing changes prior to 2016/17 which impacted on the methodology used to calculate employment outcomes. As such, comparisons can only be made between the latest two financial years, 2016/17 and 2017/18. Further details on methodology changes over time can be found in the Background Quality Report.

The employment rate increased from 82% for 2016/17 Service leavers, to 84% for 2017/18 Service leavers. This was partly driven by an increase in the employment rate among early service leavers (those who Served for four years or under) from 79% in 2016/17 to 83% in 2017/18. When looking at employment rates by quarter, there has been an increase in employment rate in each quarter since the start of 2016/17.



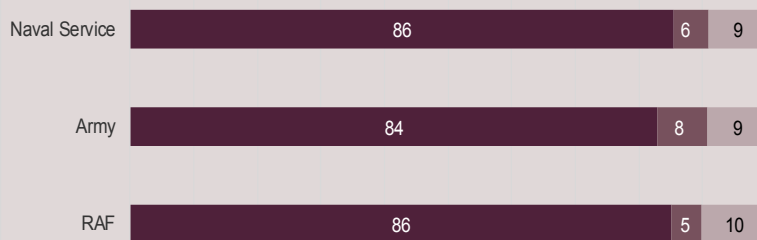
(Tables 1 and 2, Annex A in 2016/17 and Annexes A & B in 2017/18 CTP reports)

Sources: JPA and Right Management

b. The percentages presented in stacked bar charts do not sum to 100% and are weighted to account for non-response bias. See 'Data, definitions and methods' section for further detail.

## Results: Employment outcomes by demographic groups

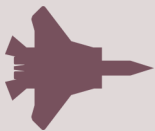
### Service



Naval Service leavers (86%) were significantly more likely than Army Service leavers (84%) to be employed six months after leaving the UK Armed Forces.



Army Service leavers (8%) were significantly more likely than Naval Service (6%) and RAF Service leavers (5%) to be unemployed six months after leaving the UK Armed Forces.

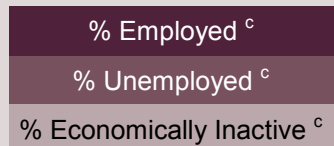


No significant differences were found between the percentages of Service leavers from each Service who were economically inactive. However RAF Service leavers showed the highest level of economic inactivity six months after leaving Service (10%). This was likely to be driven by the RAF having a larger proportion of female Service leavers than the Naval Service and the Army<sup>7</sup>. Female Service leavers were significantly more likely than males to be economically inactive six months after leaving the Services.

(Table 3, Annexes A & B)

Sources: JPA and Right Management

Key for figures:



### Gender



Females were significantly less likely to be employed (75%) and significantly more likely to be economically inactive (19%) than male Service leavers (85% and 8% respectively). This finding reflects the wider gender differences in employment status with the general UK population<sup>8</sup>.

(Table 3, Annexes A & B)

Sources: JPA and Right Management

### Medically discharged Service leavers



Service leavers who were medically discharged were entitled to enhanced career support from the CTP-assist team<sup>9</sup>. This support aims to assist individuals to find a future outcome that works for them. In these cases gaining employment within six months may not be a short-term goal, and therefore may explain why Service leavers who were medically discharged were significantly less likely to be employed (74%), but more likely to be unemployed (13%) and economically inactive (15%), than Service leavers who were not medically discharged (86%, 6% and 8% respectively).

(Table 3, Annexes A & B)

Sources: JPA and Right Management

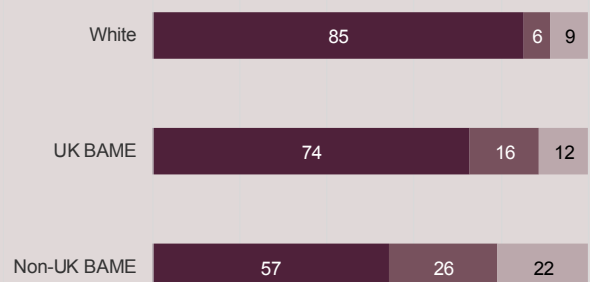
### Ethnicity

White Service leavers were significantly more likely to be employed six months after leaving the Service than UK Black, Asian and Minority Ethnic (BAME) Service leavers (85% and 74% respectively), who were in turn significantly more likely to be employed than non-UK BAME<sup>d</sup> Service leavers (57%).

