



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 2014/15 and 2018/19, with further detail on employment outcomes by key demographics, employed occupations and reasons for economic inactivity for 2018/19 service leavers.

Key Points

Of the 2018/19 UK regular service leavers who used a billable CTP service, and reported their employment outcomes six months after leaving service:

86% were employed

Significant increase from last year

The most commonly reported occupations were:

-  Associate Professional and Technical occupations (22%),
-  Skilled Trade occupations (21%),
-  Professional occupations (13%).

8% were economically inactive

The most common reasons for economic inactivity were:

-  Being in education, training or volunteering (40%),
-  'No employment sought' e.g. those on a career break (20%),
-  Medical Reasons (12%).

 Females were notably more likely to be economically inactive (18%) than males (7%). This was largely driven by females looking after family (28%).

50+ Service leavers aged 50 and over were notably more likely to be economically inactive (17%) than those in younger age groups (e.g. 7% of those aged 45-49). This was largely driven by service leavers in this age group who were retired (40%).

6% were unemployed



Of all demographic groups, BAME^a service leavers were notably more likely to be unemployed (20%) than White service leavers (6%).

This finding appears to reflect disparities in employment status between ethnic groups in the wider UK population.



Medically discharged service leavers were notably less likely to be employed (72%), but more likely to be unemployed (15%) and economically inactive (15%), than those who were not medically discharged (88%, 5% and 7% respectively).

a. Black, Asian and Minority Ethnic

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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 Partnership¹ (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 Covenant², 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'.

In this report, reference to **UK regular service leavers** includes: Regulars and Gurkhas who have left the UK armed forces to civil life or have an unexplained outflow between 1 April 2018 and 31 March 2019. This excludes Full Time Reserve Service personnel, mobilised reservists and deaths.

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.

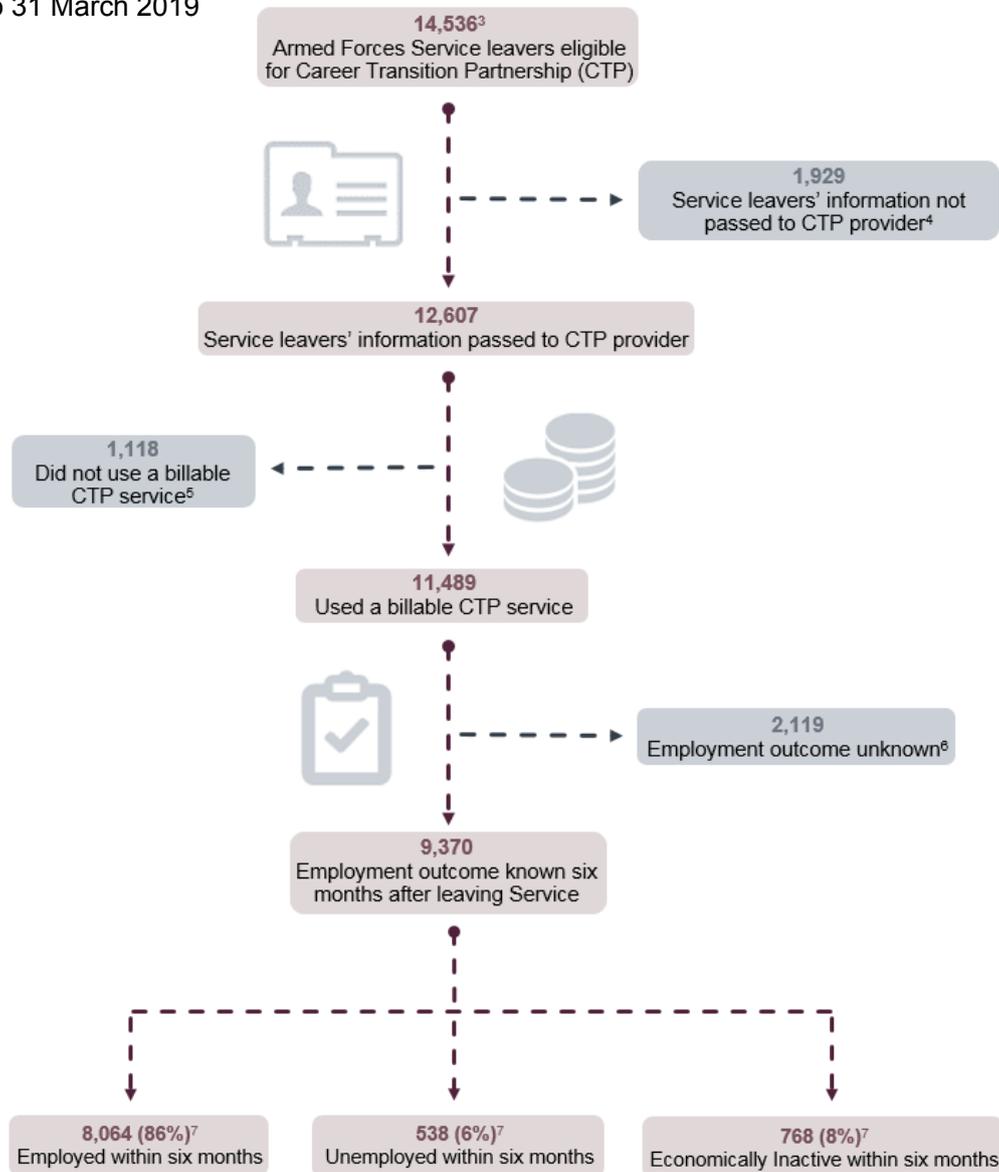
Unemployed: Those not in paid employment, who were actively seeking employment.

