

Background Quality Report

Career Transition Partnership annual statistics: UK Regular Service Personnel Employment Outcomes, 2013/14 to 2017/18

The purpose of a background quality report is to inform users of the statistics about the quality of the data used to produce the publication, and any statistics derived from that data. It also discusses existing uses of the statistics and user requirements.

This assessment relates to the annual 'Career Transition Partnership Statistics' published by Defence Statistics on Thursday 31 January 2019.

1 Introduction

1. This annual Official Statistic provides summary statistics on the estimated employment outcomes for UK Regular Service personnel (including Gurkhas) who left the Armed Forces between 2013/14 and 2017/18 and used the services provided by the Career Transition Partnership (CTP). The figures provide estimated employment outcomes for Service personnel within six months of leaving the Armed Forces.
2. The findings in this Statistical Bulletin are presented in five sections. All underlying data are presented in the accompanying Excel tables:
 - a) **Section 1:** Top level employment outcomes. This section presents top-level employment outcomes (employed, unemployed or economically inactive) for regular and Gurkha personnel who left the UK Armed Forces in 2017/18 and used billable CTP services, six months after leaving service. Trends over time are also presented by financial year and financial quarters (presented in the accompanying Excel tables) between 2013/14 and 2017/18. However, due to changes in data and methodology prior to 2016/17, comparisons should only be made between the latest two financial years 2016/17 and 2017/18.
 - b) **Section 2:** Employment outcomes by demographic groups. This section presents a summary of any significant differences between the employment outcomes for 2017/18 Service leavers, by demographic group.
 - c) **Section 3:** Employed occupations by demographic groups. This section presents a summary of any significant differences between occupations in which Servicer leavers were employed six months post-discharge, by demographic group. 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 information was added following interest from the Armed Forces Pay Review Body (See Annex A, Table 4f).
 - d) **Section 4:** Reasons for economic inactivity. This section presents a summary of reasons for economic inactivity for Servicer leavers who reported being economically inactive six months post-discharge, by demographic group.
3. These Official Statistics were first released in June 2013 and subsequently published on a quarterly basis. Following the quarterly release in December 2014, Defence Statistics proposed a reduction in the frequency of these statistics from quarterly reports to annual reports. The first annual report was released in June 2015, covering the five-year period 2009/10 to 2013/14, with annual updates in 2016 to 2019 each presenting the previous five financial years.
4. As Official Statistics, the publication of this Official Statistic adheres to the [UK Statistics Authority \(UKSA\)](#)¹ protocols on [pre-release access](#)².

5. Ad-hoc interrogation of the data used to compile these statistics is regularly undertaken by Defence Statistics in order to answer Freedom of Information requests, Parliamentary Questions and internal queries from within the Ministry of Defence.

Background

6. The [Career Transition Partnership \(CTP\)](#)³ is an agreement between a contractor ([Right Management Limited](#)⁴, since 1998) and the MOD. The Career Transition Partnership also incorporates two Service charities, the [Regular Forces Employment Association \(RFEA\)](#)⁵ and [The Officers' Association \(OA\)](#)⁶. The CTP exists to support Service leavers in their transition from the military to civilian employment. Service leavers differ in age and military experience, and all have different qualifications and aspirations. However, the adjustment from the military environment to the civilian world is an issue common to all.
7. The CTP philosophy is that resettlement preparation is for life, not just to get the first job after leaving the military. Support is provided from two years before discharge, through to two years after. The aim is to provide the tools that Service leavers need to market themselves confidently to employers and to get the most out of life outside the forces. This ranges from creating a CV through to learning interview skills, vocational training through to researching and applying for jobs. The services provided by the CTP fall into the following four categories: Guidance, Career Transition, Vocational Training and Job Finding Support.
8. There are three main CTP support programmes;
 - a) Formerly known as the 'Full Resettlement Programme' (FRP), the **Core Resettlement Programme** (CRP) will normally commence with attendance on a three day Career Transition Workshop (CTW). Service personnel will then gain access to the CTP interactive website 'myPlan', and will also be appointed a Career consultant who will help with advice and guidance and chart their resettlement progress. They will also have access to the CTP job-finding 'RightJob' website, and the support of an Employment consultant is available for up to two years post discharge. Various other workshops and vocational training courses are also available.
 - b) The **Employment Support Programme** (ESP) includes an interview with a Career consultant, attendance on a one day Job Finding workshop, access to the 'RightJob' website and the support of an Employment consultant for up to two years post discharge.
 - c) The **Future Horizons** (FH) is based on a needs assessment and provides access to the required training, personal development and educational courses to ensure individuals are moving towards being 'job ready'.
9. Within each programme Service leavers are offered a range of 'billable' services (where Right Management will invoice the MOD for payment);
 - a) The types of benefits available to Service leavers under both the CRP and ESP include: training grants, allowances, travel warrants, resettlement leave, transition workshops, one-to-one career guidance support, subsidised vocational training support, housing advice, financial briefs and job finding support. Service leavers can access this resettlement support two years either side of their discharge date. Employment support is available to Service leavers for the remainder of their working lives from the RFEA and the OA, charities which are embedded within MOD's resettlement framework. In addition travel warrants, resettlement leave and allowances are also available to those receiving support under the CRP.
 - b) Under the FH, the MOD is billed for all personnel who opt-in and receive either a 1:1 interview or are initially contacted by the CTP by telephone and receive a response. Resettlement support is provisioned through the FH, offering bespoke '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.

