

# Career Transition Partnership quarterly statistics: UK Regular Service Personnel Employment Outcomes, 2009/10 to 2012/13 Q1

12 September 2013 update

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## 1. INTRODUCTION

1. This quarterly Official Statistic provides summary statistics on the estimated employment outcomes for UK Regular Service personnel who left the Armed Forces between 2009/10 and 2011/12 and used the services provided by the Career Transition Partnership (CTP). Also included in this Official Statistic are:
  - Trends over time
  - Estimated employment outcomes by Service leaver characteristics
  - Redundancy employment outcomes (Tranche 1 of the MOD's redundancy programme)
  - Comparisons with national employment figures
2. A publication schedule for future reports is detailed in Annex B.
3. The Career Transition Partnership began in 1998 and is a contractual arrangement between the Ministry of Defence and a contractor (Right Management) for delivering a resettlement package to eligible Service personnel. The Career Transition Partnership provides employment support for personnel up to two years before and two years after leaving the Armed Forces.
4. These statistics have been provided in response to interest in employment outcomes for UK Service personnel 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. The statistics will aid policy development. They can be used to inform effectiveness of the Career Transition Partnership resettlement services. They will also be used for monitoring of the Armed Forces Covenant, a component of the Armed Forces Act, which states that Service personnel should not be disadvantaged in terms of health or welfare.
5. The first report in the series was published 13 June 2013. This report has since been reviewed and revised for all figures. Figures are provisional, and will be updated annually (see paragraphs 79 to 81).

## KEY FIGURES

- Within six months of leaving the Armed Forces the estimated employment and unemployment rates in **2012/13 Quarter 1** for the 2,740 UK Regulars who used the CTP resettlement services were:
  - Employment rate was 83% (n = 2,280)
  - Unemployment rate was 9% (n = 240)
  - Economically Inactive rate was 8% (n = 220)
- Within six months of leaving the Armed Forces the estimated employment and unemployment rates in **2011/12** for the 11,300 UK Regulars who used the CTP resettlement services were:
  - Employment Rate: 85% (n = 9,570)
  - Unemployment Rate: 8% (n = 860)
  - Economically Inactive Rate: 8% (n = 870)

## TOP LEVEL FINDINGS

- Within six months of leaving the Armed Forces the estimated employment and unemployment rates in **2012/13 Quarter 1** for the 2,740 UK Regulars who used the CTP resettlement services were:
  - Employment rate was 83% (n = 2,280)
  - Unemployment rate was 9% (n = 240)
  - Economically Inactive rate was 8% (n = 220)
- Within six months of leaving the Armed Forces the estimated employment and unemployment rates in **2011/12** for the 11,300 UK Regulars who used the CTP resettlement services were:
  - Employment Rate: 85% (n = 9,570)
  - Unemployment Rate: 8% (n = 860)
  - Economically Inactive Rate: 8% (n = 870)

## COMPARISONS WITH UK NATIONAL EMPLOYMENT FIGURES

- The employment rate for UK service personnel who used CTP services in 2011/12 (85%) was higher than the employment rate for the UK population<sup>a</sup> (70%)
- The unemployment rate for UK service personnel who used CTP services in 2011/12 (8%) was the same as the unemployment rate for the UK population<sup>a</sup> (8%)
- The economically inactive rate for UK service personnel who used CTP services in 2011/12 (8%) was lower than the economically inactive rate for the UK population<sup>a</sup> (29%).

## TRENDS OVER TIME

- The estimated overall annual employment rate was 85% in 2009/10, 2010/11 and 2011/12.
- Between 2009/10 Quarter 1 and 2012/13 Quarter 1 the estimated quarterly employment rate ranged from a low of 82% in Q3 2009/10 and Q2 2010/11, to a high of 88% in Q1 2011/12.

## CONTEXT

- Out of a total of 5,065 Service leavers, there were 4,140 Service leavers who were eligible to use the CTP resettlement services, of which 3,800 registered with CTP. The 2012/13 Quarter 1 employment outcome estimates are representative of the 2,740 people who went on to use the CTP resettlement services.
- Out of a total of 21,380 Service leavers, there were 16,390 Service leavers who were eligible to use the CTP resettlement services, of which 14,460 registered with CTP. The 2011/12 employment outcome estimates are representative of the 11,300 people who went on to use the CTP resettlement services.

## DETAILED ANALYSIS

- **Service:** The employment rate for each Service was: Naval Service 85% (n = 2,170); Army 85% (n = 5,310); and Royal Air Force 83% (n = 2,090).
- **Gender:** The male employment rate was 86% (n = 8,910) compared with 69% (n = 650) for females. This was partly due to one-in-five women being economically inactive within six months of leaving the Armed Forces compared with one-in-twenty men, indicating a higher proportion of women were choosing not to work. When surveyed a third of the economically inactive females specifically mentioned they were looking after family and therefore not looking for work, with one-in-four women specifically mentioning they were in full time education compared with one-in-three men.

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<sup>a</sup> These comparisons have not been age or gender standardised; in future Defence Statistics will look to developing this comparison accordingly.

- **Officers and Ranks:** The economically inactive rate amongst Officers was 18% (n = 310), significantly higher than the 6% (n = 570) amongst the Ranks, indicating a higher proportion of Officers were choosing not to work. The employment rate amongst Officers at 76% (n = 1,290) was significantly lower than the employment rate amongst the Ranks at 86% (n = 8,280).
- **Age at Exit:** 18% of personnel aged 50 or over (n = 220) were economically inactive and therefore choosing not to work. This was more than double the economically inactive rate for all other age groups.
- **Length of Service:** Amongst all CTP service users, there was no strong association between length of Service and employment rate
- **Medically Discharged:** The employment rate for medically discharged personnel was significantly lower (72%, n = 680) than for those who were not medically discharged (86%, n = 8,860). The unemployment rate was significantly higher amongst personnel medically discharged with a percentage of 18% (n = 150) compared with 8% (n = 730) for those not medically discharged.
- **CTP Programme Type:** Personnel receiving the Full Resettlement Programme following at least six years of Service had a similar employment rate (85%, n = 8,710) to personnel receiving the Employment Support Programme following four or five years in Service (82%, n = 860).
- **Self-Employed:** An estimated 500 (4%) UK Regular Service personnel who left the Armed Forces in 2011/12 reported being self-employed within six months of leaving Service. This is equivalent to one-in-twenty-five of all estimated employed Service personnel. Nearly half of these individuals were aged between 40 and 44 and the majority were in the Senior Ranks.

#### TRANCHE 1 REDUNDANCY FIGURES

- Within six months of leaving the Armed Forces the estimated employment outcome rates for the 2,700 Tranche 1 Service leavers who used the Career Transition Partnership services were:
  - Employment Rate: 81% (applicants 84%; non-applicants 74%)
  - Unemployment Rate: 6% (applicants 3%; non-applicants 12%)
  - Economically Inactive Rate: 14% (applicants 13%; non-applicants 16%)

## Contents of Official Statistic

6. Each section within the report covers the following areas:
  - **Section 1 Introduction** provides a summary of the key findings and a brief overview of the background to enable users to quickly identify the key messages in the report and to view them within context.
  - **Section 2 Background to Career Transition Partnership** provides detail on the Career Transition Partnership (CTP) history and services provided. This background can be used to further understand the employment statistics as the outcomes from the CTP service delivery.
  - **Section 3 Methodology** provides a detailed overview of the methodology used to collect, collate and analyse the data within this report.
  - **Section 4 Estimated Employment Outcomes – Top Level and Trends Over Time** provides the top level 2011/12 estimated employment statistics for users of the CTP services, and trends over time between 2009/10 and 2011/12, quarterly and annual. The time-series data is provided to enable to users to monitor trends in estimated employment outcomes.
  - **Section 5 Estimated Employment Outcomes – 2011/12 Detailed Analysis** provides a detailed summary of the 2011/12 estimated employment outcomes by Service personnel characteristic enabling monitoring of differences in estimated employment outcomes to help focus CTP service delivery and policy development.
  - **Section 6 Employment Outcomes – Redundancies: Tranche 1** provides the employment outcomes for Service personnel who were made redundant under the first stage of the MOD's redundancy programme, Tranche 1 to inform user understanding of the employment outcomes of the redundancy scheme.
  - **Section 7 Employment Outcomes – Comparisons with UK National Employment Rates** provides comparisons between the estimated employment outcomes for CTP service users with the UK employment figures enabling users to place the CTP statistics into a wider context.
  - **Section 8 Missing Sample Information** provides an assessment of the personnel who could not be contact during the survey, and the options to develop this area in the future.
  - **Annex A** provides a summary of the Office for National Statistics employment outcome definitions; flow diagrams for 2009/10 and 2010/11 for Service personnel leaving the Armed Forces; and extensions of Tables 1 and 2 which include 95% confidence intervals around the headline estimates.
  - **Annex B** provides the publication timetable for the next 12 months.
  - **Annex C** provides the mapping between Right Management Survey data and employment outcome terminology used in this report.
7. For the 2012/13 report, the following areas are under review: industry and location of job; time to starting job from discharge; use of the CTP services offered; those Service personnel in the wounded, injured and sick pathway, international comparisons, and expansion of the commentary to explain the trends presented.
8. In June 2012, 3,760 Service personnel were notified of their selection for redundancy in Tranche 2, of whom 72% were applicants. Around 2,710 applicants left on 11 December 2012, while around 1,050 non-applicants will leave by 11 June 2013. The employment outcomes for Tranche 2 will be available by the 2012/13 report.
9. A Background Quality Note is published alongside this Official Statistic. The web link for the Background Quality Note is:  
  
[http://www.dasa.mod.uk/publications/policy\\_documents/background\\_quality\\_reports/career\\_transition\\_partnership\\_statistics.pdf](http://www.dasa.mod.uk/publications/policy_documents/background_quality_reports/career_transition_partnership_statistics.pdf)
10. These statistics are being published to meet user interest. An assessment of methods, quality and analytical scope will be an on-going process. Interested users are encouraged to provide feedback to contribute to this development process: [DASA-enquiriesmailbox@mod.uk](mailto:DASA-enquiriesmailbox@mod.uk).

## 2. BACKGROUND TO CAREER TRANSITION PARTNERSHIP

11. It was during and after the First World War that the term 'resettlement' became officially recognised with Government and senior military support focused on resettling hundreds of thousands of men who had served their country. Today around 20,000 people leave the UK Armed Forces and make the transition to civilian life each year. They are of widely different ages and have a range of qualifications and aspirations. Everyone who leaves will have different personal circumstances and aspirations but the adjustment from the military environment to the civilian world is an issue common to all.
12. Formed in 1998 to support Service leavers in their transition from the military to civilian life, the Career Transition Partnership is a partnering agreement between a contractor (Right Management since 1998) and the MOD. The Career Transition Partnership also incorporates two Service charities, the Regular Forces Employment Association (RFEA) and The Officers' Association (OA), and exists to provide advice, guidance, vocational training and support to those leaving the military.
13. The Career Transition Partnership 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 Career Transition Partnership (CTP) fall into the following four categories:

*Guidance:* One-to-One career consultancy, both before and post discharge, to assist Service leavers in finding appropriate career opportunities and how best to achieve them.

*Career Transition:* A range of workshops on topics from setting up a business, to CV writing, and interview techniques. A number of career tools are also available through the CTP website ([www.ctp.org.uk](http://www.ctp.org.uk)) to help leavers to keep on track through their resettlement journey.

*Vocational Training:* The CTP provides a selection of over 60 vocational training courses to equip leavers with the skills and qualifications they need for their chosen career. In addition, CTP manage a list of over 450 accredited training providers offering a wide range of courses.

*Job Finding Support:* Access to RightJob, the CTP job website for Service leavers and used by employers who are specifically seeking to employ Service personnel.

### Eligibility to Career Transition Partnership

14. Personnel are eligible for the Career Transition Partnership if they have had at least four years Service, or were medically discharged, or left the Armed Forces due to redundancy. Personnel with four or five years Service receive the Employment Support Programme. Personnel with at least six years Service receive an enhanced service – the Full Resettlement Programme. Personnel who left the Armed Forces on disciplinary reasons or are deemed unsuitable are not eligible to resettlement, irrelevant of the number years of Service.
15. For the purposes of this Official Statistic only those personnel who were serving as UK Regulars have been included in the eligibility criteria and for the counts of people leaving the Armed Forces due to data quality issues validating the Full Time Reserve Strengths data for personnel leaving the Armed Forces.
16. The next of kin of Service personnel who died or were made incapacitated whilst in Service are eligible for the Full Resettlement Programme. However they have not been included within this report as they have not been surveyed and therefore cannot have an employment outcome. Defence Statistics will review whether next of kin of Service personnel can be captured in the sampling process and thus be included in the overall estimated employment outcomes. Refer to **Section 3: Methodology** for further details.

17. For further details on the policy for CTP eligibility and details on the services provided refer to the CTP policy document<sup>b</sup>.

### Employment Support Programme (ESP) and Full Resettlement Programme (FRP)

18. The Employment Support Programme (eligible after four or five years Service) includes:

- Job Finding service
- Access to RightJob database
- Consultant interview
- Housing brief
- Financial aspects of Resettlement brief
- Access (on a standby basis) to Resettlement Training Centre courses
- Post-discharge consultant support for up to 2-years
- Access to employment and training fairs.