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

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 2018/19 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 supplementary tables.

Figure 1: Employment outcomes¹ for UK regular service leavers² in 2018/19, who used a billable Career Transition Partnership service, numbers
1 April 2018 to 31 March 2019



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 2018 and 31 March 2019. 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-2019>.
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.

(Table 1, Supplementary Tables)

Sources: JPA and Right Management

Results: Top level employment outcomes (cont.)

The supplementary tables 1 to 6 present all of the findings. When comparing groups which differ in size, this bulletin only reports on the **notable differences** where the difference between two groups was determined to be statistically significant (z-test of proportions with a 95% confidence level), with an effect size of ≥ 0.2 / -0.2 . These have been marked with an '*' in the supplementary tables 7a to 7c.

In 2018/19, 14,536 regular and Gurkha service personnel left the UK armed forces, of which 11,489 (79%) used a billable CTP service. Of those who used a billable CTP service, 9,370 (64% of all 2018/19 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 9,370 respondents, referred to as '2018/19 service leavers'.

Of the 2018/19 service leavers, 86% were employed, 6% were unemployed and 8% were economically inactive six months after leaving service.

Figure 2: Employment outcomes for UK regular service leavers between 2016/17 and 2018/19, percentages¹

1 April 2016 to 31 March 2019



Sources: JPA and Right Management

1. 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.

The employment rate of 86% and the unemployment rate of 6% among 2018/19 service leavers were higher than the UK population during the same period (76%³ and 4%⁴ 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 2018/19, approximately 26%⁴ of the unemployed UK population had been unemployed for more than twelve months.

In addition there were demographic differences between the 2018/19 service leavers and the UK population, for example 91% of service leavers were male, compared with 49% of the UK population⁵. Males are more likely to be employed than females (See Employment outcomes by gender on page 6) 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 2, Supplementary Tables)

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 three financial years, 2016/17, 2017/18 and 2018/19. Further details on methodology changes over time can be found in the Background Quality Report.

The employment rate of service leavers has significantly increased every year between 2016/17 to 2018/19 (Figure 2). Service leavers in quarter four (January 1 to March 31) of 2018/19 also had the highest employment rate of all quarters for the three recorded years (88%).

(Tables 2, 3, Supplementary Tables)

Sources: JPA and Right Management

Results: Top level employment outcomes (cont.)

Most common occupations for employed service leavers

Over half (56%) of the employed 2018/19 service leavers reported that they were employed in one of the following three most common occupations, six months after leaving service:



Associate Professional and Technical occupations (22%)

Includes occupations that provide technical support to Professionals and to Managers, Directors and Senior Officials. Most occupations will have an associated high-level vocational qualification.



Skilled Trade occupations (21%)

Includes occupations that require manual dexterity and other practical skills including agricultural and construction occupations. Most positions require a level of practical training including work-based training and apprenticeships.



Professional occupations (13%)

Includes occupations whose main tasks require a high level of knowledge and experience in fields such as engineering, biological and natural sciences. Most occupations will require a degree or equivalent qualification.