10. Service personnel medically discharged from Service are additionally offered career support via the CTP Assist team which helps individuals pinpoint a rewarding and realistic change of career. For many, this support plays a fundamental part in the individual's future planning – it is about identifying who they are, and what they want to do, and working with them to find the future outcome that works for them – whatever their injury or illness.
11. Service leavers accessing CTP support through any of the programmes may also use 'non-billable' services, such as attending career fairs.

Who is eligible for CTP support?

12. Length of Service is the key criteria used to determine CTP programme eligibility for most Service leavers;
 - a) The CRP is offered to Service leavers with at least six years' Service at their time of discharge.
 - b) Service leavers who will have served between four and six years at discharge are entitled to access CTP support through the ESP.
 - c) Early Service Leavers (ESLs) who will have served fewer than four years at discharge are entitled to access CTP support through the FH.
13. However, the following reasons for discharge are also taken into consideration;
 - a) Service personnel who were medically discharged from Service will automatically be eligible to receive CTP support through the CRP, regardless of length of Service. For the first time in this report Service leavers who used the CRP have been split into two categories; those who were medically discharged, and other CRP users.
 - b) Service personnel who were discharged for disciplinary reasons or were deemed unsuitable for Service will automatically be eligible to receive CTP support through the FH, regardless of length of Service. In this report these Service leavers are reported as 'FH-Other' in order to differentiate between genuine ESLs and other FH users. Service leavers in this cohort with less than four years' Service were also reported as 'FH-Other' rather than 'FH-ESL', since they did not actively apply for early discharge.
14. Since 1 October 2013 **all** regular and Gurkha Service personnel have been eligible for the Career Transition Partnership resettlement provision.
15. Prior to 1 October 2013 ESLs with fewer than four years' Service were not eligible to receive CTP support, nor were Service personnel who left the Armed Forces for disciplinary reasons or who were deemed unsuitable for Service. CTP support was provided only through the CRP and ESP programmes.

Who is included within these statistics?

16. All Service leavers during each financial year between 2013/14 and 2017/18 are identified within these statistics. However, employment outcomes are only reported on for those who have used a 'billable' CTP service prior to their discharge, or up to six months after discharge. Any Service leaver who used a billable CTP service between six months and two years after discharge will be excluded from employment outcome analysis in this report.
17. Whilst the CTP eligibility criteria changed from 1 October 2013, Defence Statistics only began reporting on Service leavers accessing CTP support through the FH from 1 October

2015. Therefore all reporting prior to 1 October 2015 only includes Service leavers eligible to receive support through the CRP and ESP. Since 1 October 2015 **all** regular and Gurkha Service personnel are included.

