

Background Quality Report

Career Transition Partnership annual statistics: UK Regular Service Personnel Employment Outcomes, 2012/13 to 2016/17

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 25 January 2018.

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 2012/13 and 2016/17 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 2016/17 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 2012/13 and 2016/17. However, due to changes in data and methodology, comparisons between 2016/17 and previous financial years should not be made.
 - b) **Section 2:** Employment outcomes by demographic groups. This section presents a summary of any significant differences between the employment outcomes for 2016/17 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.
 - 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.
 - e) **Section 5:** Redundancy employment outcomes. This section presents employment outcomes for all personnel who left the UK Armed Forces between September 2011 and June 2014 via redundancy. Estimates are presented by redundancy Tranche, applicant/non-applicant status, and 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, 2017 and 2018 each presenting the previous five financial years.
4. As Official Statistics, the publication of this Statistical 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 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?

11. 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.
12. 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.
 - 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.
13. Since 1 October 2013 **all** regular and Gurkha Service personnel have been eligible for the Career Transition Partnership resettlement provision.
14. 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?

15. All Service leavers during each financial year between 2012/13 and 2016/17 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.
16. 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

17. 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 [Monthly 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.
18. 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.
19. 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.
20. 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.
21. 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.
22. 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.
23. The number of Service personnel leaving the Armed Forces due to redundancy were calculated by matching Service Numbers from the original redundancy selection list (covering both applicants and non-applicants), with Service leavers data. Please note a small number of personnel listed on the Tranche 1, 2, 3 or 4 redundancy list were recorded on JPA as having left the Armed Forces, but not due to redundancy. In this report they have been included in the Tranche 1, 2, 3 or 4 redundancy cohorts. There may also be a few Service personnel who left the Armed Forces under the category of redundancies who have since re-joined the MOD. The MOD has published [Tranche 1 - 4 Redundancy Statistics](#)¹².

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 the UK Armed Forces during 2016/17 (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 were 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 all Service leavers that had used billable CTP services 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 year 2016/17, 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 37 for more detail.
30. In addition, for the financial year 2016/17, employment outcomes have now been included for Service leavers who have re-engaged with the UK or overseas military, or were employed part-time but were seeking full-time employment. In previous financial years these cohorts were excluded. The inclusion of these cohorts has resulted in a 1% increase in the overall employment rate for 2016/17 Service leavers.
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 2016/17, although there was a high response rate (81%), investigations were conducted to determine any non-responder bias as response rates were lower for:

- Army Service leavers
- Service leavers who were of 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 2016/17 Service leavers. The employment rate for responders was lower for Army Service leavers (compared with those who left the other two Services), Ranks (compared with Officers), and younger Service leavers, and so excluding the employment outcomes for non-responders may have positively biased the percentage of Service leavers reported as employed. Therefore, responses were weighted by Service, Rank and age group to correct for the bias caused by over or under-representation. 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 2016/17 analysis

Weighting class			Weighting applied
Naval Service	Officer	Younger than 30 years of age	1.18
Naval Service	Rank	Younger than 30 years of age	1.20
Naval Service	Officer	30 years of age or older	1.11
Naval Service	Rank	30 years of age or older	1.18
Army	Officer	Younger than 30 years of age	1.16
Army	Rank	Younger than 30 years of age	1.28
Army	Officer	30 years of age or older	1.11
Army	Rank	30 years of age or older	1.21
RAF	Officer	Younger than 30 years of age	1.08
RAF	Rank	Younger than 30 years of age	1.21
RAF	Officer	30 years of age or older	1.09
RAF	Rank	30 years of age or older	1.13

36. 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.

37. 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

38. 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 the 'major' SOC groupings. Of the 7,870 2016/17 Service leavers who reported as being employed six months post-discharge, there were 603 Service leavers for which it was not possible to code their occupation, due to missing or incomplete free text information.
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' and 'retirement'. There is also an 'Other' category which includes those who were not seeking employment, e.g. on a career break, and those whose reasons for economic inactivity were unknown.

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.
41. The significance test was carried out at the 99% significant level meaning there should be less than 1% (1 in 100) chance that any differences observed weren't representative of the population as a whole. Upper and lower confidence intervals were also calculated from the z test. 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. The accompanying Excel tables presents all of the findings, whilst the Statistical Bulletin presents only the findings where significant differences were determined.