Notable differences in occupation were found between demographic groups, as detailed throughout this bulletin.

Occupations have been grouped in accordance with Office for National Statistics' (ONS) Standardised Occupational Classification (SOC). Major SOC groups are presented within this bulletin. Further information on occupations in all SOC groups can be found on the ONS website⁶.

Most common reasons for economic inactivity

Nearly three quarters (72%) of the economically inactive 2018/19 service leavers reported the following reasons for economic inactivity, six months after leaving service:



Education, training or volunteering (40%)



No employment sought (20%)



Medical Reasons (12%)

Notable differences were found between demographic groups with regards to reason for economic inactivity, as detailed throughout this bulletin.

Service leavers not using a billable CTP service

Service personnel are under no obligation to use billable CTP support after leaving service. In 2018/19, 1,118 service leavers had their details passed onto the CTP provider but did not use a billable service up to 6 months after leaving service. Of which, 359 service leavers shared their reasons with the CTP provider:



79% reported being employed or self-employed after leaving service, therefore not requiring CTP support.



6% reported emigration to outside of the UK as the reason for declining billable CTP support.



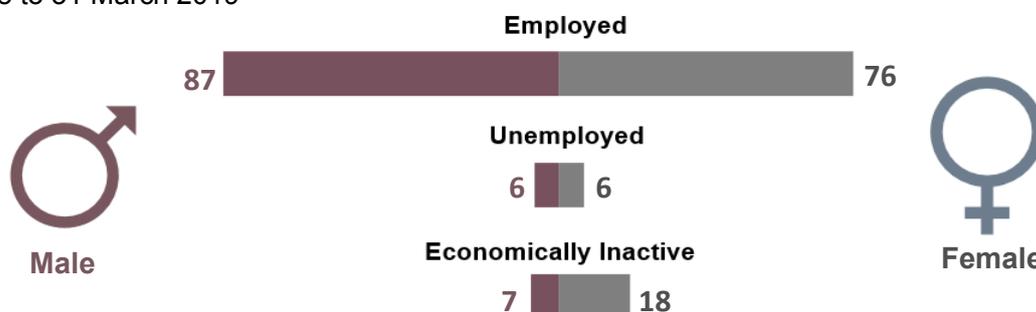
5% reported being in education, training or volunteering as the reason for declining billable CTP support.

Please note, service leavers can access CTP support up to two years before and two years after leaving service. The 1,118 service leavers who had their details passed onto the CTP provider may go on to access billable CTP support at a later date.

Results: Employment outcomes by gender

Key message: There were a number of notable gender differences observed for male and female service leavers in terms of employment status occupation and reasons for economic inactivity. However, any observations generally reflected wider gender employment differences in the UK.

Figure 3: Employment status of UK regular service leavers in 2018/19, by gender, percentages¹
1 April 2018 to 31 March 2019



Sources: JPA and Right Management

1. Percentages in the 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.

Females were notably less likely to be employed (76%) and more likely to be economically inactive (18%) than male service leavers (87% and 7% respectively). This finding reflects the wider gender differences in employment status within the general UK population, however employment rates for service leavers were higher than the general UK population for both genders⁷.

Occupations of employed service leavers:

The three most commonly reported occupations by male and female service leavers do not exactly match those for all service leavers, as detailed on page 5. Males were more likely to report employment as Process, Plant and Machine Operatives (13%) than professional occupations (12%). Females were more likely to report employment in Caring, Leisure and other Service occupations (14%) than Skilled Trade occupations (5%).

The following notable differences were observed between groups:

-  Males were more likely to report being employed in Skilled Trade occupations than females (22% and 5% respectively).
-  Males were more likely to be employed as Process, Plant and Machine operatives than females (13% and 2% respectively).
-  Females were more likely to be employed in Caring, Leisure and other Service occupations than males (14% and 2% respectively).
-  Females were more likely to be employed in Administrative and Secretarial occupations than males (11% and 4% respectively).

The above findings reflect wider UK gender differences within the UK workforce⁸.

Reasons for economic inactivity:

The three most commonly reported reasons for economic inactivity by male service leavers were the same as those for all service leavers, as detailed on page 5. However, females were more likely to report 'looking after family' (28%) than medical reasons (8%).