Methodology and Production

Data Sources

18. The MOD administrative database for Service personnel, the Joint Personnel Administration (JPA), was used to identify all UK Armed Forces Service leavers during the financial year, including those who left due to redundancy. The JPA system was also used to identify the Service, gender, ethnicity, years served, rank and age of each Service leaver. The MOD routinely publishes a range of [Quarterly Military Personnel Statistics](#)⁷, including numbers of Service personnel leaving the UK Armed Forces. It is important to note that annual numbers of UK Armed Forces service leavers presented within this report do not match the figures presented in the statistics referenced above, since these statistics include Gurkhas and exclude those who have died.
19. The MOD's authoritative deaths database, held by Defence Statistics Health, was used to determine UK Armed Forces Service personnel that had died during the financial year in order to exclude them from analysis. Information held on the death's database is compiled from several sources from which [UK Armed Forces Deaths Statistics](#)⁸ are compiled.
20. The MOD's Medical Discharge database, held by Defence Statistics Health, was used to identify personnel who were medically discharged from Service. The MOD publishes annual [Medical Discharge Statistics](#)⁹ from these data.
21. Right Management's administrative database, Adapt, contains the details of all Service leavers who have registered with Right Management for employment support. The data held on this system was also used to compile employment outcome estimates for Service leavers, six month post-discharge since 1 October 2015.
22. Right Management invoice the MOD for billable services. This information was used to determine Service leavers who had used a billable service prior to 1 October 2015.
23. The UK general population employment outcome estimates were taken from the [Labour Force Survey \(LFS\)](#)¹⁰. These have been compared with the estimated employment outcomes for UK Regular Service personnel who used the CTP services. The LFS is the UK's primary data source for employment figures and is published by the [Office for National Statistics](#) (ONS)¹¹.

Determining Service leavers who used billable CTP services

24. Using the JPA data and Defence Statistics' Death data, a cohort was identified of personnel who left the UK Armed Forces during 2017/18 (who had not died) and were therefore eligible to have accessed CTP services for employment support. This cohort was linked to the Adapt database to determine Service leavers whose details were passed to Right Management by the MOD.
25. Prior to 1 October 2015, Defence Statistics used Right Management's invoice list to determine those who had used a billable CTP Service. Since 1 October 2015 Defence Statistics used Right Management's Adapt database to determine Service personnel who have used a billable CTP service.

Determining employment outcomes for Service leavers who used billable CTP services

26. Service leavers who have used a billable Service are reviewed by Right Management six months post-discharge. At least four definite attempts are made to contact such Service leavers using a variety of means including phone, email or text before they are classed as being 'unable to contact'.
27. For the financial years prior to 2014/15 the employment outcomes reported were based on a random 20% sample of CTP users who were contacted to ask about employment outcomes. The sample was stratified by the Resettlement Advice Centre (RAC). The proportions of the random sample identified as employed, unemployed and economically inactive were then scaled up to estimate the number of Service leavers who had used billable CTP services and that were employed, unemployed and economically inactive.
28. For the financial year 2015/16, there were two data collection methods to determine employment outcomes:
 - a) For those who left Service between 1 April 2015 and 30 September 2015, employment outcomes reported were based on a random 20% sample of CTP users (as outlined in paragraph 27).
 - b) For those who left Service between 1 October 2015 and 31 March 2016, and used billable CTP services, an attempt was made by Right Management to contact all users to determine employment outcomes.The employment outcomes from these methods were then scaled up to estimate the number of all Service leavers that had used billable CTP services that were employed, unemployed and economically inactive.
29. For the financial years 2016/17 and 2017/18, actual responses at the six month review were used to compile employment outcomes. Non-response bias was taken into account in order to present the most accurate employment outcomes. See paragraphs 33 to 36 for more detail.
30. In addition, since the financial year 2016/17, employment outcomes have been included for Service leavers who have re-engaged with the UK or overseas military, or were employed part-time but were seeking full-time employment. In previous financial years these cohorts were excluded.
31. Employment rates were calculated in line with the [Office for National Statistic's definition](#)¹³:
 - a) 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.
 - b) 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.
32. Since 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%.

Accounting for non-responders

33. For the financial year 2017/18, although there was 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 Other (non-Officer) Rank
- Service leavers aged under thirty

34. 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.

The weights were calculated by:

$$\frac{\text{Population size within weighting class (p)}}{\text{Number of responses within weighting class (r)}}$$

35. Weighting in this way assumes that missing data are missing at random (MAR) only within the weighting classes. This means we assume that within a single weighting class the employment outcomes of non-respondents do not differ (on average) to the employment outcomes of respondents.

Table 1: Weightings used for CTP 2017/18 analysis

Weighting class			Weighting applied
Naval Service	Officer	Younger than 30 years of age	1.13
Naval Service	Rank	Younger than 30 years of age	1.24
Naval Service	Officer	30 years of age or older	1.14
Naval Service	Rank	30 years of age or older	1.18
Army	Officer	Younger than 30 years of age	1.14
Army	Rank	Younger than 30 years of age	1.31
Army	Officer	30 years of age or older	1.14
Army	Rank	30 years of age or older	1.19
RAF	Officer	Younger than 30 years of age	1.27
RAF	Rank	Younger than 30 years of age	1.18
RAF	Officer	30 years of age or older	1.10
RAF	Rank	30 years of age or older	1.14

36. The impact of weighting employment outcomes was minimal. There were no changes to the employment rates, overall or by demographic groups. However, some percentages calculated from very small numbers, e.g. the percentage of employed BAME Service leavers in each occupation, experienced minimal change (by no more than 2%).