19. The Full Resettlement Programme (eligible with 6 years Service, or if medically discharged, made redundant or next of kin of Service personnel who died or incapacitated) includes:

- Individual Resettlement Training Costs (IRTC) grant (£534) to spend on training with any provider.
- Resettlement leave – up to 35 days depending on length of service.
- Career Transition Workshop (3 days).
- Other workshops available:
  - Retirement options
  - Future employment options
  - Self-employment awareness
  - Small business start-up.
- CV writing
- Interview skills
- Career consultancy
- Travel warrants (up to 7).

20. All Service leavers, other than those discharged as Early Service Leavers, are entitled to receive the resettlement support detailed in the entitlement table below:

(a)	Years Service	Normal Discharge <sup>(3)</sup>			Medical Discharge <sup>(2,3)</sup>		
	(b)	CTP (c)	GRT <sup>(1)</sup> (d)	IRTC (e)	CTP (f)	GRT <sup>(1)</sup> (g)	IRTC (h)
1.	<1	No	0	No	FRP	10	Yes
2.	1+	No	0	No	FRP	30	Yes
3.	4+	ESP	0	No	FRP	30	Yes
4.	6+	FRP	20	Yes	FRP	30	Yes
5.	8+	FRP	25	Yes	FRP	30	Yes
6.	12+	FRP	30	Yes	FRP	30	Yes
7.	16+	FRP	35	Yes	FRP	35	Yes

(1) Amount of GRT is in working days.

(2) This includes Reservists who are medically discharged due to injuries sustained during operational commitments.

(3) Graduated Resettlement Time (GRT); Individual Resettlement Training Costs (IRTC); Career Transition Partnership (CTP); Employment Support Programme (ESP); Full Resettlement Programme (FRP)

### The Career Transition Partnership Process

21. Two years before their discharge date, Service personnel are automatically triggered as eligible for resettlement. Following discussions with their Service Resettlement Advisor, their entitlement is agreed and they are registered with the Career Transition Partnership (CTP) by completing an entry

<sup>b</sup> <https://www.gov.uk/government/publications/tri-service-resettlement-manual-isp-534>

within the Armed Forces Personnel System (Joint Personnel Administration (JPA)). A daily extract of new personnel registered for resettlement is extracted and sent to the CTP for loading into their database called ADAPT.

22. The Full Resettlement Programme will normally commence with attendance on a 3 day Career Transition Workshop (CTW) and Service personnel will then have 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 remaining resettlement progress. They will also have access to the CTP job-finding website (RightJob) and the support of an Employment consultant is available for up to 2 years post discharge. Various other workshops and vocational training courses are also available.
23. Those Service leavers who have served between 4-6 years are entitled to an Employment Support Programme which can entail an interview with a Career consultant, attendance on a one day Job Finding workshop, access to RightJob and the support of an Employment consultant for up to 2 years post discharge.
24. If a Service leaver is looking for a second career they may then find work either through the RightJob website, from attending an Employment Fair or from a variety of other sources. Career or Employment consultants are available to provide assistance with targeting CVs and interview practice as required. If CTP is informed that a Service leaver has found employment, access to RightJob will then be restricted but, if a Service leaver decides they are not content with their current employment and wishes to retain their RightJob account to continue looking for work, access can be reinstated for up to 2 years post discharge. Access will be reviewed by the Service leaver's Employment Consultant every 90 days to ensure the Service leaver is using the site to full advantage. A Service leaver may decide not to leave and to extend their Service instead. If the Service leaver re-engages for more than 2 years they will be entitled to the full CTP service once on Resettlement again.
25. In some instances a Service leaver may have begun the CTP process but Right Management have lost contact with them – 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'. Attempts to contact such Service leavers will be made for up to a year after the leaving the Armed Forces.

### Tranche 1 Background

26. The Strategic Defence and Security Review announced a reduction of 17,000 posts from the Regular Armed Forces (5,000 in each of the Royal Navy and Royal Air Force and 7,000 from the Army). Whilst reduced recruiting and fewer extensions of service would account for some of the reductions, a redundancy programme was needed to ensure the right balance of skills is maintained across the rank structures. A further reduction of 12,000 to the Army was subsequently announced as a result of the Three-Month Exercise.
27. The redundancy programme currently accounts for 40% of the cuts required by the UK Armed Forces. The remaining 60% is expected to be achieved through reduced recruitment, fewer extensions of Service and Service personnel leaving under premature voluntary release (PVR).
28. In September 2011, 2,860 personnel were notified of their selection for redundancy in Tranche 1, of whom 62% were applicants. In June 2012, 3,760 personnel were notified of their selection for redundancy in Tranche 2, of whom 72% were applicants. On 22 Jan 2013, the Army announced that up to 5,300 Army personnel will be made redundant in Tranche 3. Notifications of selection will be made to individuals on 18 Jun 2013.
29. The Career Transition Partnership (CTP) assists Service leavers to find work outside the Armed Forces. The CTP contact Service personnel six months post-discharge to determine their employment status and thus compile the data needed to calculate the employment rate. This report therefore only focuses on the employment outcomes for Tranche 1. Tranche 2 employment outcomes will be published by the 2012/13 Official Statistic – see **Section 1: Introduction** for the release timetable in Annex B.

## National Audit Office

30. In July 2007 the National Audit Office (NAO) published a report on “Leaving the Services”<sup>c</sup> 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.”

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<sup>c</sup> <http://www.nao.org.uk/report/leaving-the-services/>



### 3. METHODOLOGY

31. The estimated employment outcomes for Service personnel leaving the Armed Forces who used the Career Transition Partnership services has been developed using the following methodology and data sources:

#### Identifying Service Leavers Eligible for the Career Transition Partnership services

32. The administrative database for Service personnel, JPA, was used to identify all of the Service leavers in each financial year between 2009/10 and 2011/12. Criteria for determining eligibility to the Career Transition Partnership were then applied to the Service leaver data, including:
- Length of Service: less than four years indicating not eligible; four or five years of Service indicating eligible for the Employment Support Programme; six or more years Service indicating eligible for the Full Resettlement Programme.
  - Medical Discharge: eligible for the Full Resettlement Programme irrelevant of length of Service
  - Redundancy: eligible for the Full Resettlement Programme, irrelevant of length of Service
  - Left the Armed Forces on disciplinary reasons: not eligible to either the Employment Support Programme or the Full Resettlement Programme
33. Personnel who are not flagged as eligible using the criteria above applied to administrative data are classed as ineligible, but who are registered for resettlement on the CTP database, are assumed to be correctly flagged eligible and a manual amendment is made to the eligibility flag used to inform this statistical report.
34. Personnel who died or were made incapacitated due to Service were excluded from the eligibility criteria for the purposes of this Official Statistic, although their next of kin are, in practice, eligible for resettlement support.
35. Data on deaths, medical discharges, redundancies and exit reason were obtained from administrative systems already held within the Ministry of Defence and then linked using Service Number as a unique identifier. The flow diagrams throughout the Official Statistic present the number of Service leavers each year, how many of them were eligible to use the CTP services, and how many chose to do so.

#### Early Service Leavers

36. Early Service Leavers are personnel who left the Armed Forces within four years of joining.
37. The term Early Service Leaver is also applied to personnel who are no-longer eligible to resettlement due to leaving on disciplinary terms, irrespective of their number of years in Service.
38. Personnel who left the Armed Forces with less than four years Service, but who left on redundancy or due to medically discharge are no-longer classed as Early Service Leavers as they are eligible to the Full Resettlement Programme.

#### Technical Background on Data Sources

##### Service Leavers' Data

39. Defence Statistics (Tri-Service) publish statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces,<sup>d</sup> including personnel leaving the Services, deaths, recalled reservists on release. UK Regular Forces comprises trained and untrained personnel. These figures do include Gurkhas, but do not include Full Time Reserve Service

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<sup>d</sup> UK Armed Forces - Annual Manning Report

<http://www.dasa.mod.uk/applications/newWeb/www/index.php?page=48&pubType=1&thiscontent=180&PublishTime=09:30:00&date=2011-05-26&disText=2011&from=listing&topDate=2011-05-26>

personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services.

### Medical Discharges Data

40. Defence Statistics (Health) release an annual Official Statistic on medical discharges in the UK Armed Forces<sup>e</sup>. Medical discharges are the result of a number of specialists (medical, occupational, psychological, personnel, etc) coming to the conclusion that an individual is suffering from a medical condition that pre-empts their continued service in the Armed Forces. Statistics based on these discharges do not represent measures of true morbidity or pathology. At best they indicate a minimum burden of ill-health in the Armed Forces. Furthermore, the number and diversity of processes involved with administering a medical discharge introduce a series of time lags, as well as impact on the quality of data recorded.

### Deaths Data

41. Defence Statistics (Health) compiles the Department's authoritative deaths database for all UK Armed Forces personnel who died whilst in Service going back to 1984<sup>f</sup>. Information is compiled from several internal and external sources from which we release a number of internal analyses and external National Statistics Notices.

42. The deaths database is now used as a source for checking data to be sampled so that personnel who the MOD already know have died are not being contacted by the Right Management.

### Redundancy Terminology

43. Defence Statistics (Tri-Service) publish MOD redundancy statistics<sup>g</sup>. The number of Service personnel leaving the Armed Forces due to redundancy are calculated by matching Service Numbers from the original Tranche 1 redundancy selection list (covering both applicants and non-applicants), with Service leavers data within 2011/12 and 2012/13. Please note a small number of personnel have who were listed as selected on the Tranche 1 redundancy list have left the Armed Forces under a different reason to redundancy (as recorded on JPA). In this report they have been included in the Tranche 1 redundancy cohort. There may also be a few Service personnel who left the Armed Forces under the category of redundancies who have since rejoined the MOD.

44. Service personnel who were selected for redundancy are either applicants or non-applicants. The definitions are:

**Applicants:** Eligible personnel who have submitted a valid application for compulsory redundancy.

**Non-applicants:** Eligible personnel who are not Applicants.

45. To aid interpretation of these terms, applicants are Service personnel who actively chose to be made redundant and were subsequently selected for redundancy. Non-applicants were selected by the MOD and did not choose to be selected for redundancy.

### Background on Career Transition Partnership process within Right Management

46. Up to two years before discharging from Service, Service personnel can register with the Career Transition Partnership (CTP). Their registration process will be triggered either via an automatic process on the Joint personnel Administration (JPA) system or through manual triggers by an individual's unit and the Service Resettlement Advisor.

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<sup>e</sup> Medical Discharges in the UK Regular Armed Forces

[http://www.dasa.mod.uk/index.php?pub=MED\\_DIS](http://www.dasa.mod.uk/index.php?pub=MED_DIS)

<sup>f</sup> Mortality Data: DEATHS IN THE UK REGULAR ARMED FORCES 2012

<http://www.dasa.mod.uk/index.php?pub=MORTALITY>

<sup>g</sup> UK Armed Forces - Redundancy Program Statistics

<http://www.dasa.mod.uk/applications/newWeb/www/index.php?page=48&pubType=0&thiscontent=5100&PublishTime=09:30:00&date=2012-08-24&disText=Tranche 2&from=listing&topDate=2012-08-24>

47. Personnel have no obligation to complete their resettlement with CTP. In 2011/12, 11% of Service leavers who were eligible to resettlement did not register with the CTP. The MOD is currently investigating the reasons behind this.
48. When a Service Leaver has confirmed their entitlement to resettlement they registered for resettlement on the Joint Personnel Administration (JPA). There is an overnight download of JPA data where their name will be passed on to the Career Transition Partnership via the MOD policy team Training, Education, Skills, Recruiting & Resettlement' (TESRR). The CTP data is stored on Right Management's database ADAPT.

### **Employment Outcomes Data Collection Process**

49. The contractor, Right Management, deliver an on-going monthly survey to identify employment status once personnel have left the Armed Forces. One-in-five Service personnel who have used services (such that Right Management have billed the MOD) are identified at random every month.
50. Each month, the number of people recorded as discharging on CTP's billing database is extracted (note, over there may be discontinuities between discharges dates recorded on the CTP billing database and service personnel's actual projected discharge dates as these JPA dates may change). The number of people assigned to each Resettlement Advice Centres (RAC) is identified. Twenty per cent of these are calculated, and a random selection of one-in-twenty personnel is then selected from each RAC. This is the sampling process.
51. The personnel selected for sampling are reviewed six months after their discharge date to identify their employment status. Those with employment information (prior to the six month point) already recorded on ADAPT are assumed to still be in employment at the six month point. All other personnel without employment information recorded on ADAPT at the six-month point are then contacted by the teams in the Resettlement Advice Centre or by the dedicated tracking team.
52. Using employment information provided by an individual, their employment status is categorised into the following categories developed by Right Management:

**Settled:** In employment (full-time permanent role; part-time out of choice; contract job for at least six months)

**Not Settled:** The client has reached their discharge date from Service but is still actively using the CTP facilities. This category also includes Service leavers who subsequently found a job, but more than six months after leaving Service.

**Exclude:** Clients unable to contact. Clients may also be travelling, looking after family etc.

**Re-engaged / Extended:** Client has decided not to leave and has extended their military Service. If client re-engages for more than 2 years they are entitled to the full CTP service once on Resettlement again.