Non-UK BAME Service leavers were significantly more likely than white and UK BAME Service leavers to be unemployed and economically inactive.

The Office for National Statistics also found that within the UK population, the employment rate was higher for those who reported their ethnicity as White (77%) than those who reported their ethnicity as Mixed, Indian, Pakistani, Bangladeshi, Chinese, Black/African/Caribbean or other (65%)<sup>10</sup>.

(Table 3, Annexes A & B)



Sources: JPA and Right Management

c. The percentages presented in stacked bar charts do not sum to 100% and are weighted to account for non-response bias. See 'Data, definitions and methods' section for further detail.

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

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

**Officer / Rank**  
Ranks were significantly more likely to be employed (85%) than Officers (81%). Officers were significantly more likely to be economically inactive (12%) than other Ranks (9%).

(Table 3, Annexes A & B) Sources: JPA and Right Management

Key for figures:



There was a correlation between length of Service and age at exit, such that Service leavers with shorter lengths of Service were generally younger than those with longer lengths of Service.

- The lowest rate of employment was amongst Service leavers aged 50 and over (75%) and those who had served for 25 years or more (80%). This was driven by a higher rate of economic inactivity for these groups of personnel (18% and 14% respectively) e.g. a higher number of Service leavers who were retired or not seeking employment.
- The rate of employment for Service leavers aged under 25 increased between 2016/17 and 2017/18 (from 80% to 85%). Rates for those who served for 0-4 years showed the same trend and increased from 79% in 2016/17 to 83% in 2017/18. This may have partly driven the overall increase in the employment rate for 2017/18 as discussed on page 4.

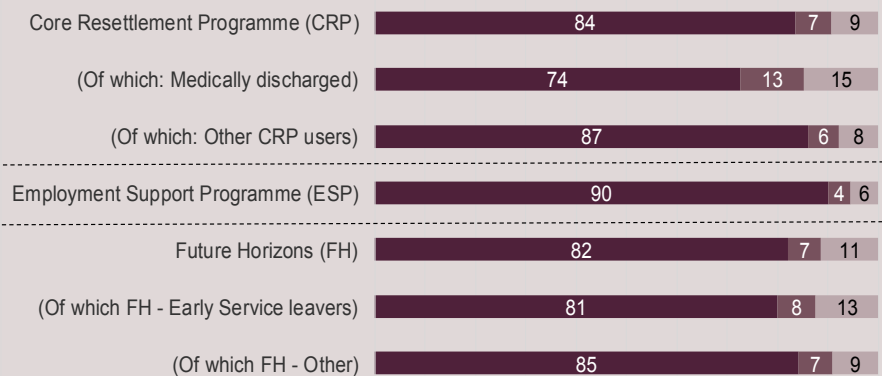
(Table 3, Annexes A & B)

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 (90%) than those who used the Core Resettlement Programme (CRP) (84%) or Future Horizons (FH) (82%).
- Service leavers who used the FH Programme were significantly more likely to be economically inactive (11%) than those who used the ESP (6%). This is driven by a higher rate of economically inactive early Service leavers who used the FH programme (13%).



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, users of the CRP included nearly all of the medically discharged Service leavers who had the highest unemployment rate (13%); and 95% of all Officers who were significantly more likely to be economically inactive (12%) than other Ranks (9%). This may partly explain why the employment rate was lower for users of the CRP than users of the ESP.

(Table 3, Annexes A & B)




Sources: JPA and Right Management

e. The percentages presented in stacked bar charts do not sum to 100% and are weighted to account for non-response bias. See 'Data, definitions and methods' section for further detail.