Determining occupations and reasons for economic inactivity

37. Right Management supplied free-text occupation information for all users of a billable CTP service who reported as being employed six months post-discharge. This information was coded by a qualified coder at Defence Statistics, in line with the ONS [Standard Occupational Classification 2010](#)¹⁴. Occupation information is presented within these statistics in line with these SOC groupings. Of the 8,326 2017/18 Service leavers who reported as being employed six months post-discharge, there were 1,028 Service leavers for which it was not possible to code their occupation, due to missing or incomplete free text information.

38. 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 information was

added following interest from the Armed Forces Pay Review Body (See Annex A, Table 4f).

39. Right Management supplied categorised information for all users of a billable CTP service who reported as being economically inactive six months post-discharge. Categories include 'education, training and volunteering', 'travelling', 'looking after family', 'retirement' and 'no employment sought' (e.g. those on a career break).

Statistical methods used to make comparisons between groups

40. The z test difference between two proportions was used to identify any significant differences between the percentages of employed, unemployed and economically inactive Service leavers in different demographic groups, and differences between groups with regards to occupation (for those employed) and reasons for economic inactivity. 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.
41. 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.
42. The accompanying Excel tables presents all of the findings, whilst the Statistical Bulletin presents only the findings where significant differences were determined.

Redundancies

43. 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.

2. Relevance

Coverage

Data Coverage

44. The figures presented in this report show outflow from the UK Regular Forces including Gurkhas. This report does not include Full Time Reserve Service (FTRS) personnel or mobilised reservists.
45. In 2017/18 15,111 UK Regular and Gurkha Service personnel left the Armed Forces (as recorded on the JPA system), of which 12,062 (80% of Service leavers) used a billable CTP service. Employment outcomes were calculated using information held for 9,868 Service leavers, representing 82% of all regular and Gurkha personnel who left the UK Armed Forces during 2017/18 and used a billable CTP service.
46. Prior to 1 October 2015, employment outcome estimates were compiled based on a 20% sample of data. Therefore employment outcomes were estimated based on the sample of data for Service leavers who used CTP services.

User Needs

47. These statistics have been provided in response to interest in employment outcomes for UK Service leavers and concerns raised by the Chief Statistician over the quality of numbers previously released in Parliamentary Questions, Freedom of Information requests and internal reports.
48. The interest in CTP comes from Armed Forces charities, Other Government Departments including the Department for Work and Pensions; business and industry within the private sector; and within the Ministry of Defence.
49. The statistics will aid policy development. They will be used as an indication of effectiveness of the Career Transition Partnership resettlement services. They will also be used for monitoring of the [UK Armed Forces Covenant](#)¹⁵, a component of the Armed Forces Act, which states that Service personnel should not be disadvantaged in terms of health or welfare.
50. The scope of the publication to meet all user needs will be under continuous review from feedback from users.

3. Accuracy

51. There were issues with the data and methodology used to compile these statistics for Service leavers prior to 1 October 2015. JPA data were linked to multiple data sources to compile the cohort of Service leavers who had used a billable service, resulting in a higher risk of mismatched or unmatched data. Also, Employment outcomes were estimated based on a 20% sample of data from those who used a billable Service.
52. Since 1 October 2015, JPA data have only been linked to the Adapt system which has resulted in a more accurate picture of the process. Employment outcomes have also been calculated using a much higher sample of data (82% of billable CTP users). Therefore the 2017/18 CTP statistics are considered to be a more reliable summary of CTP users and employment outcomes.