53. The aim was to collect data on a consistent basis at the six month point after leaving Service. However, where Right Management were already aware an individual had found a job (perhaps the individual concerned had told Right Management during a previous tracking call) then this individual was not re-contacted at the six month point. There are therefore some inconsistencies in the time point used to obtain employment information and care should be taken when interpreting results, see the **Background Quality Note** for further details.
54. For further details on the CTP process and service delivered see **Section 2: Background to Career Transition Partnership**.

### **Reviewing Employment Outcomes at the Record Level**

55. Defence Statistics led an extensive manual data quality exercise on the survey data held by Right Management to review and revise the employment outcome category applied to every record. The aim was to align, as best as practicable with the information available, the employment outcome terminology with the employment definitions used by the Office for National Statistics. The new definitions are: Employed; Unemployed; and Economically Inactive.

**Employed:** People in paid employment (full-time permanent role; part-time out of choice; contract job for at least six months)

**Unemployed:** People actively looking for work

**Economically Inactive:** People not in employment but not looking for work (students, carers, retired, travelling, looking after family, unwell, and medically unfit for work)

56. In some instances a Service leaver may have begun the CTP process but Right Management have lost contact with them – 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’. Attempts to contact such Service leavers will be made for up to a year post discharge.
57. The June 2013 report also included a category for Unknown employment outcome to represent personnel whom Right Management were unable to contact. In order for estimates to be comparable with national employment figures this category has been removed for the September 2013 update and onwards. Further details can be found in **Section 8: Missing Sample Data**.
58. **Annex C** provides a mapping between the CTP Right Management outcome terminology and the terminology included in this report.
59. Refer to **Annex A** for the Office for National Statistics definitions of employment outcomes for the definitions used in the Labour Force Survey (the Government’s primary source for UK employment data), from which the categories applied within this Official Statistic are loosely based on. Please be aware the ONS definitions are more complex than the employment outcome definitions used in this report. Further details can be found in the **Background Quality Note**.

#### **Inconsistencies between Sample Data and Service Leavers Data**

60. The cohort of one-in-five individuals who were surveyed to determine their employment status were identified at random from a list of Service personnel using CTP services recorded on the CTP billing system. This data is informed through an initial resettlement registration update from the MOD’s JPA database. However the personal details recorded on these JPA sourced entries, including projected discharge date, can change over time and will not be updated unless the individual themselves provides Right Management with this new information.
61. Data on the CTP billing system is inputted manually. There is therefore a risk of mistyping service number information which is the field used to match to the official Service Leavers data.
62. The official figures on numbers of Service personnel leaving the Armed Forces are also sourced from JPA. These figures have been taken from a snapshot of data and undergone some quality assurance processes.

#### **Collating Career Transition Partnership Registered Personnel Data and Linking to Service Leavers Data**

63. The official Defence Statistics figures on the number of Service leavers have been used as the foundation for this Official Statistic. People included on the official figures for Service leavers were then matched to the list of CTP service users between 2008/09 and 2011/12 (as opposed to the list of all personnel registered for resettlement). A further data match was undertaken to identify individuals who were also included in the CTP survey of one-in-five registered CTP users randomly sampled in each month between 2008/09 and 2011/12. Data matches were done using exact matches on Service Number as a unique identifier. Due to the methodology utilised two key issues should be noted when interpreting final figures:
  - i) An individual may have left the Armed Forces in one year but their employment information identified through the sampling process relates to a different year (since people can use the CTP service within two years of leaving Service). However in practice, in 2011/12, 96% of the outflows who were in the CTP sample were sampled in 2011/12.

- ii) Employment outcome estimates are provisional. As more information is obtained from the CTP surveys this information will be used to update the previous years' overall employment estimates. In 2011/12, 2% of the outflows who were in the CTP sample were sampled in 2012/13, with another 1% sampled in 2010/11, and a handful in each of 2009/10 and 2008/09. In the future, there may be additional individuals captured in CTP samples who left Service in 2011/12. This may result in a small increase in the sample size and thus small changes to the overall estimates.
64. During the sampling process utilising the CTP service users as a sampling frame, there was a subset of people who have not left the Armed Forces on their original discharge date (see Paragraph 59 for further details). A further advantage of linking surveyed individuals to the outflow data was to include only those individuals who had actually left the Armed Forces. In future the sampling process will need to be reviewed to investigate whether the sampling frame should be adapted and linked to the official Service leavers' data.

## Statistical Analysis

### Employment Outcome Estimates

65. The estimated employment outcomes have been calculated using the sample data and the proportions then applied to the overall Service leaver population figure to estimate the number of UK Regular Service personnel with a particular employment outcome. The methods used have been selected to align with the national employment figures published by the Office for National Statistics.
66. The **employment rate** and the **economically inactive rate** are calculated as the ratio of those people sampled with the respective employment outcomes, relative to the total number of people employed, unemployed and economically inactive. These rates have then been applied to the total number of people in the population to estimate the number of people within each employment outcome. Refer to Section 8 for further details on how this method accounts for missing employment outcome data.
67. The **unemployment rate** has been calculated as the ratio of those people sampled as unemployed, relative to the total number of people employed and unemployed. This rate has then been applied to the total number of people in the population, less the proportion who were economically inactive, to estimate the number of people unemployed.
68. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate.

### 95% Confidence Intervals

69. In any sampling exercise there is some uncertainty around the estimates. Around each estimate of an employment outcome, confidence intervals have been provided in order to demonstrate how reliable an estimate is. Service personnel have been selected from the population at random to reduce any systematic bias. Uncertainty can be presented through 95% confidence intervals, assuming that the sample has been selected at random. The 95% confidence interval for the employment outcome estimates provides the range of values within which we expect to find the real value, with a probability of 95%.

### Statistical Significance

70. If a 95% confidence interval around an employment outcome estimate excludes the comparison value then a statistical test for the difference between the two values would be significant at the 0.05 level. If two confidence intervals do not overlap, a comparable statistical test would always indicate a statistically significant difference. For example in 2011/12 the estimated employment rate for women was not contained within the 95% confidence interval for the male employment rate and therefore the difference in employment rates between men and women was statistically significant.
71. The percentages and confidence intervals presented have been rounded to the nearest integer and therefore when small numbers are presented the percentage may lie towards one end of the confidence interval instead of more centrally between the lower and upper confidence interval bounds.

## Sample Sizes

72. As more sample data is received, a larger number of people who left the Armed Forces will have sample data associated with them. Paragraph 62 provides more information.
73. The sample sizes of surveyed Service leavers used to estimate the employment outcome figures for CTP service users were as follows:

**2009/10:** 1,696

**2010/11:** 1,759

**2011/12:** 2,269

## Redundancy Employment Outcomes

74. The methodology for the Tranche 1 redundancy figures was similar, but not the same, as the overall employment estimates. Key differences were –
- Nearly all Service personnel who left under redundancy registered with CTP and were surveyed to identify their employment status. This compares with just one-in-five Service personnel who were surveyed for the overall employment outcome estimates.
  - 95% confidence intervals are not required around the employment outcomes since the estimates were close to a census of all Tranche 1 redundancies.
  - The Tranche 1 redundancy figures captured employment outcomes for Service leavers in 2012/13 as well as 2011/12.

## Rounding

75. Rounding in Defence Statistics (Defence Statistics Rounding Policy, May 2009) is the preferred method of disclosure control in published statistics. Rounding of small numbers preserves anonymity of data subjects in aggregate tables. Rounding can also improve the clarity of tabulated data. In most cases, the extra detail provided by unrounded figures is not needed, and may obscure the main features of the data.
76. Rounding has primarily been used in this Statistical Notice to manage issues around data quality as data are collated from a range of large administrative data systems.
77. When rounding to the nearest 10, numbers ending in “5” have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. Figures fewer than five have been suppressed. Where rounding has been used, totals and sub-totals have been rounded separately and so may not equal the sums of their rounded parts. All percentages, standard errors and 95% confidence intervals have been calculated on unrounded figures.

## Differences Between Latest Employment Outcome Estimates and Previous Figures

78. Figure relating to the proportion of service personnel who were settled within six months of leaving Service have previously been published, typically around the 90% level. These figures excluded from the analysis Service personnel who were economically inactive or unable to be contacted. By re-categorising the employment outcomes into terminology consistent with the Office for National Statistics, the new employment outcome percentages have changed accordingly.

## Changes to Methodology: September 2013 publication

79. The first report in the series was published 13 June 2013. This report has since been reviewed and revised for all figures. Key changes to methodology include:
- Removal of the Unknown employment outcome where survey respondents could not be contacted. The impact of this change was to increase the employment rate by ten percentage points from 75% in June 2013 publication to 85% in September 2013

- publication.
- Change in methodology for calculating unemployment rate to align with the internationally recognised standard method. The impact of this change was to increase the unemployment rate by one percentage point.
  - Refining of the redundancy Tranche 1 employment outcomes figures so that all estimates relate to employment within six months (as opposed to twelve months for applicants). The impact of this was to very slightly reduce the employment rate for applicants.
  - Refining of methodology for identifying personnel eligible and not eligible for resettlement through fields within MOD administrative data. The net impact of this change was to increase the number of people eligible to resettlement services.
  - Inclusion of the number of personnel registered with the Career Transition Partnership even if they did not go on to use a sufficient amount of the resettlement services. The impact of this change was to provide further context on the take-up rate of CTP.
  - Inclusion of people sampled in 2012/13 who were in the 2009/10 through to 2012/13 Quarter 1 service leavers. The impact of this change was to slightly increase the sample sizes for all years; for 2011/12 the sample size increased by around 50 people.

### **Regular Revisions**

80. All figures are provisional, and will be updated annually. Since personnel can receive CTP resettlement services up to two years before and after leaving the Armed Forces it is possible for people to appear in the sample data in a different year to the year in which they left the Armed Forces. Going forward, figures will be revised annually to reflect the new sample data. However, after two years figures will be fixed.
81. Every quarter there will be an update of the employment outcomes for that quarter. Figure 3 and Table 2 of the annual report will be updated for each new quarter's data. However the quarterly estimates will be fixed until the end of each financial year when they will be updated. All quarterly and financial year data for the previous two years will be updated in the June release each year.

#### 4. ESTIMATED EMPLOYMENT OUTCOMES – TOP LEVEL AND TRENDS OVER TIME

##### Eligibility

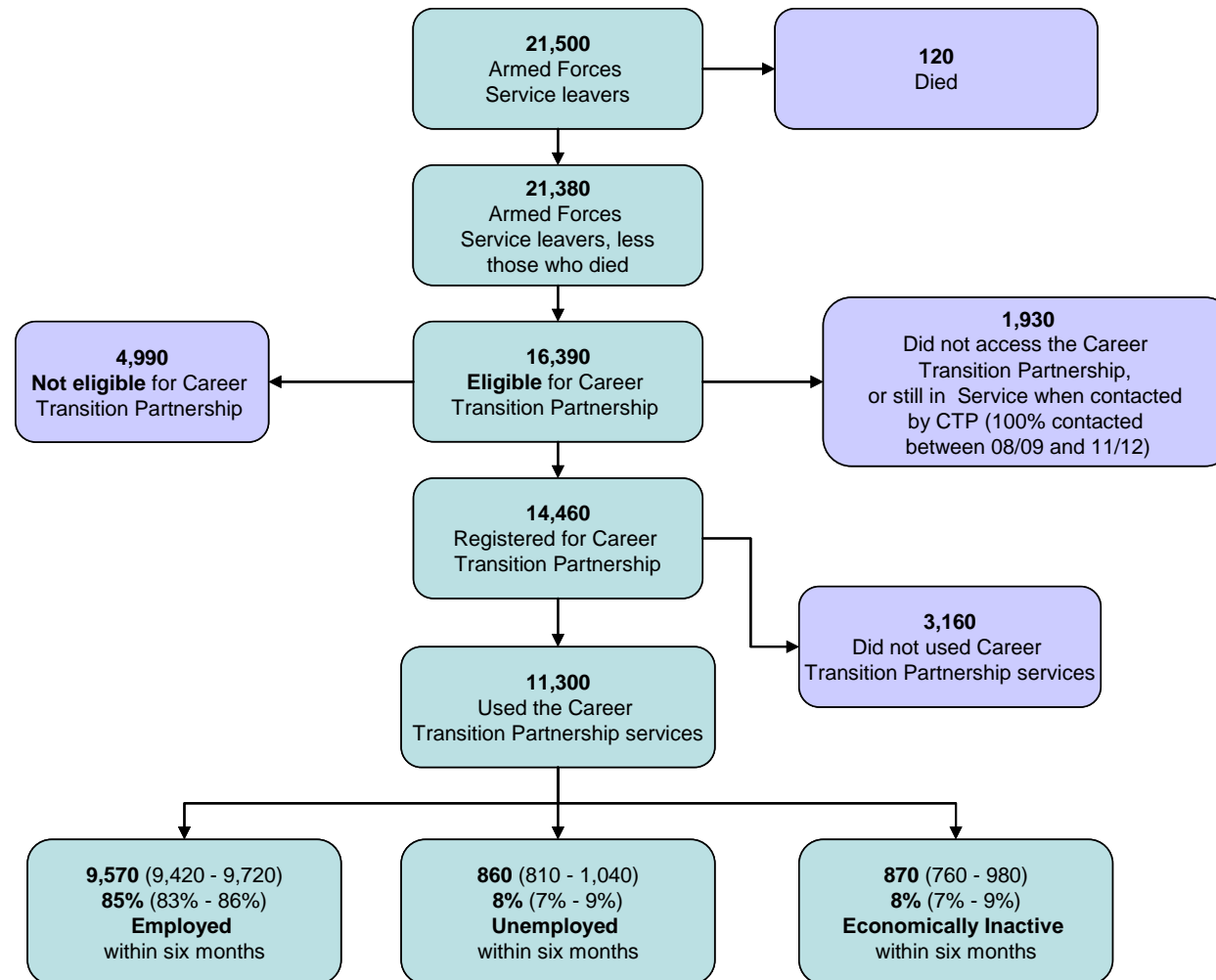
82. In 2011/12 there were 21,380 UK Regular Service personnel who left Service and a further 120 who died in Service. Three-quarters (77%) of the personnel who left the Armed Forces in 2011/12 were eligible to use the Services provided by the Career Transition Partnership, equivalent to 16,390 people.
83. There were 4,990 people who were not eligible to use the services provided by the Career Transition Partnership (CTP). Please see paragraph 29 to 30 for further details on eligibility criteria.
84. Army service leavers made up 59% of the eligible Service leavers compared with 79% of the ineligible Service leavers. This is because the Army tends to have a higher turnover particularly amongst young soldiers. The RAF service leavers made up 21% of the eligible Service leavers compared with 9% of the ineligible Service leavers. The Naval Service made up 20% of the eligible Service leavers compared with 12% of the ineligible Service leavers. This RAF and Naval Service tend to recruit more technical grades than the Army who then tend to stay in Service longer, thus the higher proportions of these Services are eligible to resettlement.