The following notable differences were observed between groups:

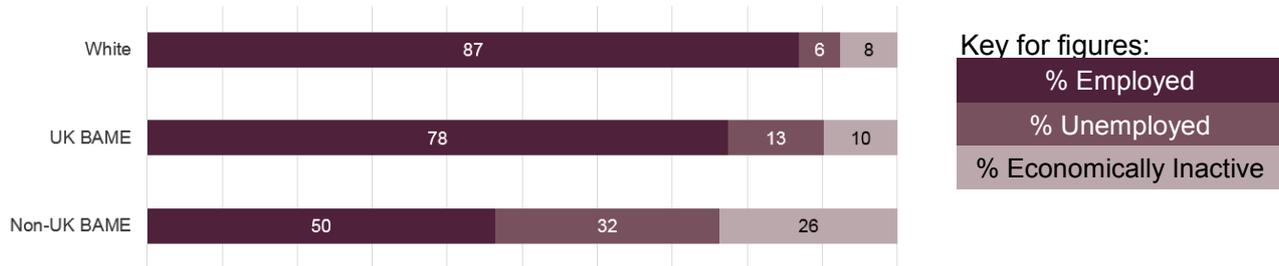
-  Females were more likely to report 'looking after family' than males (28% and 5% respectively).
-  Males were more likely to report retirement than females (9% and 3% respectively).

These reasons for economic inactivity reflect wider UK gender differences, where females were more likely to report looking after family/home and less likely to be retired than males⁹.

Results: Employment outcomes by ethnicity

Key message: BAME service leavers were notably more likely to be unemployed six months after leaving service than White service leavers. This appears to reflect disparities between ethnic groups in the UK in terms of employment status. However, for those employed, there were no notable differences between groups in term of occupation at the major SOC level.

Figure 4: Employment status of UK regular service leavers in 2018/19, by ethnicity¹, percentages²
1 April 2018 to 31 March 2019



Sources: JPA and Right Management

1. UK BAME refers to Black, Asian and Minority Ethnic service leavers with a nationality of English, Scottish, Welsh or Irish. Please note, that Irish service leavers have all been reported under UK BAME since it was not possible to determine whether they were from Northern Ireland or the Republic of Ireland. Non-UK BAME refer to Black, Asian and Minority Ethnic foreign and Commonwealth service leavers who do not have a nationality of English, Scottish, Welsh or Irish.
2. Percentages in the 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.

White service leavers were notably more likely to be employed than UK Black, Asian and Minority Ethnic (BAME) service leavers (87% and 78% respectively), who were in turn more likely to be employed than non-UK BAME service leavers (50%).

Conversely, non-UK BAME service leavers were notably more likely to be unemployed than UK BAME service leavers (32% and 13% respectively), who were in turn more likely to be unemployed than White service leavers (6%).

Non-UK BAME service leavers (26%) were also notably more likely than White and UK BAME service leavers to be economically inactive (8% and 10% respectively).

The ONS also found that within the UK population, the employment rate was higher for those who reported their ethnicity as White (78%) than those who reported their ethnicity as Mixed, Indian, Pakistani, Bangladeshi, Chinese, Black/African/Caribbean or other (66%)¹⁰.

Occupations of employed service leavers:

The three most commonly reported occupations by White service leavers, were the same as those for all service leavers, as detailed on page 5. However, BAME service leavers were more likely to report employment as Process, Plant and Machine operatives (17%) than Professional occupations (13%).

There were no notable differences between groups.

Reasons for economic inactivity:

The three most commonly reported reasons for economic inactivity by both White and BAME service leavers were the same as those for all service leavers, as detailed on page 5.

The following notable differences were observed between groups:

✗ White service leavers were more likely to report 'no employment sought' than BAME service leavers (22% and 7% respectively).

⊕ BAME service leavers were more likely to report 'medical reasons' than White service leavers (26% and 11% respectively).

👤 White service leavers were more likely to report that they were looking after family than BAME service leavers (10% and 4% respectively).

Results: Employment outcomes by service

Key message: There were a number of differences observed in terms of employment outcomes, occupation and reasons for economic inactivity for service leavers from each of the three services, though few differences were notable. The most notable differences were observed amongst those who were economically inactive six months after leaving service.

Figure 5: Employment status of UK regular service leavers in 2018/19, by service, percentages¹
1 April 2018 to 31 March 2019



Sources: JPA and Right Management

1. Percentages in the 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.
2. Includes Royal Navy and Royal Marine service leavers.