Data

53. There are often differences between the projected exit date recorded on Adapt and Service personnel's actual exit date as recorded on the JPA system. The information held on Adapt is informed through an initial resettlement update from JPA. However, if an individual's exit date changes, the update is made to JPA but the Adapt data will only be updated if the individual provides Right Management with this new information. This may result in Service leavers being contacted at a different time point to six months after their actual exit date. The MOD is currently investigating methods to improve alignment between exit dates held on JPA and Adapt.
54. The reported number of personnel who did not use billable CTP services will include personnel who engaged with CTP services such as attending careers fairs but did not use enough services provided by CTP to be billed. This number will also include Service leavers who may go on to use a billable CTP service up to two years post-discharge, but have been missed from the report since follow-up is at six-months post-discharge.
55. Length of Service (as recorded on the JPA system) has been used as the key criteria to determine Service leavers' eligibility for the CRP, ESP or FH. This has been calculated using entry and exit dates. There are known problems with this the reliability of this

information extracted from JPA. If personnel have transferred from another Service, have served under an alternative assignment type (e.g. reserve forces), are re-entrants or have transferred from Other Ranks to Officers, their entry date may correspond to any of these events. The resulting time served may reflect their current period of service, include previous service, or it may be the time that has elapsed since they first joined the Armed Forces, irrespective of any break in service.

56. Service leavers' ethnicity is compiled based on a self-declared, non-mandatory field on JPA. In 2017/18 there were 118 Service leavers who had not declared their ethnicity and were therefore excluded from any analysis pertaining to ethnicity. UK BAME personnel include those who declared their ethnicity as other than white and nationality as British. Non-UK BAME included those who declared an ethnicity other than white and nationality was not British.

Methodology

57. Prior to October 2015, Service personnel were selected at random from the population of those who used billable CTP services. Since 1 October 2015, Right Management attempted to contact all Service leavers who used billable CTP services.
58. Personnel were contacted six months after the discharge date recorded on Adapt to ascertain their employment status. However, those already recorded on Adapt (prior to the six month point) as employed were assumed to still be in employment at the six month point and are not re-contacted. This may lead to an over estimate of the employment rate.
59. Since Adapt is not updated if a Service person's exit date is changed, six-month reviews conducted by Right Management are sometimes held too early or too late. In the case of the former, an individual's employment status recorded on Adapt (and presented within these statistics) may not accurately reflect their status at the six month point. In the case of the latter, employment outcomes are recorded after the six-month point and are therefore excluded from these statistics. The MOD is currently investigating methods to improve alignment between exit dates held on JPA and Adapt.
60. UK employment outcomes and occupation sectors have been compared against the estimated employment outcome and occupation sectors for UK Regular Service personnel who used the CTP services. The UK information has not been adjusted to take account of the age and gender spread seen in the UK Armed Forces.

4. Timeliness and Punctuality

Timeliness

61. The Statistical Bulletins for the financial years 2015/16 to 2017/18 were all published 10 months after the end of the financial year, at the end of January in the following year.
62. The timeliness of the publication release is driven by:
- a. A required six month gap after leaving the Armed Forces before Service leavers can be surveyed by the contractor to establish their employment outcome.
 - b. Collation and delivery of the data by the contractor. This includes time required to follow-up Service personnel who were hard to contact.
 - c. The time required for Defence Statistics to link datasets, and compile the Statistical Bulletin.

Punctuality

63. All Statistical Notices were published on time to a pre-announced release date. The release date for the 2018/19 statistics will be published on the Gov.uk website at least one month in advance.

5. Accessibility and Clarity

Accessibility

64. The estimated employment outcome statistics for Career Transition Partnership service users can be accessed on the [Gov.UK website](#)¹⁶. The Statistical Bulletin is published in a PDF file with the data available in table format in both Excel and Open Data Spreadsheet. Defence Statistics are currently ensuring all published information is equally accessible by everyone.

Clarity

65. Users with an interest in the key findings can read a short summary of main messages at the start of the report. The Statistical Bulletin presents visual key messages which highlight any significant differences between groups with regards to employment outcomes, occupations (for those employed) and reasons for economic inactivity.

66. Accompanying Excel tables present numbers, percentages and 95% confidence intervals.

67. A detailed methodology in this document presents the user with the data sources used, collection methods, and statistical analysis undertaken.

6. Comparability

Comparability

68. The Official Statistic presents estimated employment outcomes from 2013/14 through to 2017/18, including quarterly estimates, with confidence intervals around each of the estimates. However, due to changes in data and methodology prior to 2016/17, comparisons between financial years should only be made for the latest two financial years 2016/17 and 2017/18. The Excel tables and figures in the Statistical bulletin present breaks in series to highlight to the reader where comparisons over time can and cannot be made.

69. The employment definitions have been adjusted to better align with the UK population enabling comparisons over time. However it must be noted the UK estimates have not been adjusted to reflect the age and gender spread seen in the UK Armed Forces population.