##### Service Leavers in 2011/12

85. Of the 16,390 people who left Service in 2011/12 and were eligible to use the services provided by CTP, 14,460 (89%) subsequently registered with the Career Transition Partnership. Of these 11,300 (78%) used enough of the CTP services for CTP to bill the MOD under their contact.
86. Reasons why a person might opt not to use the services have not been researched, however it is thought this could include: if they already had a job or training plans lined up, they felt confident supporting their own career development, were retiring and not seeking support for that retirement, or chose to look for work independently. The MOD is currently investigating this further.
87. The estimated employment outcomes were representative of 53% of Service leavers in 2011/12. The remaining 49% (9,930 people) include Service personnel who were:
  - Not eligible to use the Career Transition Partnership services (50%, 4990 people)
  - Were eligible and registered with CTP, but did not use the CTP services (32%, 3160 people).
  - Were eligible but did not register with CTP (18%, 1780 people)
88. **Figure 1** presents a flow diagram of the estimated employment outcomes. **Annex A** provides the equivalent flow diagrams for 2009/10 and 2010/11.



**Figure 1: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2011/12, number, percent, 95% Confidence Intervals <sup>1,2,3</sup>**



1. Defence Statistics (Tri-Service) publish the statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces, including personnel leaving the Services, deaths, recalled reservists. These figures do include Gurkhas, but do not include Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services.

2. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

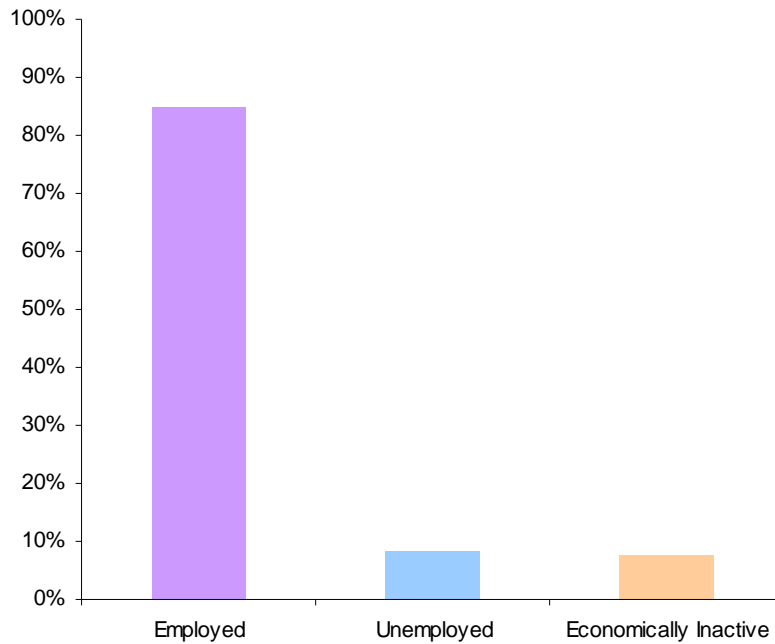
3. Data sources: JPA and Right Management

**Estimated Employment Outcomes**

89. In 2011/12, 85% of Service leavers surveyed were employed, 8% were unemployed, 8% were economically inactive (Figure 2).

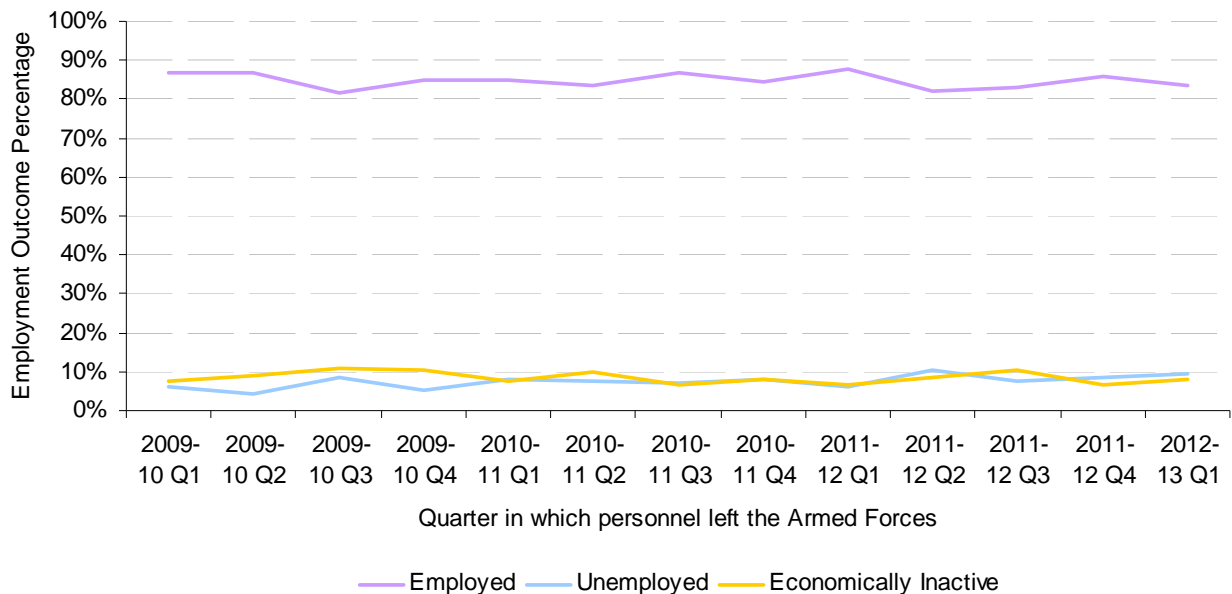
90. The employment outcomes have been stable over time. The estimated quarterly employment rate ranged from a low of 82% in Q3 2009/10 to a high of 88% in Q1 2011/12 (Figure 3).

**Figure 2: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2011/12, number, percent<sup>1</sup>**



1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

**Figure 3: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, Q1 2009/10 to Q4 2011/12, percent**



91. In 2011/12 there were an estimated 9,570 (85%) Service personnel employed, up from 7,590 (85%) in the previous year. This increase in the number of ex-Service personnel in employment six months after leaving Service was driven by an increase in the number of Service personnel leaving Service in 2011/12 due to Tranche 1 redundancies. For further details on the employment outcomes for Tranche 1 redundancies see Section 6.

92. **Table 1** presents the estimated employment outcomes within six months of leaving Service, by year, for UK Service personnel who used the Career Transition Partnership services between 2009/10 through to 2011/12. **Table 2** presents the employment outcomes within six months of leaving Service for Service personnel who used the Career Transition Partnership services between Q1 2009/10 through to Q4 2011/12 within six months of leaving Service.

**Table 1: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2009/10 to 2011/12, number, percent**<sup>1,2</sup>

Year left Armed Forces	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
2009/10	8,440	7,200	85%	460	6%	780	9%
2010/11	8,950	7,590	85%	640	8%	720	8%
2011/12	11,300	9,570	85%	860	8%	870	8%

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

**Table 2: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, Q1 2009/10 to 2012/13 Quarter 1, number, percent**<sup>1,2</sup>

Quarter left Armed Forces	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
2009/10 Q1	2,500	2,170	87	140	6	190	7
2009/10 Q2	2,190	1,910	87	80	4	200	9
2009/10 Q3	1,810	1,480	82	140	9	190	11
2009/10 Q4	1,950	1,650	85	100	5	200	10
2010/11 Q1	2,200	1,860	85	170	8	170	8
2010/11 Q2	2,210	1,840	83	150	8	220	10
2010/11 Q3	2,260	1,970	87	150	7	140	6
2010/11 Q4	2,280	1,920	84	170	8	190	8
2011/12 Q1	2,460	2,150	88	140	6	160	7
2011/12 Q2	2,640	2,160	82	250	10	230	9
2011/12 Q3	2,280	1,890	83	160	8	230	10
2011/12 Q4	3,920	3,360	86	310	8	250	6
2012/13 Q1	2,740	2,280	83	240	9	220	8

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

## 5. ESTIMATED EMPLOYMENT OUTCOMES – 2011/12 DETAILED ANALYSIS

### Characteristics Analysis

93. Personal information recorded on the MOD's Armed Forces Personnel system, Joint Personnel Administration (JPA), has been used to provide further information about the employment outcomes for different groups of Service personnel by demographic characteristics. The analysis is based on sample data and therefore analysis has been limited to cases where the sample sizes were large enough.

### Employment Outcomes by Service

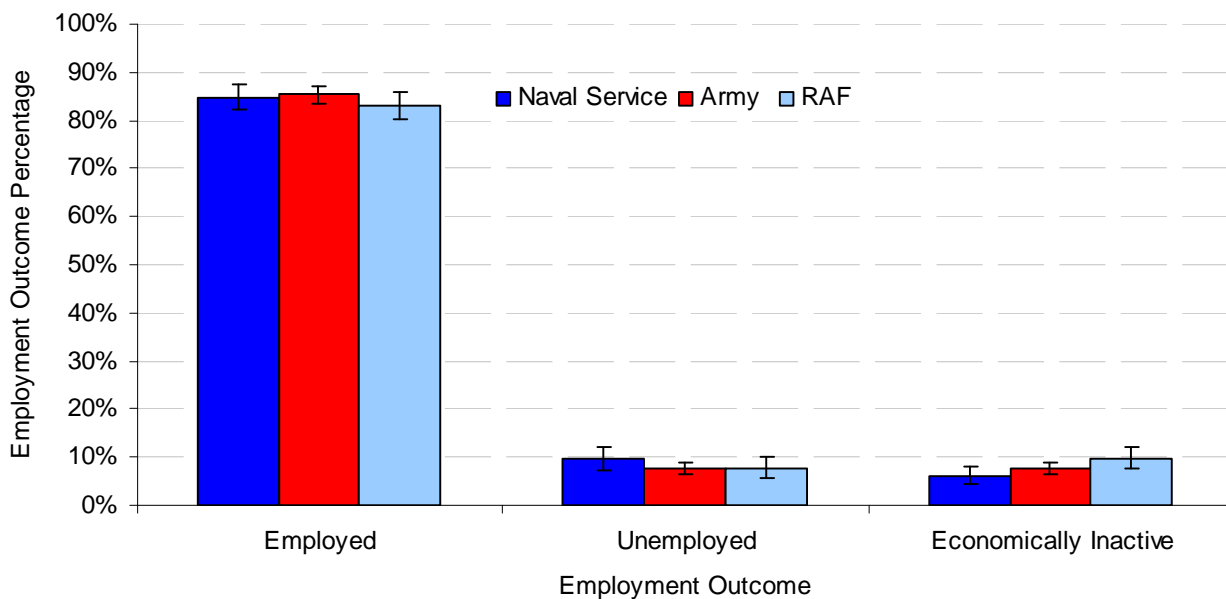
94. Of the 11,300 Service personnel who left the Armed Forces in 2011/12 and used the Career Transition Partnership (CTP), 2,560 were in the Naval Service, 6,220 in the Army and 2,520 were in the RAF (Table 3).

95. There were no significant differences in employment rates between the Services (Figure 4), with Naval Services and Army at 85% and the RAF at 83%.

96. The total number of people estimated to be in employment in 2011/12 was: 2,170 in the Naval Service, 5,310 in the Army and 2,090 in the RAF.

97. Of the estimated 880 people who were economically inactive, amongst the Army there nearly two-in-five who specifically mentioned being in full time education compared with a third of Royal Navy personnel and one-in-five RAF personnel.