Army service leavers were less likely to be employed six months after leaving service (85%) than Naval and RAF service leavers (88% and 88% respectively), and were more likely to be unemployed (8%) than Naval and RAF service leavers (4% and 4% respectively). However, these differences were not notable.

Occupations of employed service leavers:

The three most commonly reported occupations by Naval and RAF service leavers, were the same as those for all service leavers, as detailed on page 5. However, Army service leavers were more likely to report employment as Process, Plant and Machine operatives (15%) than Professional occupations (12%).

There was only one notable difference observed between groups within all occupations:



RAF service leavers were more likely to report employment in Associate Professional and Technical occupations than Army service leavers (31% and 19% respectively).

Reasons for economic inactivity:

The three most commonly reported reasons for economic inactivity by Army service leavers were the same as those for all service leavers, as detailed on page 5. However, both Naval and RAF service leavers were more likely to report retirement (14% and 15% respectively) than 'medical reasons' (13% and 9% respectively).

The following notable differences were observed between groups:



RAF service leavers were more likely to report 'no employment sought' (29%) than Army service leavers (17%).



Army service leavers were more likely to report education, training or volunteering (46%) than both Naval (34%) and RAF (27%) service leavers.



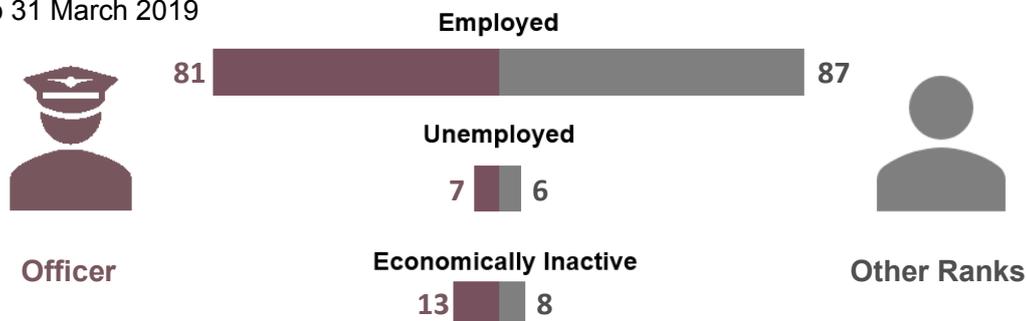
Both Naval and RAF service leavers were more likely to report being retired than Army service leavers (14%, 15% and 4% respectively).

Results: Employment outcomes by rank

Key message: There were no notable differences between Officers and Other Ranks in terms of employment status six months after leaving service. However, there were many notable differences in occupation and reason for economic inactivity, which may reflect the age profile of these cohorts. With regards to regular service leavers (excluding Gurkhas), Officers have a mean age at exit of 41 years whilst Other Ranks have a mean age at exit of 29 years¹¹.

Figure 6: Employment status of UK regular service leavers in 2018/19, by rank, Percentages¹

1 April 2018 to 31 March 2019



Sources: JPA and Right Management

1. Percentages in the 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.

Other Ranks were more likely to be employed (87%) than Officers (81%). Officers were more likely to be economically inactive (13%) than Other Ranks (8%). However, these differences were not notable.

Occupations of employed service leavers:

The three most commonly reported occupations by Officers and Other Ranks do not exactly match those for all service leavers, as detailed on page 5. Officers were more likely to report employment as Managers, Directors and Senior Officials (21%) than Skilled Trade occupations (3%). Other Ranks were more likely to report employment as Process, Plant and Machine operatives (14%) than Professional occupations (10%).

The following notable differences within all occupations were observed between groups:

Officers were more likely than Other Ranks to report being employed:

-  In Associate Professional and Technical occupations (32% and 21% respectively).
-  In Professional occupations (31% and 10% respectively).
-  As Managers, Directors and Senior Officials (21% and 7% respectively).

Other Ranks were more likely than Officers to report being employed:

-  In Skilled Trade occupations (23% and 3% respectively).
-  As Process, Plant and Machine operatives (14% and 2% respectively).
-  In Elementary occupations^b (13% and 4% respectively).

Reasons for economic inactivity:

The three most commonly reported reasons for economic inactivity by Other Ranks were the same as those for all service leavers, as detailed on page 5. However, Officers were more likely to report retirement (19%) than 'medical reasons' (8%).