## Results: Occupations

This section of the report presents the self-reported occupations of employed 2017/18 Service leavers, six months after leaving the Services.

The three most commonly reported occupations of the 2017/18 Service leavers who were employed six months after leaving the Services were:

-  Skilled trade occupations (23%),
-  Associate professional and technical occupations (19%),
-  Process, plant and machine operatives (15%).

(Table 4, Annexes A & B) Sources: JPA and Right Management


### Differences between the Services


No significant differences were found in the occupations reported by employed Service leavers from the Naval Service, Army and RAF.

(Table 4a, Annexes A & B)

Source: 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 as Process, plant and machine operatives (15% and 9% respectively).

 Female Service leavers were significantly more likely than male Service leavers to find employment in Administrative and Secretarial Occupations (6% and 3% respectively) and Elementary Occupations (17% and 13% respectively).




These findings reflect wider UK gender differences within the workplace<sup>11</sup>.

(Table 4b, Annexes A & B)

Source: JPA and Right Management

### Ethnicity

The three most commonly reported occupations for both White and BAME Service leavers were the same as those reported overall for all employed Service leavers:


-  Skilled trade occupations (White 22%, BAME 27%),
-  Associate professional and technical occupations (White 19%, BAME 19%),
-  Process, plant and machine operatives (White 15%, BAME 15%).

No significant differences were observed between the occupations of employed White and BAME Service leavers.

(Table 4d, Annexes A & B)

Sources: JPA and Right Management

### Differences between Officers and Ranks

 The three most commonly reported occupations differed between officers and ranks.

Officers:

- Associate professional and technical occupations (25%) - significantly more officers reported this occupation than ranks.
- Skilled trade occupations (19%).
- Professional occupations (14%) - significantly more officers reported this occupation than ranks.
- Whilst less commonly reported, officers were also significantly more likely to report working in Administrative and Secretarial Occupations than ranks (6% and 3% respectively).

Ranks:

- Skilled trade occupations (23%) - significantly more ranks reported this occupation than officers.
- Associate professional and technical occupations (19%).
- Process, plant and machine operatives (15%) - significantly more ranks reported this occupation than officers (9%).
- Whilst less commonly reported, ranks were also significantly more likely to report working in Elementary occupations<sup>f</sup> than officers (13% and 10% respectively).

(Table 4c, Annexes A & B)

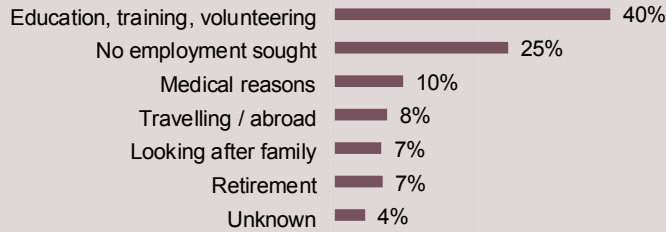
Source: JPA and Right Management

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

## Results: Reasons for Economic inactivity

This section of the report presents the self-reported reasons for economically inactive 2017/18 Service leavers, six months after leaving the Services. This includes those not in employment, but not actively looking for work.

Education, training and volunteering was the most likely self-reported reason for economic inactivity (40%), followed by 'no employment sought' (e.g. those on a career break) (25%).



(Table 5, Annexes A & B)

Source: JPA and Right Management

### Medical reasons

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



- Ranks (11%) rather than Officers (4%),
- BAME (20%) rather than White (9%),
- Service leavers aged 35 to 39 (22%), compared with those aged under 25 (6%) and those aged 50 or older (6%).

(Tables 5c and 5f, Annexes A & B)

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 Naval Service (33%) and RAF Service leavers (32%),
- Ranks (43%), compared with Officers (24%),
- Service leavers with 0 to 4 years' Service (61%) and 5 to 9 years' Service (51%), compared to Service leavers with any other length of Service. This correlates with the results for age, where those aged under 30 were significantly more likely to be in education, training and volunteering than those aged 35 and over.