**Figure 4: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2011/12, by Service, percent, 95% Confidence Intervals**



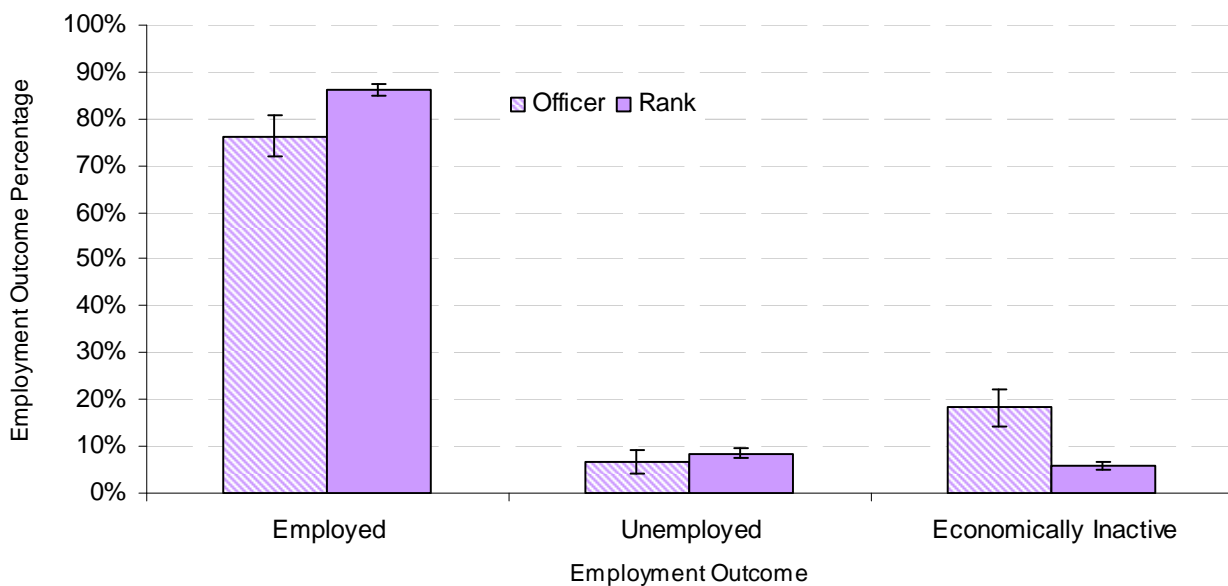
### Employment Outcomes by Officer or Ranks

98. The employment rate amongst Officers (76%) was significantly lower than the employment rate amongst the Ranks (86%) (Figure 5). This is equivalent to 8,280 Ranks and 1,290 Officers.

99. The economically inactive rate amongst Officers was 18%, significantly higher than amongst the Ranks at 6%, indicating a higher proportion of Officers were choosing not to work.

100. The estimated employment outcomes by Service for those who were Officers and Ranks are presented in Table 4. The Ranks represent 85% of Service personnel who used the CTP services in 2011/12, and are driving the figures for the overall employment rates by Service in Table 3.
101. The estimated employment outcomes range from 83% for OR-4 (Leading Rate; Corporal; Corporal) to 91% amongst OR-8 (Warrant Officer 2nd Class; Warrant Officer (Class 2); Warrant Officer) (Table 6).
102. One-in-three economically inactive Officers specifically mentioned they were retired when surveyed compared with one-in-ten economically inactive Ranks.

**Figure 5: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2011/12, by Officer or Ranks, percent, 95% Confidence Intervals**



### Employment Outcomes by Gender

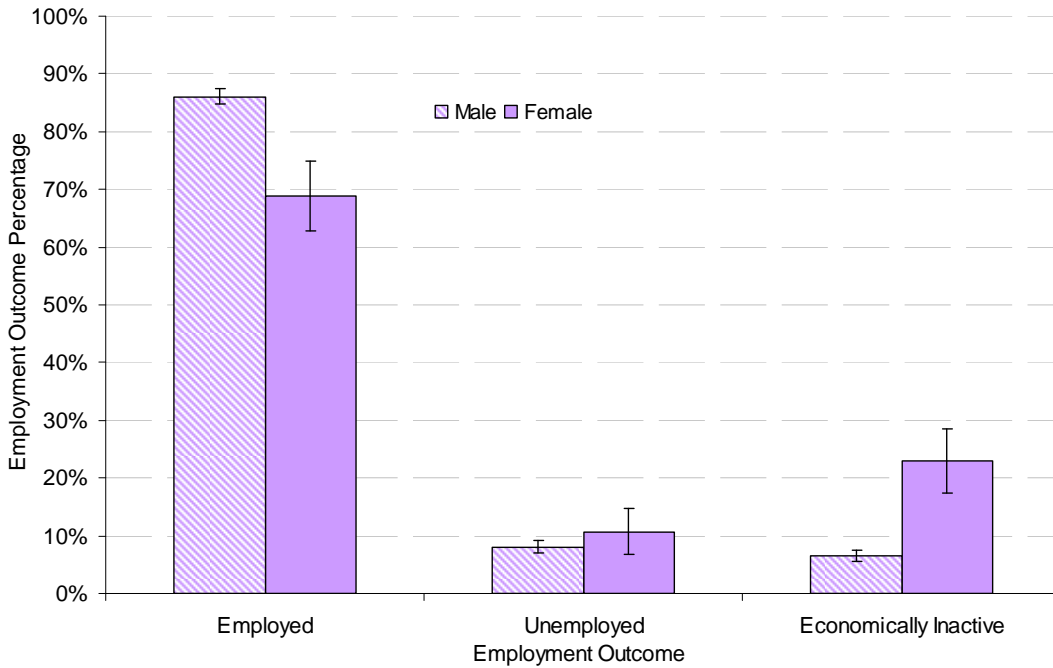
103. The majority (92%) of Service personnel who left the Armed Forces and used the CTP services in 2011/12 were males (n = 10,350) compared with 8% females (n = 950) (Table 3).
104. The estimated employment rate for females was significantly lower (69%) than for males (86%) within six months of leaving the Armed Forces (Figure 6).
105. One-in-five females were economically inactive compared with one-in-twenty males, indicating a higher proportion of females were choosing not to work. When surveyed a third of the economically inactive females specifically mentioned they were looking after family and therefore not looking for work. This compares with seven percent of males. Education was a big driver for being economically inactive amongst both males and females, with one-in-four females specifically mentioning they were in full time education compared with one-in-three males.

### Estimated Employment Outcomes by Number of Years in Service

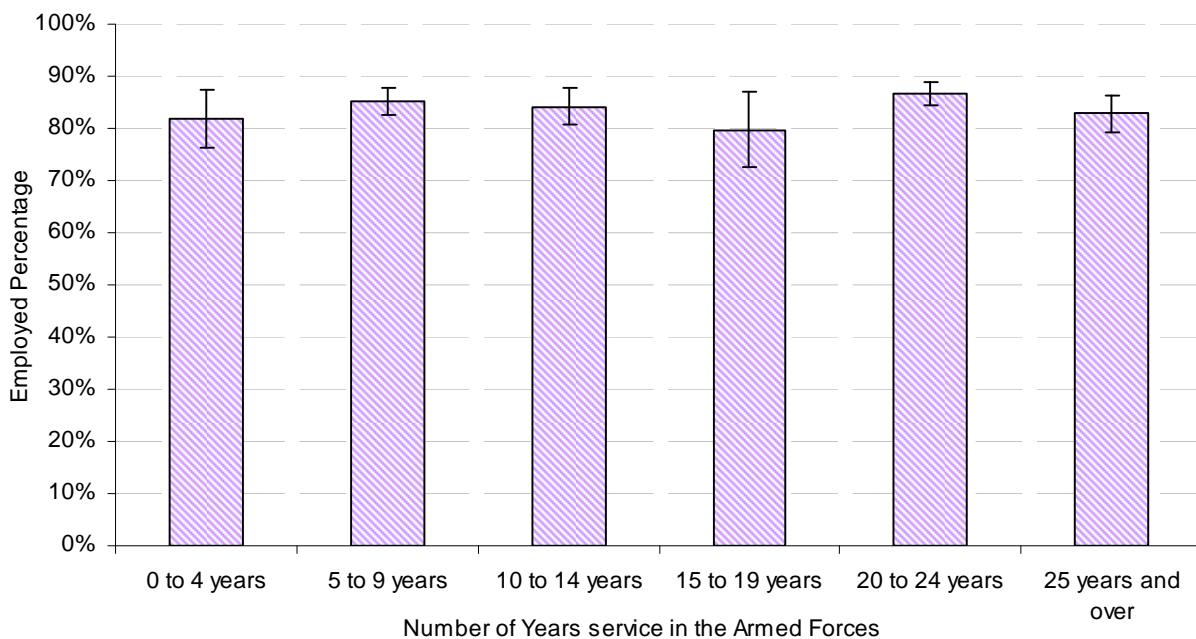
106. There are two types of service offered by the CTP primarily dependant on number of years of Service; Service leavers with four or five years Service receive the Employment Support Programme, and Service leavers with at least six years Service receive the Full Resettlement Programme. **See Section 2: Career Transition Partnership Background** for further details.
107. Amongst all CTP service users, there was no strong association between length of Service and employment rate (Figure 7). Four-in-ten (80%) of personnel with 15 to 19 years Service were employed. In comparison, 87% of people with 20 to 24 years Service or more were employed (Table 5).

108. There are significant differences in the economically inactive rate amongst Officers compared with Ranks, particularly as length of Service reaches at least ten years. When length of Service was 25 years or over, the economically inactive rate amongst Officers was 21% compared with 7% in the Ranks. This may be due to Officers' pensions being higher as well the potential for their mortgages to be already be paid of; with this financial security Officers may be able to take their time when finding employment.

**Figure 6: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2011/12, by Gender, percent, 95% Confidence Intervals**



**Figure 7: UK Regular Service Personnel who used CTP services, Estimated Employed, 2011/12, by Number of Years in Service, percent, 95% Confidence Intervals**



**Table 3: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2011/12, Service, Gender, number, percent, 95% Confidence Intervals**<sup>1,2,3</sup>

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
<b>All</b>	<b>11,300</b>	<b>9,570</b>	<b>85</b>	<b>(83 - 86)</b>	<b>860</b>	<b>8</b>	<b>(7 - 9)</b>	<b>870</b>	<b>8</b>	<b>(7 - 9)</b>
<b>Service</b>										
Naval Service <sup>2</sup>	<b>2,560</b>	2,170	85	(82 - 88)	230	10	(7 - 12)	160	6	(4 - 8)
Army	<b>6,220</b>	5,310	85	(84 - 87)	440	8	(6 - 9)	470	8	(6 - 9)
RAF	<b>2,520</b>	2,090	83	(80 - 86)	180	8	(6 - 10)	250	10	(8 - 12)
<b>Gender</b>										
Males	<b>10,350</b>	8,910	86	(85 - 87)	780	8	(7 - 9)	670	6	(6 - 7)
Females	<b>950</b>	650	69	(63 - 75)	80	11	(7 - 15)	220	23	(17 - 28)

1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Naval Service includes Royal Navy and Royal Marines

3. Data sources: JPA and Right Management data

**Table 4: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2011/12, by Service and Officer or Ranks, number, percent, 95% Confidence Intervals<sup>1,2,3</sup>**

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
<b>All</b>	<b>11,300</b>	<b>9,570</b>	<b>85</b>	<b>(83 - 86)</b>	<b>860</b>	<b>8</b>	<b>(7 - 9)</b>	<b>870</b>	<b>8</b>	<b>(7 - 9)</b>
Officers	<b>1,690</b>	1,290	76	(72 - 81)	90	7	(4 - 9)	310	18	(14 - 22)
Other ranks	<b>9,610</b>	8,280	86	(85 - 87)	760	8	(7 - 10)	570	6	(5 - 7)
<b>Officers</b>										
Naval Service <sup>2</sup>	<b>380</b>	290	78	(70 - 86)	30	9	(3 - 14)	50	14	(7 - 21)
Army	<b>830</b>	620	76	(69 - 82)	40	5	(2 - 9)	160	20	(14 - 26)
RAF	<b>490</b>	370	76	(67 - 84)	30	6	(1 - 11)	90	19	(11 - 27)
<b>Other Ranks</b>										
Naval Service <sup>2</sup>	<b>2,180</b>	1,880	86	(83 - 89)	200	10	(7 - 12)	100	5	(3 - 6)
Army	<b>5,400</b>	4,680	87	(85 - 89)	410	8	(7 - 9)	310	6	(4 - 7)
RAF	<b>2,030</b>	1,720	85	(82 - 88)	150	8	(6 - 10)	160	8	(6 - 10)

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Naval Service includes Royal Navy and Royal Marines