The following notable differences were observed between groups:

-  Other Ranks were more likely to report education, training or volunteering than Officers (45% and 23% respectively).
-  Officers were more likely to report 'no employment sought' than Other Ranks (31% and 18% respectively).
-  Officers were more likely to be retired than Other Ranks (19% and 5% respectively).

(Tables 4, 5c, 6c, Supplementary Tables)

Sources: JPA and Right Management

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

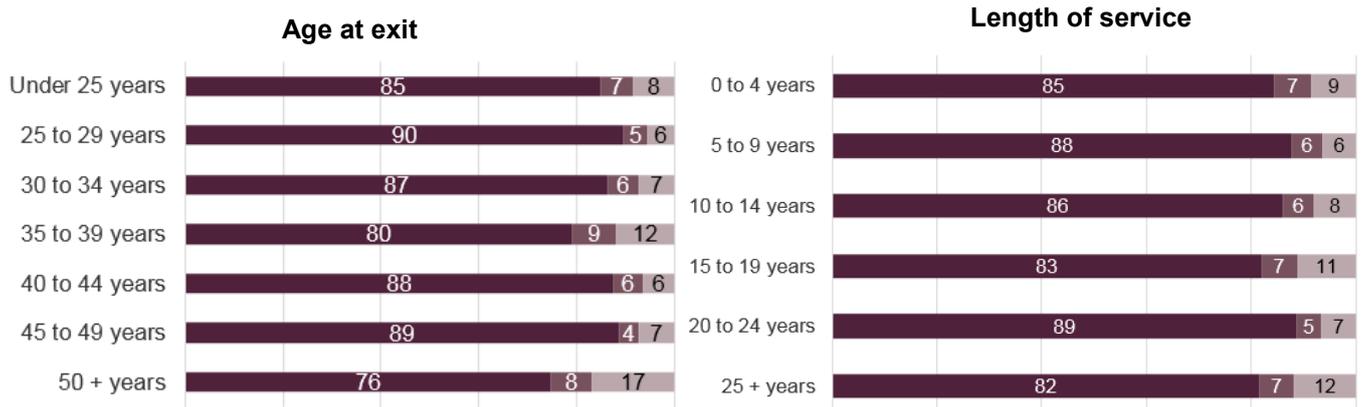
Results: Employment outcomes by age at exit and length of service

Key message: There was a strong 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. As such, this section presents employment outcomes by age at exit only.

There were many notable differences observed between age groups in terms of employment status, occupation and reasons for economic inactivity six months after leaving service. Considering all of the notable differences in this findings section, age at exit appears to have the biggest influence on different employment outcomes, when compared with other demographic groups.

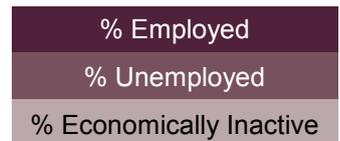
Figure 7: Employment status of UK regular service leavers in 2018/19, by age at exit and length of service, percentages¹

1 April 2018 to 31 March 2019



Sources: JPA and Right Management

1. Percentages in the 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.



Service leavers 25 to 29 years of age at exit had the highest employment rate of all age groups (90%), and were notably more likely to be employed than service leavers aged 35 to 39 (80%) and service leavers aged 50 years or older (76%). Economic inactivity was highest amongst those aged 50 years and older (17%), notably higher than all other age groups except those aged 35 to 39 (12%).

The rate of economic inactivity for service leavers aged 35 to 39 (12%) was considerably higher than for all other age groups under 50. However, there does not appear to be a single driver for this finding, service leavers in this age group were simply more likely to report all reasons for economic inactivity than service leavers on other age groups. Further information on reasons for economic inactivity is presented on page 11.

Occupations of employed service leavers:

The three most commonly reported occupations by service leavers aged 30-39 at exit were the same as those for all service leavers, as detailed on page 5. However, service leavers aged under 30 were more likely to report employment in Elementary occupations (17%) than Professional occupations (7%). Service leavers aged over 40 were more likely to report employment as Managers, Directors and Senior Officials (14%) than Skilled Trade occupations (12%).