70. The definitions for demographic groups are consistent with other MOD Official Statistics, though the overall number of 2017/18 Service leavers (15,111) does not match Service outflow figures for all regular Service personnel as published in the MOD's [Quarterly Service Personnel Statistics](#)⁷, since the CTP statistics include Gurkhas and exclude those who have died.

7. Trade-offs between output quality components

71. Coverage versus resources for data collection is the key trade-off for these statistics.
72. In order to increase coverage of the statistics and thus capture more people and make the figures further representative, further resources (time, money and people) would be needed to widen the scope of the current data collection process.
73. The scope of the coverage is further limited by the level of contact information provided to the Ministry of Defence by Service personnel when they leave the Armed Forces.

8. Assessment of User Needs and Perceptions

74. The estimated employment outcome statistics for Service leavers are used by:
- a. Government – policy making and monitoring
 - b. Academia – facilitating research
 - c. Charities - used for planning purposes

Description of Users and Usage of Statistics

75. The employment statistics for Service leavers have been published in response to user demand. Interest has come from Parliament, Government Departments, the third Sector, academics, the media, and the general public.
76. In July 2007 the National Audit Office (NAO) published a report on "[Leaving the Services](#)"¹⁷. The NAO summarised the Career Transition Partnership services as follows:

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

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

77. The Statistical Notice is a publication on employment outcomes for Service leavers who used the Career Transition Partnership. The statistics are widely used to inform policy monitoring and development; to inform the delivery of the Career Transition Partnership; and to enable MOD to be held accountable for the support provided to Service personnel in relation to finding employment when leaving the UK Armed Forces.

Strengths and Weakness in Relation to User Needs

78. This statistical series provides the first robust estimates of employment outcomes for Service leavers who used the Career Transition Partnership services. There is a lot of user demand for this information, and the publication of this statistical series will go towards meeting this demand.
79. Potential users have asked for figures of employment outcomes by Service, gender, rank, ethnicity, medical discharge, CTP programme use, age at exit, and length of Service. The Statistical Notice meets this demand.

80. The statistical series uses employment definitions which are broadly comparable with UK employment statistics. This is an improvement on figures which were previously in the public domain and utilised terminology and methodology which was inconsistent with national approaches to measuring employment outcomes.

9. Performance cost

Operational Cost

81. The annual report takes approximately 35 days to produce each year. Further analysis and development work will require additional resource.

82. There are two key data sources required to produce this Statistical Notice, and four further sources. Four of these six sources are already collected as administrative systems (personnel data from the Joint Personnel Administration system; medical discharges data; deaths data; and redundancy information). There are marginal costs involved in obtaining this data. The primary data source is the survey of Service leavers which is undertaken by the contractor Right Management. The LFS is run and data made available by the ONS.

83. The data collection process is undertaken by a tracking team from Right Management and the Career Consultants based across the country. They collect employment status information through a mix of phone, email and text message.

10. Confidentiality, Transparency and Security

84. The data source used to compile the Official Statistics used Service number as a unique identifier. The medical discharges data was linked using a pseudo-random unique identifier.

85. The files are all stored on a secure MOD network, with access to files limited to individuals in Defence Statistics Health. All MOD, Civil Service and data protection regulations are adhered to.

Estimates

86. 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.

11. References

1. UK Statistics Authority (UKSA). <https://www.statisticsauthority.gov.uk/>
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13. Standard Occupational Classification 2010. <http://www.ons.gov.uk/ons/guide-method/classifications/current-standard-classifications/soc2010/index.html>
14. UK Armed Forces Covenant. <https://www.armedforcescovenant.gov.uk/>
15. MOD Career Transition Partnership Statistics. <https://www.gov.uk/government/collections/career-transition-partnership-ex-service-personnel-employment-outcomes-statistics-index>
16. National Audit Office (NAO) report on "Leaving the Services". <http://www.nao.org.uk/report/leaving-the-services/>

Note: The MOD is not responsible for the contents or reliability of the listed non-MOD web sites and does not necessarily endorse the views expressed therein. Listings should not be taken as endorsement or any kind. The MOD has no control over the availability of these sites. Users access them at their own risk. The information given was correct at the time of publication.

ANNEX A

Office for National Statistics' definitions

These definitions have not been used within this CTP employment statistics report. However since there is user interest in comparing the CTP employment statistics with national employment figures, the definitions used by the Office for National Statistics are provided here to provide some context.

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

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

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

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