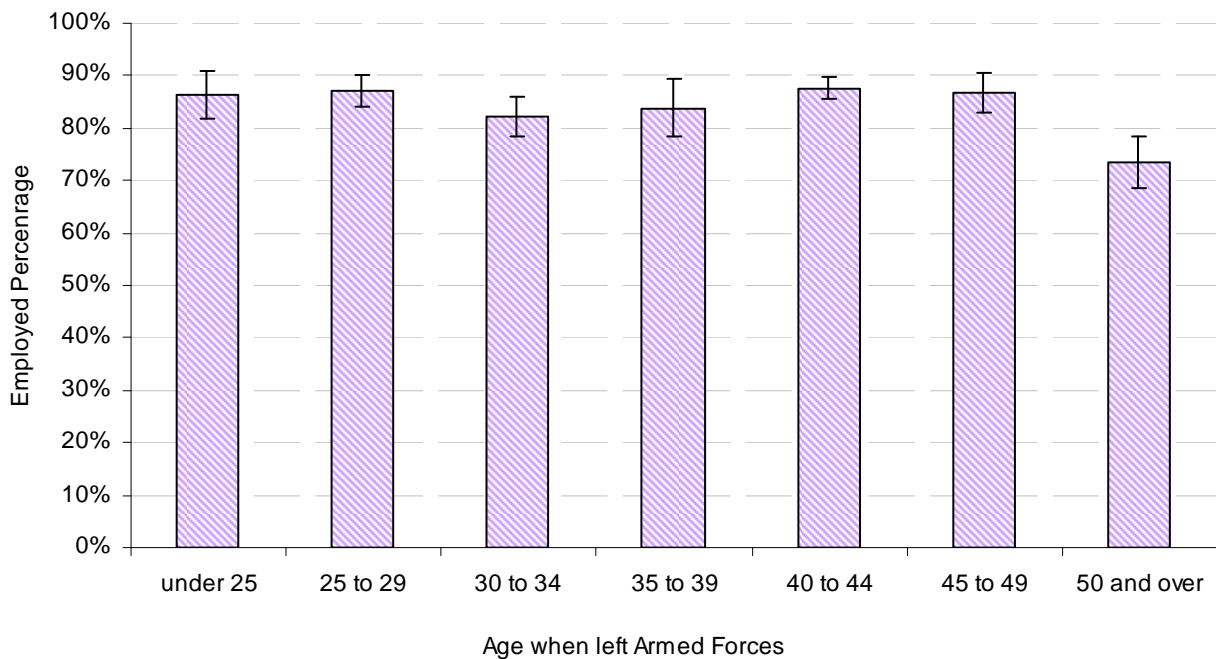
3. Data sources: JPA and Right Management data



### Estimated Employment Outcomes by Age when Leaving Armed Forces

- 109. The average age of a Service leaver who used the Career Transition Partnership services in 2011/12 was 38. There was a relationship between age at exit and number of years of Service, with younger Service leavers tending to have fewer years of Service, as would be expected.
- 110. The employment rate amongst those aged 50 or over (74%) was significantly lower than all the other age groups. The economically inactive rate amongst those personnel aged 50 or over (18%) was significantly higher than for all other age groups. Of these, a quarter specifically mentioned they were retired when surveyed; 9% specifically mentioned being in full time education; and half did not provide a reason as to why they were not looking for work. Personnel aged over 50 will be in receipt of their pension putting them in a more financially secure situation for taking their time when looking for work.

**Figure 8: UK Regular Service Personnel who used CTP services, Estimated Employed, 2011/12, by Age at Exit, percent, 95% Confidence Intervals**



**Table 5: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2011/12, by Age at Exit, Number of Years in Service, number, percent, 95% Confidence Intervals <sup>1,2</sup>**

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
<b>All</b>	<b>11,300</b>	<b>9,570</b>	<b>85</b>	<b>(83-86)</b>	<b>860</b>	<b>8</b>	<b>(7 - 9)</b>	<b>870</b>	<b>8</b>	<b>(7 - 9)</b>
<b>Length of Service</b>										
0-4 years	<b>850</b>	700	82	(76 - 87)	80	10	(6 - 14)	80	9	(5 - 13)
5-9 years	<b>2,840</b>	2,420	85	(83 - 88)	220	8	(6 - 10)	200	7	(5 - 9)
10-14 years	<b>1,630</b>	1,370	84	(81 - 88)	110	7	(5 - 10)	150	9	(6 - 12)
15-19 years	<b>650</b>	520	80	(73 - 87)	50	9	(4 - 14)	80	13	(7 - 19)
20-24 years	<b>3,450</b>	2,990	87	(85 - 89)	290	9	(7 - 11)	160	5	(3 - 6)
25 years and over	<b>1,880</b>	1,550	83	(79 - 86)	120	7	(5 - 9)	210	11	(8 - 14)
<b>Age at Exit</b>										
25 years and under	<b>930</b>	810	86	(82 - 91)	70	8	(4 - 11)	60	6	(3 - 10)
25-29 years	<b>1,940</b>	1,690	87	(84 - 90)	120	6	(4 - 9)	140	7	(5 - 9)
30-34 years	<b>1,580</b>	1,300	82	(79 - 86)	140	9	(7 - 12)	150	9	(6 - 12)
35-39 years	<b>800</b>	670	84	(78 - 89)	80	10	(6 - 15)	50	6	(3 - 10)
40-44 years	<b>3,720</b>	3,260	88	(86 - 90)	280	8	(6 - 10)	180	5	(3 - 6)
45-49 years	<b>1,090</b>	950	87	(83 - 91)	80	8	(5 - 11)	60	6	(3 - 9)
50 or over	<b>1,240</b>	910	74	(69 - 78)	100	10	(7 - 13)	220	18	(14 - 22)

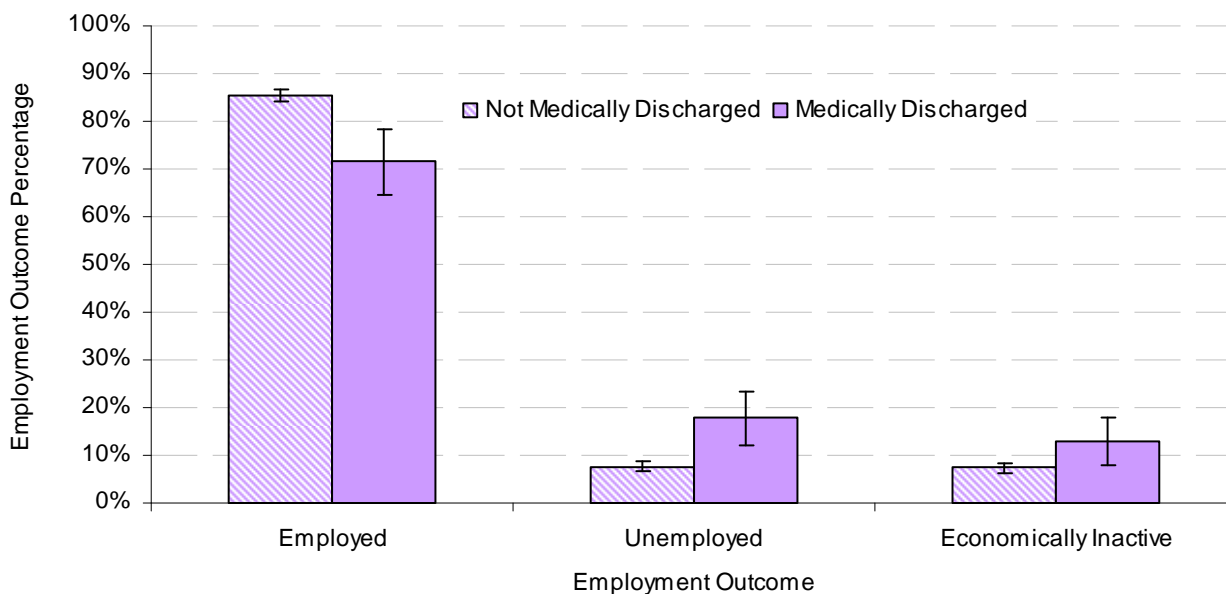
1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

## Estimated Employment Outcomes by Medically Discharged

111. Eight percent of Service personnel who were eligible to use the CTP services and left in 2011/12, left due to a medical discharge (Table 7). Of these personnel, 72% were estimated to be employed within six months of leaving Service, significantly lower than the 86% employment rate for Service personnel who exited for other reasons (Figure 9).
112. Nearly all (99%) of the personnel who were medically discharged and users of the CTP services were from the Ranks, most of whom were in the Junior Ranks (up to Corporal).
113. The estimated unemployment rate for those medically discharged was significantly higher (18%) than for those who exited for other reasons (8%) indicating a higher proportion of people who were medically discharged were unable to find work.
114. The estimated economically inactive rate for those medically discharged (13%) was, significantly higher than for those not medically discharged (7%). Personnel who have been medically discharged may be more likely to have a degree of disability which makes it more difficult to find employment. Of the medically discharged personnel who were economically inactive, over half of those surveyed specially mentioned medical reasons. Meanwhile, a quarter of those people economically inactive mentioned being in full time education. Personnel medically discharged may be more likely to have a good pension and income from state benefits which could give them the opportunity to spend more time looking for work. The Army now has in place an employment support service for these personnel which can call on a number of agencies to help injured soldiers find employment.

**Figure 9: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2011/12, by Medical Discharge, percent, 95% Confidence Intervals**



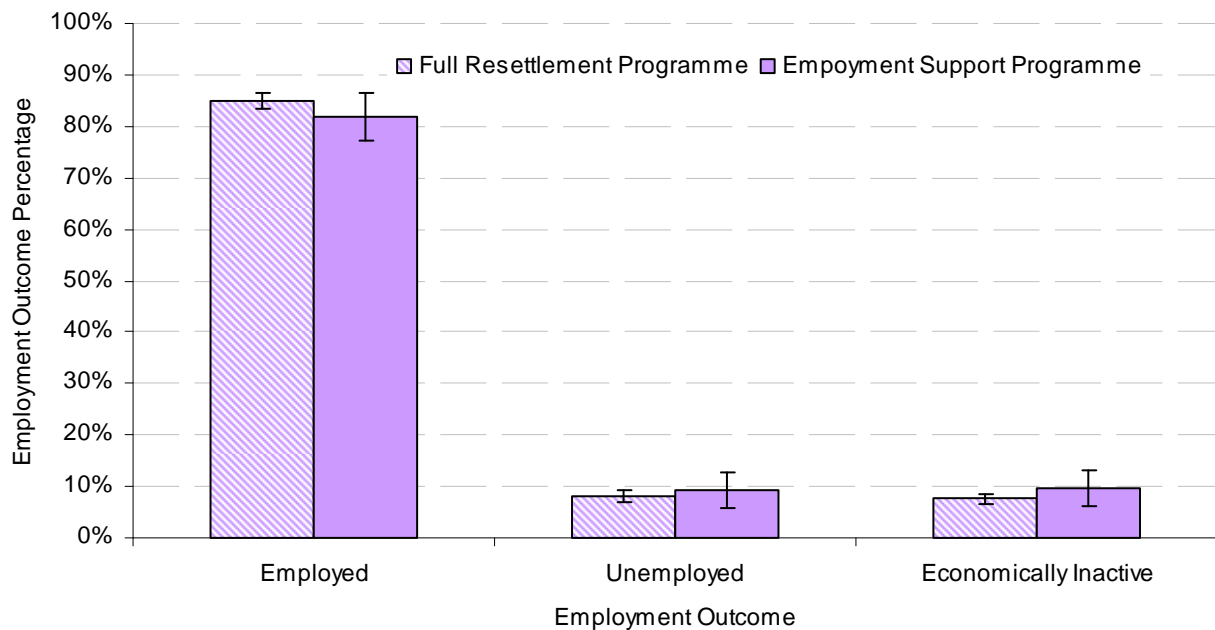
## Estimated Employment Outcomes by Career Transition Partnership programme type

115. There are two types of service offered by the CTP primarily dependant on number of years of Service; Service leavers with four or five years Service receive the Employment Support Programme, and Service leavers with at least six years Service receive the Full Resettlement Programme. **See Section 2: Career Transition Partnership Background** for further details.
116. 15% of Service leavers who were eligible to resettlement, were eligible to use the Employment Support Programme in 2011/12, whilst 85% were eligible to use the Full Resettlement Programme.

117. Personnel can opt to use the Employment Support Programme even if they are eligible to the Full Resettlement Programme. Of the 11,300 Service leavers who were eligible and subsequently used the CTP services, 9% use the Employment Support Programme services.

118. The estimated employment rate within six months of leaving the Armed Forces for the users of the Employment Support Programme in 2011/12 was 82%, compared with an 85% employment rate for users of the Full Resettlement Programme (Figure 10).

**Figure 10: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2011/12, by CTP programme, percent, 95% Confidence Intervals**



#### Estimated Employment Outcomes, by Self-Employed

119. An estimated 500 (4%) UK Regular Service personnel who left the Armed Forces in 2011/12 reported being self-employed within six months of leaving Service.

120. Of the 500 who were estimated to be self-employed, nearly half (45%) were aged between 40 and 44, and 44% had between 20 and 24 years Service. The majority of these individuals were from the Senior Ranks. As individuals spend more time in Service they become eligible for pensions which can place them in a more economically viable situation for becoming self-employed.

121. The proportion of those self-employed who were Officers compared with Ranks were the same proportions as amongst all Service leavers. However amongst the sub-group of personnel with 20-24 years Service who demonstrated the highest self-employment rate, there were a higher proportion of Ranks (93%).

122. The Career Transition Partnership run a number of 2 day business start up courses throughout the year in their regional resettlement centres, for personnel who are contemplating self-employment. Further analysis is needed to see whether there is a relationship between attending these courses and the self-employed employment outcome.