Redundancies

42. A UK Armed Forces redundancy scheme was introduced to achieve some of the reductions outlined in the 2010 Strategic Defence and Security Review (SDSR). Each redundancy tranche represents a separate round of redundancies that were announced at different points in time.
- In September 2011, 2,860 personnel were notified of their selection for redundancy in Tranche 1, of whom 62% were applicants and 38% were non-applicants.
 - In June 2012, 3,760 personnel were notified of their selection for redundancy in Tranche 2, of whom 72% were applicants and 28% were non-applicants.
 - In June 2013, 4,450 Army personnel were notified of their selection for redundancy in Tranche 3, of whom 84% were applicants and 16% were non-applicants.
 - In June 2014, 1,060 personnel were notified of their selection for redundancy in Tranche 4, of whom 72% were applicants and 28% were non-applicants.
43. **Applicants** actively chose to be made redundant and were subsequently selected for redundancy. Applicants were due to leave Service within six months of selection.
44. **Non-applicants** were selected by the MOD and did not choose to be selected for redundancy. Non-applicants were due to leave Service within 12 months.
45. Due to high external interest in the employment outcomes for Service personnel made redundant during this time, all Service leavers within these redundancy cohorts were tracked by Right Management and their employment outcome was reviewed six-months after leaving Service. Tranche 4 non-applicants were the last cohort to leave Service. Their

employment outcomes were updated in these statistics. Employment outcomes for all other redundancy cohorts have already been finalised. Therefore there will be no further employment outcome updates for redundancy cohorts.

2. Relevance

Coverage

Data Coverage

46. 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.
47. In 2016/17 14,982 UK Regular and Gurkha Service personnel left the Armed Forces (as recorded on the JPA system), of which 11,842 (79% of Service leavers) used a billable CTP service. Employment outcomes were calculated using information held for 9,561 Service leavers, representing 81% of all regular and Gurkha personnel who left the UK Armed Forces during 2016/17 and used a billable CTP service.
48. 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

49. These statistics have been provided in response to interest in employment outcomes for UK Service personnel and concerns raised by the Chief Statistician over the quality of numbers previously released in Parliamentary Questions, Freedom of Information requests and internal reports.
50. 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.
51. 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.
52. The scope of the publication to meet all user needs will be under continuous review from feedback from users.

3. Accuracy

53. There are 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.

54. 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 (81% of billable CTP users). Therefore the 2016/17 CTP statistics are considered to be a more reliable summary of CTP users and employment outcomes.

Data

55. 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.

56. 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.

57. 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.

58. Service leavers' ethnicity is compiled based on a self-declared, non-mandatory field on JPA. In 2016/17 there were 122 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

59. 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.

60. 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 an over estimate of the employment rate.

61. 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.

62. 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

63. The 2015/16 and 2016/17 Statistical Bulletins were both published 10 months after the end of the financial year, at the end of January in the following year.

64. 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

65. All Statistical Notices were published on time to a pre-announced release date. The release date for the 2017/18 statistics will be published on the Gov.uk website at least one month in advance.

5. Accessibility and Clarity

Accessibility

66. The estimated employment outcome statistics for Career Transition Partnership service users can be accessed on the [Gov.UK website](#)¹⁶.

Clarity

67. Users with an interest in the key findings can read a short summary of main messages at the start of the report. The 2016/17 Statistical Bulletin has presented, for the first time, visual key messages which highlight any significant differences between groups with regards to employment outcomes, occupations (for those employed) and reasons for economic inactivity.

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

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

6. Comparability

Comparability

70. The Official Statistic presents estimated employment outcomes from 2012/13 through to 2016/17, including quarterly estimates, with confidence intervals around each of the estimates. However, due to changes in data and methodology, it is not recommended to compare 2016/17 estimates with previous years' estimates. 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.
71. 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.
72. The definitions for demographic groups are consistent with other MOD Official Statistics, though the over number of 2016/17 Service leavers (14,982) does not match Service outflow figures for all regular Service personnel as published in the MOD's [Monthly Service Personnel Statistics](#)⁷, since the CTP statistics include Gurkhas and exclude those who have died.

7. Trade-offs between output quality components

73. Coverage versus resources for data collection is the key trade-off for these statistics.
74. The proportion of service leavers not captured in the employment estimates have steadily decreased in the four financial years from 47% in 2011/12 to 37% in 2014/15. This group is made up of personnel who either not eligible for the CTP Core Resettlement Programme, Employment Support Programme or Future Horizons Programme (FHP), or who did not use billable CTP services. In 2015/16 33% of service leavers were not captured in the employment estimates. This is lower than previous financial years driven by the eligibility of Early Service Leavers able to use CTP services for six months of 2015/16 (from October 2015). In 2016/17 estimates are likely to exclude even less service leavers due to ESL's being eligible for the whole financial year.
75. 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.
76. 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

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

Description of Users and Usage of Statistics

78. 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.

79. 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.”

80. 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

81. 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.

82. 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. Statistics on the employment outcomes for the redundancy programmes have also been specifically requested, thus their inclusion in this Statistical Notice.

83. 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

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

85. 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.

86. 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

87. 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.
88. 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

89. 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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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.