Results: Employment outcomes by age at exit and length of service continued

Occupations of employed service leavers continued:

The following notable differences within all occupations were observed between groups:

-  Service leavers aged under 30 were more likely to report being employed in Elementary occupations than service leavers aged 30 and over (17% of those aged under 30, 8% of those aged 30 to 39, 5% of those aged 40 and over).
-  Service leavers aged under 30 were more likely to report employment as Process, Plant and Machine operatives than those aged 40 and over (14% and 8% respectively).
-  Service leavers aged 30 and over were more likely to report being employed as Managers, Directors and Senior Officials than service leavers aged under 30 (4% of those aged under 30, 10% of those aged 30 to 39, 16% of those aged 40 and over).
-  Service leavers aged 30 and over were more likely to report being employed in Professional occupations than service leavers aged under 30 (7% of those aged under 30, 17% of those aged 30 to 39, 19% of those aged 40 and over).
-  Service leavers aged under 40 were more likely to report being employed in Skilled Trade occupations than service leavers aged 40 and over (26% of those aged under 30, 23% of those aged 30 to 39, 12% of those aged 40 and over).

Reasons for economic inactivity:

The three most commonly reported reasons for economic inactivity varied greatly by age at exit, with a high number of notable differences observed between different age groups.

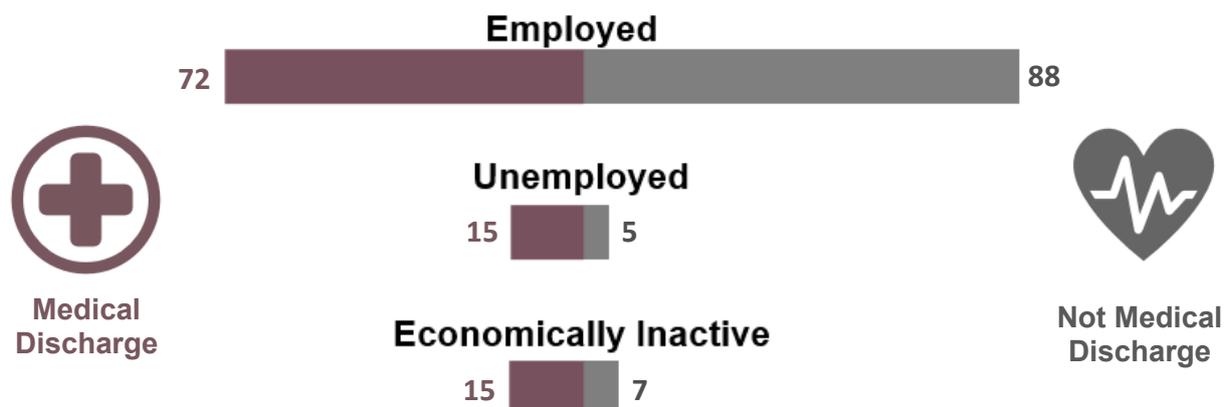
The most notable differences observed between groups were:

-  Education, training or volunteering was the most common reason for economic inactivity reported by service leavers in all age groups under 45, with percentages broadly decreasing with age. Specifically, those aged under 25 were notably more likely to report this reason for economic inactivity than service leavers in all age groups over 30 (for example, 65% of those aged under 25 compared with 42% of those aged 30 to 34).
-  Service leavers aged 45 and over were more likely to report 'not seeking employment' than service leavers aged under 35 (for example, 37% of those aged 45 to 49 compared with 9% of those aged 30 to 34).
-  Service leavers aged 50 and over were more likely to report being retired (40%) than service leavers in all younger age groups apart from those aged 45 to 49 (15%). There are no comparison percentages for the younger age groups due to suppression. See Further Information section.
-  Service leavers aged 30 to 34 and 40 to 44 were most likely to report looking after family as a reason for economic inactivity (18% and 18% respectively). Service leavers in both age groups were notably more likely to report this reason than service leavers aged under 25 (3%) and those aged 50 and over (5%).
-  Service leavers aged 35 to 39 were more likely to report medical reasons for economic inactivity (26%) than service leavers in all other age groups, and were notably more likely to report these reasons than those aged under 25 (9%) and those aged 50 and over (5%).

Results: Employment outcomes for medically discharged service leavers

Figure 8: Employment status of for UK service leavers in 2018/19, by medical discharge status, percentages¹

1 April 2018 to 31 March 2019



Sources: JPA and Right Management

1. Percentages do not sum to 100% and are weighted to account for non-response bias. See 'Data, definitions and methods' section for further detail.