**Table 6: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2011/12, by NATO rank for Ranks only, number, percent, 95% Confidence Intervals**<sup>1,2,3</sup>

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
All - Ranks	9,610	8,280	86	(85 - 87)	760	8	(7 - 10)	570	6	(5 - 7)
OR-1: -, Private (Class 4)/Junior, Aircraftman	-	-	-	-	-	-	-	-	-	-
OR-2: Able Rating <sup>3</sup> , Private (Classes 1 to 3), Junior Technician	2,540	2,150	84	(82 - 87)	230	10	(7 - 12)	160	6	(4 - 8)
OR-3: -, Lance Corporal, Lance Corporal <sup>5</sup>	960	860	89	(85 - 93)	50	5	(2 - 8)	60	6	(3 - 9)
OR-4: Leading Rate, Corporal, Corporal	1,810	1,510	83	(80 - 87)	180	10	(8 - 13)	130	7	(5 - 9)
OR-6: Petty Officer, Sergeant, Sergeant	1,610	1,390	87	(83 - 90)	120	8	(5 - 11)	90	6	(3 - 8)
OR-7: Chief Petty Officer, Staff Sergeant, Flight Sergeant	1,380	1,210	88	(84 - 91)	120	9	(6 - 12)	50	4	(2 - 5)
OR-8: Warrant Officer Class 2, Warrant Officer Class 2, -	740	670	91	(87 - 95)	30	4	(2 - 7)	40	5	(2 - 8)
OR-9: Warrant Officer Class 1, Warrant Officer Class 1, Warrant Officer	570	490	86	(80 - 91)	30	6	(3 - 10)	50	8	(4 - 13)

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

3. - indicates the rank is does not exist for that Service

**Table 7: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2011/12, by Medical Discharged, CTP programme type, number, percent, 95% Confidence Intervals**<sup>1,2</sup>

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
<b>All</b>	<b>11,300</b>	<b>9,570</b>	<b>85</b>	<b>(83 - 86)</b>	<b>860</b>	<b>8</b>	<b>(7 - 9)</b>	<b>870</b>	<b>8</b>	<b>(7 - 9)</b>
<b>Medically Discharged</b>										
Yes	950	680	72	(65 - 78)	150	18	(12 - 24)	120	13	(8 - 18)
No	10,360	8,860	86	(84 - 87)	730	8	(7 - 9)	760	7	(6 - 8)
<b>CTP Programme Type</b>										
Employment Support Programme	1,040	860	82	(77 - 87)	90	9	(6 - 13)	100	10	(6 - 13)
Full Resettlement Programme	10,260	8,710	85	(84 - 86)	770	8	(7 - 9)	780	8	(7 - 9)

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

## **SECTION 6 EMPLOYMENT OUTCOMES – REDUNDANCY: TRANCHE 1**

123. Ministry of Defence announced the first set of redundancies in September 2011, known as Tranche 1. This section covers the employment outcomes for the Service personnel who subsequently left the MOD under Tranche 1 (as at March 2013) and used the services provided by the Career Transition Partnership. These figures will be used by MOD to help focus policy development and resettlement delivery for personnel made redundant.
124. Refer to **Section 3: Methodology** paragraphs 43 to 45 when interpreting the figures within this Section for details on methods and definitions.

### **Tranche 1 Service Leavers**

125. 96% of all Service leavers who left the Armed Forces in 2011/12 and 2012/13 under the Tranche 1 redundancy scheme opted to use the services provided by the Career Transition Partnership (Figure 11). Two-thirds (64%) of Service leavers who left under Tranche 1 redundancies were applicants and a third (36%) were non-applicants.

### **Redundancy Employment Outcomes: Applicants**

126. In 2011/12 and 2012/13, there were 1,730 applicants for redundancy who left Service under Tranche 1 and used the Career Transition Partnership (CTP) services (Figure 11). A further 40 Service personnel left the Armed Forces but opted not to use the CTP services.
- 96% of applicants left the Armed Forces in 2011/12.
  - Within six months of leaving the Armed Forces, 84% of applicants were in employment; 3% were unemployed and 13% were economically inactive (Table 8).
  - The employment rate for applicants who left the Armed Forces in 2011/12 (85%) is higher than for applicants who left 2012/13 (72%).

### **Redundancy Employment Outcomes: Non-Applicants**

127. In 2011/12 and 2012/13, there were 970 non-applicants for redundancy who left Service under Tranche 1 and used the Career Transition Partnership (CTP) services. A further 70 Service personnel left the Armed Forces but opted not to use the CTP services.
- 97% of non-applicants left the Armed Forces in 2012/13.
  - Within six months of leaving the Armed Forces, 74% of non-applicants were in employment; 12% were unemployed and 17% were economically inactive (Table 8).
  - The employment rate for non-applicants who left the Armed Forces in 2011/12 (100%) is higher than for applicants who left 2012/13 (73%).

### **Redundancy Employment Outcomes: Applicants compared with Non-Applicants**

128. The employment rate for applicants was 84% compared with 74% for non-applicants. Applicants, although having less time to prepare for civilian employment can tend to be more motivated and pro-active than non-applicants. This could be driving the higher employment rates amongst applicants.

**Table 8: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, 2011/12 and 2012/13, number, percent**<sup>1,2</sup>

Characteristic	All	Employed		Unemployed		Economically	
	Number	Number	%	Number	%	Number	%
<b>Applied and non applicants (All)</b>	<b>2,700</b>	<b>2,180</b>	<b>81</b>	<b>130</b>	<b>6</b>	<b>380</b>	<b>14</b>
<b>Applicant (All)</b>	<b>1,730</b>	<b>1,460</b>	<b>84</b>	<b>40</b>	<b>3</b>	<b>230</b>	<b>13</b>
Applicant: left Armed Forces 2011/12	1,650	1,400	85	40	3	210	13
Applicant: left Armed Forces 2012/13	70	50	72	~	6	20	23
<b>Non-Applicant (All)</b>	<b>970</b>	<b>720</b>	<b>74</b>	<b>100</b>	<b>12</b>	<b>160</b>	<b>16</b>
Non-Applicant: left Armed Forces 2011/12	30	30	100	0	-	0	-
Non-Applicant: left Armed Forces 2012/13	940	690	73	100	12	160	17

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

### Redundancy Employment Outcomes: by Gender

129. One-in-ten Service leavers under Tranche 1 who used the Career Transition Partnership services were female, equivalent to 270 people.

130. The employment rate for females was lower (63%) than for males (83%). A higher proportion of women chose not to work. The economically inactive rate was 33% compared with 12% for males (Table 9)

131. The employment rate for females was 63%, with 5% unemployed and 33% economically inactive. Amongst the female redundancy applicants, the employment rate was 65% (100) compared with 59% for the non-applicants.

132. The employment rate for males was 83%, 6% were unemployed and 12% were economically inactive. Amongst the male redundancy applicants, the employment rate was 86% (1,350) compared with 75% for the non-applicants.

**Table 9: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, by Gender, 2011/12 and 2012/13, number, percent**<sup>1,2</sup>

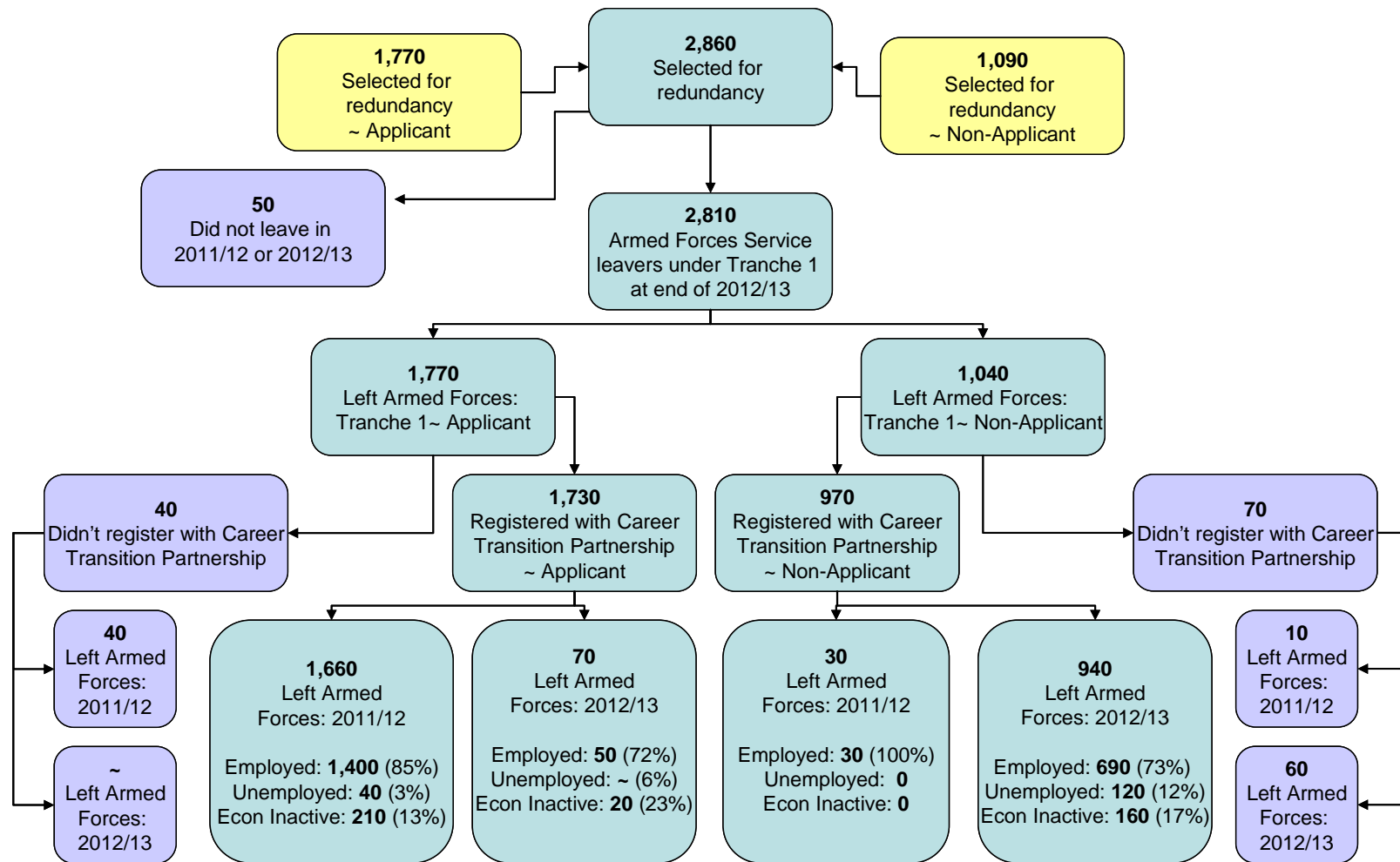
Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>2,700</b>	<b>2,180</b>	<b>81</b>	<b>130</b>	<b>6</b>	<b>380</b>	<b>14</b>
Male	2,450	2,020	83	140	6	300	12
Female	270	170	63	10	5	90	33
<b>Applicant (All)</b>	<b>1,730</b>	<b>1,460</b>	<b>84</b>	<b>40</b>	<b>3</b>	<b>230</b>	<b>13</b>
Male	1,560	1,350	86	40	3	180	11
Female	170	110	65	~	4	50	32
<b>Non-Applicants (All)</b>	<b>970</b>	<b>720</b>	<b>74</b>	<b>100</b>	<b>12</b>	<b>160</b>	<b>16</b>
Male	880	660	75	90	12	130	14
Female	90	60	59	10	9	30	35

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data



**Figure 11: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, 2011/12 and 2021/13, number, percent**<sup>1,2,3</sup>



1. Defence Statistics (Tri Services) publish the statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces, including personnel leaving the Services, deaths, recalled reservists on release. These figures do include Gurkhas, but do not include Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services.
2. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.
3. Data sources: JPA and Right Management

## Redundancy Employment Outcomes: by Service

133. The Tranche 1 Service leavers who left in 2011/12 and 2012/13 who used the Career Transition Partnership were equally split amongst Naval Service (36%), Army (33%), and RAF (31%). Naval Service and Army had a higher proportion of applicants, whilst the RAF had a higher proportion of non-applicants.

134. The employment rate within six months of leaving Service under Tranche 1 was similar across the three Services: Naval Service (80%), Army (81%), and RAF (81%) (Table 10).

**Table 10: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, by Service, 2011/12 and 2012/13, number, percent**<sup>1,2,3</sup>

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>2,700</b>	<b>2,180</b>	<b>81</b>	<b>130</b>	<b>6</b>	<b>380</b>	<b>14</b>
Naval Service <sup>2</sup>	970	780	80	50	6	140	14
Army	890	720	81	50	6	120	13
RAF	840	680	81	30	4	130	15
<b>Applicant (All)</b>	<b>1,730</b>	<b>1,460</b>	<b>84</b>	<b>40</b>	<b>3</b>	<b>230</b>	<b>13</b>
Naval Service <sup>2</sup>	650	570	87	10	2	70	11
Army	640	530	83	20	4	90	14
RAF	430	360	83	10	3	70	15
<b>Non-Applicants (All)</b>	<b>970</b>	<b>720</b>	<b>74</b>	<b>100</b>	<b>12</b>	<b>160</b>	<b>16</b>
Naval Service <sup>2</sup>	320	200	64	50	18	70	21
Army	250	190	76	30	14	30	14
RAF	410	330	80	20	6	60	15

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Naval Service includes Royal Navy and Royal Marines

3. Data sources: JPA and Right Management data

## Redundancy Employment Outcomes: by Officer or Rank

135. One-in-four Service leavers under Tranche 1 who left the Armed Forces in 2011/12 or 2012/13 were Officers, equivalent to 640 Officers. The other 2,060 Service leavers were Ranks. The proportion of Service leavers who were Ranks had a slightly higher proportion of applicants (66%) compared with the non-applicants (34%). The proportion of Service leavers who were Officer had a slightly higher proportion of applicants (59%) compared with the non-applicants (41%).