Over one-third (35%) of medically discharged Service leavers who were economically inactive were in education, training and volunteering. This supports the discussion on page 5 highlighting that employment may not always be the short term goal six-months post discharge for this cohort.

A total of 88% of Service leavers were either employed, or were participating in education, training or volunteering.

(Tables 5a, 5c, 5d, 5e and 5f, Annexes A & B)

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 (8%), compared with female Service leavers (4%),
- Service leavers with 5 to 9 years' Service (12%), compared with 0 to 4 years' Service (5%)
- Service leavers aged 25 to 29 (15%), compared with those aged under 25 (4%) and 45-49 (2%).

(Tables 5b, 5d, 5e and 5f, Annexes A & B)

Source: JPA and Right Management

### Looking after family

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



- Female Service leavers (21%), compared with male Service leavers (4%),
- Service leavers with 10 to 19 years' Service (16%), compared with those with 0 to 4 years' (4%) and 25 years' or more Service (2%),
- Service leavers aged 30 to 39 (13%), compared with those aged 25 to 29 (3%) and those aged 50 or older (3%).

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

Source: JPA and Right Management

### Retirement

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

- RAF Service leavers (17%) and Naval Service leavers (10%), compared with Army Service leavers (3%),
- Male Service leavers (8%), compared with female Service leavers (1%),
- Officers (22%), compared with Ranks (4%),
- White (8%) compared to BAME (0%),
- Service leavers with 25 or more years' Service (34%), compared with those with less than 25 years' Service (1%),
- Service leavers aged 50 or older (37%), compared with those aged under 50 (1%).

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

Source: JPA and Right Management



## Data, definitions and methods

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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 2013/14 and 2017/18. 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 and 2017/18 employment outcomes were calculated based on improved coverage data, with response rates of 81% and 82% respectively.

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%. Therefore the percentages presented throughout the bulletin in stacked bar charts do not sum to 100%.

### Non-Responder Bias

Despite a high response rate (82%), 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 2017/18 Service leavers. Therefore, responses were weighted by Service, Rank and age group in order to correct for any 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.)

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### 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. The 2017/18 publication presents, for the first time, the lower level occupation that Service leavers reported being in, six months post Service. This more detailed occupation information was added following interest from the Armed Forces Pay Review Body (See Annex A, Table 4f).

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 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.

A significance level of 0.05 has been used throughout this report, however, where appropriate, a Bonferroni correction has been applied to allow for multiple testing (when more than two groups are being compared). A Bonferroni correction helps to reduce the likelihood of a difference being classed as significant when it is not (a false positive). To do this the level of significance (0.05) was divided by the number of tests being carried out. Statistical significance was then only assumed when the  $p$ -value was less than the corrected significance level.

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

## Glossary

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ADAPT	Right Management's Administration System.
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.
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.
Medically Discharged Personnel	Service personnel suffering from a medical condition or fitness issue that affects their ability to perform their duties may be discharged from Service on medical grounds.

## Glossary (cont.)

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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.
Service leavers	Service leavers are former UK Armed Forces personnel who exited the Services during the financial year 2017/18.
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 actively seeking employment.
z-test	Statistical test based on a standardised distribution which allows comparison between populations/groups of different sizes.

## References

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2. Armed Forces Covenant: <https://www.gov.uk/defence-and-armed-forces/armed-forces-covenant>
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4. Office for National Statistics time series of UK population employment rate: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/timeseries/lf24>
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7. MOD Biannual Diversity Statistics: <https://www.gov.uk/government/collections/uk-armed-forces-biannual-diversity-statistics-index>
8. ONS Labour Market Statistics: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes>
9. CTP Assist: <https://ctpassist.ctp.org.uk/>
10. Office for National Statistics Labour Market Status by ethnicity: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/labourmarketstatusbyethnicgroupa09>
11. ONS Labour Market Statistics: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/>

## Further information

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### 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

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.)

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