Service leavers who were medically discharged were notably less likely to be employed (72%), but more likely to be unemployed (15%) and economically inactive (15%) than service leavers who were not medically discharged (88%, 5% and 7% respectively).

For service leavers who were medically discharged, gaining employment within six months may not have been a short-term goal. These service leavers will have been entitled to enhanced career support from the CTP-assist team¹². This support aims to assist individuals to find a future outcome that works for them.

Depending on their individual circumstances, the MOD may grant some medically discharged service leavers deferred CTP support for up to two years^c. This means those who have a long term goal of gaining employment could be accessing CTP support up to four years post discharge.

(Table 4, Supplementary Tables)

Sources: JPA and Right Management

c. Access to CTP support beyond 2 years post discharge would need to be authorised by the MOD and is linked to exceptional circumstances.

Data, definitions and methods

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

Data sources

The Joint Personnel Administration (JPA) system was used to identify regular and Gurkha service personnel who left the UK armed forces each financial year between 2014/15 and 2018/19. 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 the 2016/17, 2017/18 and 2018/19 employment outcomes were calculated based on improved coverage data, with response rates of 81%, 82% 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, 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 Ranks and service leavers aged under thirty.

This means that the characteristics of responders did not reflect the distribution of characteristics among all 2018/19 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.)

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 (SOC) 2010 groupings. Since 2017/18, this publication has presented 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 Supplementary Tables, Table 5h). 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.

Measure of effect

The measure of effect was calculated to quantify the difference between two groups where statistically significant differences were found. Only significant differences with an effect size equal to or greater than 0.2 or -0.2 (indicating a small to large effect size) were reported as notably different within this Statistical Bulletin. Any comparisons between two groups which were not significantly different or were significantly different but with an effect size of <0.2 were not reported on in this bulletin.

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

Pearson product moment correlation coefficient

Correlation is a measure of the linear relationship between two variables. A Pearson correlation coefficient value of 0.913 between age at exit and length of service suggests that there is a strong positive correlation between the two variables. This means that as the value of one variable increases, the value of the other variables also increases. Further information can be found in the Background Quality Report.

Glossary

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, medically unfit for work and those awaiting visas/citizenship.
Effect size	Effect size illustrates the magnitude of the difference between two populations.
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.
Joint Personnel Administration (JPA) System	Armed forces personnel data from April 2007 is held on the Joint Personnel Administration (JPA) System. It replaced the separate payment and administration teams from each of the single services.
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.

Glossary (cont.)

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.
Non-UK BAME	Non-UK BAME refer to Black, Asian and Minority Ethnic foreign and commonwealth service leavers who do not have a nationality of English, Scottish, Welsh or Irish.
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 Navy, Royal Marines, Army and Royal Air Force who are not officers. Other ranks include Non-Commissioned Officers.
Service leavers	Service leavers are former UK armed forces personnel who exited the services during the financial year 2018/19.
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 with a nationality of English, Scottish, Welsh or Irish. Please note, that Irish service leavers have all been reported under 'UK BAME' since it was not possible to determine whether they were from Northern Ireland or the Republic of Ireland.
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

1. Career Transition Partnership: <https://www.ctp.org.uk/>
2. Armed Forces Covenant: <https://www.gov.uk/defence-and-armed-forces/armed-forces-covenant>
3. 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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5. Office for National Statistics population estimates for the UK, England and Wales, Scotland and Northern Ireland, mid-2018 dataset: <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>
6. Office for National Statistics Standard Occupational Classification (SOC) Hierarchy: https://onsdigital.github.io/dp-classification-tools/standard-occupational-classification/ONS_SOC_hierarchy_view.html
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8. Office for National Statistics workers by gender: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/adhocs/009745workersbysexindetailedoccupationgroupings2000to2018>
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10. Office for National Statistics Labour Market Status by ethnicity: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/labourmarketstatusbyethnicgroupa09>
11. UK armed forces biannual diversity statistics: <https://www.gov.uk/government/collections/uk-armed-forces-biannual-diversity-statistics-index>
12. Career Transition Partnership Assist: <https://ctpassist.ctp.org.uk/>

Further information

Symbols

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

Disclosure Control

Figures are presented unrounded. In line with JSP 200 (October 2017), 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 the 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, 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" as this may make the table more difficult to read in cases there are a large number of revisions.

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