**Table 11: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, by Officer or Rank, 2011/12 and 2012/13, number, percent**<sup>1,2</sup>

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>2,700</b>	<b>2,180</b>	<b>81</b>	<b>130</b>	<b>6</b>	<b>340</b>	<b>13</b>
Officer	640	480	76	20	4	130	21
Rank	2,060	1,700	82	110	6	250	12
<b>Applicant (All)</b>	<b>1,730</b>	<b>1,460</b>	<b>84</b>	<b>40</b>	<b>3</b>	<b>230</b>	<b>13</b>
Officer	380	280	76	10	4	80	22
Rank	1,350	1,170	87	30	3	140	11
<b>Non-Applicants (All)</b>	<b>970</b>	<b>720</b>	<b>74</b>	<b>100</b>	<b>12</b>	<b>160</b>	<b>16</b>
Officer	260	200	77	10	5	50	19
Rank	710	520	73	80	14	110	15

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When

rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Naval Service includes Royal Navy and Royal Marines

3. Data sources: JPA and Right Management data

136. The employment rate for Tranche 1 Service leavers within six months of leaving the Armed Forces for Ranks was 82% compared with 76% for Officers. The economically inactive rate was 12% amongst Ranks and 21% amongst Officers indicating a higher proportion of Officers were not looking for work.
137. Amongst Ranks who applied for Tranche 1 redundancy the employment rate was 87%, compared with 73% amongst Ranks who were non-applicants for Tranche 1 redundancy. Amongst Officers who applied for Tranche 1 redundancy the employment rate was 76%, compared with 77% amongst Officers who were non-applicants for Tranche 1 redundancy.

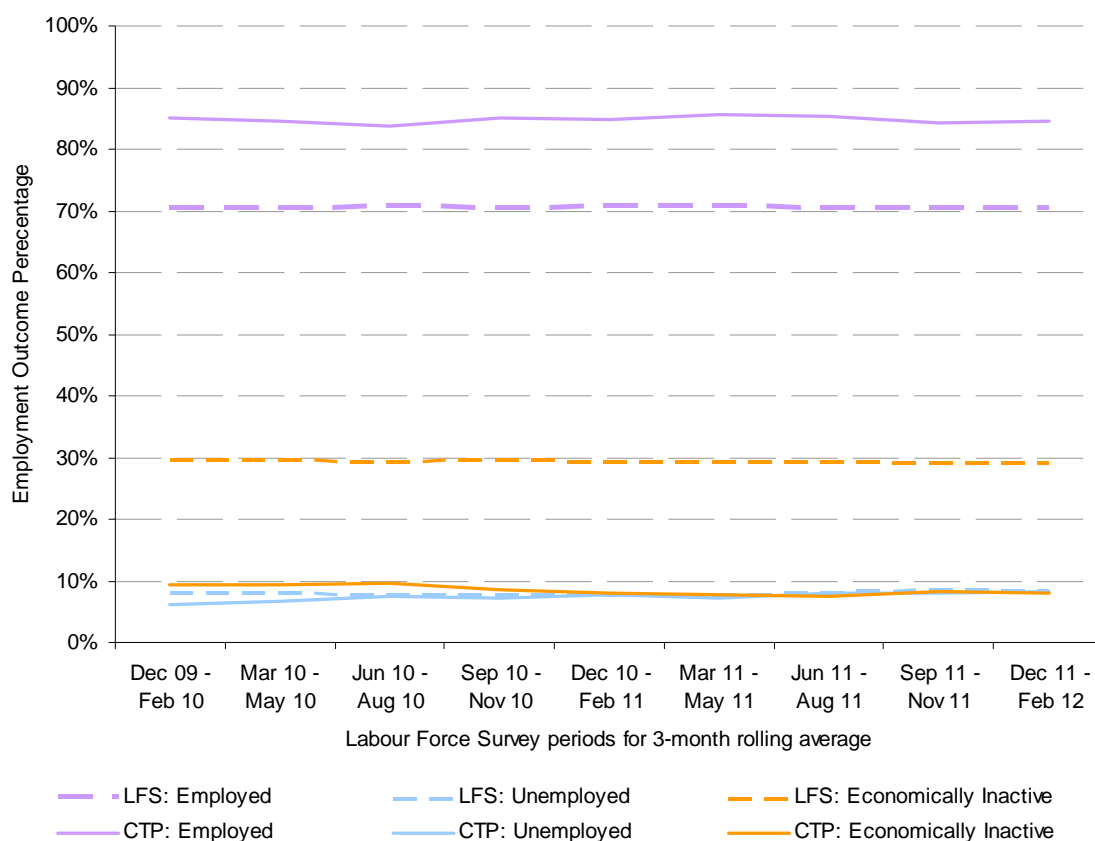
## SECTION 8: EMPLOYMENT OUTCOMES – COMPARISONS WITH UK NATIONAL EMPLOYMENT RATES

138. The 2011/12 estimated employment outcomes presented in **Section 4** and **Section 5** for Service personnel who were eligible for and chose to use, the services provided by the Career Transition Partnership (CTP), have been compared with the Labour Force Survey<sup>h</sup>. The Labour Force Survey (LFS) is the UK's primary data source for employment figures.

### Labour Force Survey (source: Office for National Statistics)

139. In this section the UK's employment figures have been compared with the estimated employment outcomes for UK Regular Service personnel who used the CTP services (Figure 12). The LFS quarterly figures were calculated on a three-month rolling average basis. The data for CTP employment figures have therefore also been presented in Figure 12 as a three-month rolling average so that direct comparisons can be made.

**Figure 12: A comparison Labour Force Survey employment of UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, Q1 2009/10 to Q4 2011/12 three-month rolling average, percent**



140. The employment rate for UK Regular Service personnel who used the CTP services was consistently higher than the employment rate for the UK population (aged 16 and over) over the period Q4 2009/10 through to Q4 2011/12. On average the employment rate for the UK population was 70% compared with an average of 85% for Service leavers who used the CTP services.

141. The unemployment rate was similar for UK Regular Service personnel who used the CTP services (averaging 6%) to the UK population (aged 16 and over) (averaging 7%) over the period Q4 2009/10 through to Q4 2011/12.

142. The economically inactive rate is much higher in the UK population (averaging 29%) compared with the estimated economically inactive rate for Service leavers who used the CTP

<sup>h</sup> <http://www.nomisweb.co.uk/>

services (average 9%) between Q4 2009/10 and Q4 2011/12. The reason for this difference was not known.

## SECTION 8: MISSING SAMPLE INFORMATION

143. The data used to estimate the employment outcomes are based on a one-in-twenty six-month survey of CTP service users. Right Management contact all CTP service users for whom they have no employment information every two months after their discharge date until a year after leaving Service. For the one-in-five CTP service users in the sample, those with no employment information at the six-month point are identified, and additional efforts undertaken to find out their employment information at the six month point. Personnel are contacted at least four times, with methods including text, phone and email. It is only when the dedicated tracking teams and Resettlement Advice Centre teams are satisfied that they cannot contact an individual that an outcome of 'unable to contact' is agreed. These people who Right Management cannot contact make up the Unknown category.
144. In 2011/12, 90% of the 2,270 people in the sample had an employment status outcome identified for them. This leaves 10% of the sample, equivalent to 240, people with an Unknown employment outcome.
145. In the June 2013 version of the 2011/12 report, the people in the Unknown employment outcome group were included for all detailed analysis. However for the key figures, the Unknown category was removed to enable direct comparisons with the national employment figures sourced from the Labour Force Survey.
146. For the September 2013 update of the 2011/12 report, further investigations have been undertaken around the missing information field. Discussions have also been held with the Office for National Statistics who deliver the national employment estimates using the Labour Force Survey.
147. For this report, the people with unknown employment outcomes are assumed to have the same distribution of employment outcomes as those for whom we know their employment status. To help investigate the validity of this assumption the key characteristics of service personnel in the Unknown category were compared with the key characteristics of eligible personnel leaving the Armed Forces. There are similarities in 'length of Service' and 'age at exit' between those with an Unknown outcome compared with everyone leaving the Armed Forces. However, there was a slightly higher proportion of non-respondents amongst the Army (67% in the Unknown category compared with 58% of all eligible Service leavers); and a slightly higher proportion of non-respondents in the Ranks (94% in the Unknown category compared with 85% of all eligible Service leavers). This suggests there are some systematic differences between respondents and non-respondents which could be biasing the overall employment estimates.
148. Going forward there are a number of options which could be explored to handle the missing employment outcome sample information. These include:
- Post-stratification of existing sample data and developing weights within poststrata
  - At the data collection stage, introducing stratification based on groups which are internally relatively homogenous, but with differences between groups
  - Single imputation of missing information
  - Multiple imputation of missing information
149. The employment outcomes were identified for 88% of the census of Tranche 1 Service leavers. The same assumption of no systematic differences between respondents and non-respondents has been applied to the redundancy employment outcomes. Further investigation is needed to explore this further alongside the investigation of missing sample information.

## ANNEX

### PART 1 – 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 (see **Section 7**) the definitions used by the Office for National Statistics are provided here to provide some context. They can be compared with the definitions used for the CTP employment statistics report provided in paragraph 54.

**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.

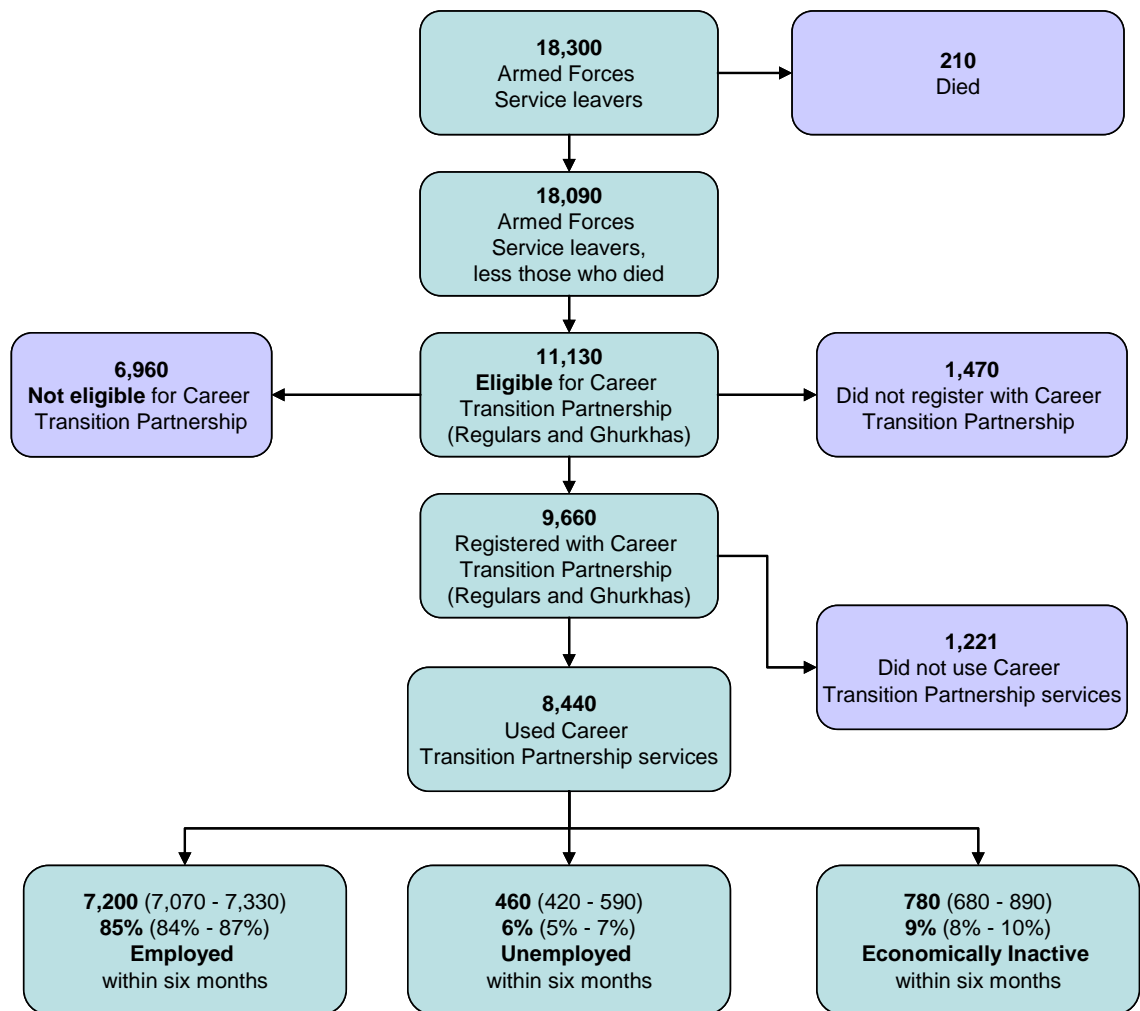
**Unemployment** People not in employment are counted as unemployed if they have been looking for work in the last four weeks and if they are able to start work within the next two weeks. It does not matter if the person is looking for a full-time job or a part-time job or whether the person is claiming 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.

**PART 2 – FLOW DIAGRAMS**

**Figure 15: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2009/10, number, percent, 95% Confidence Intervals <sup>1,2,3</sup>**



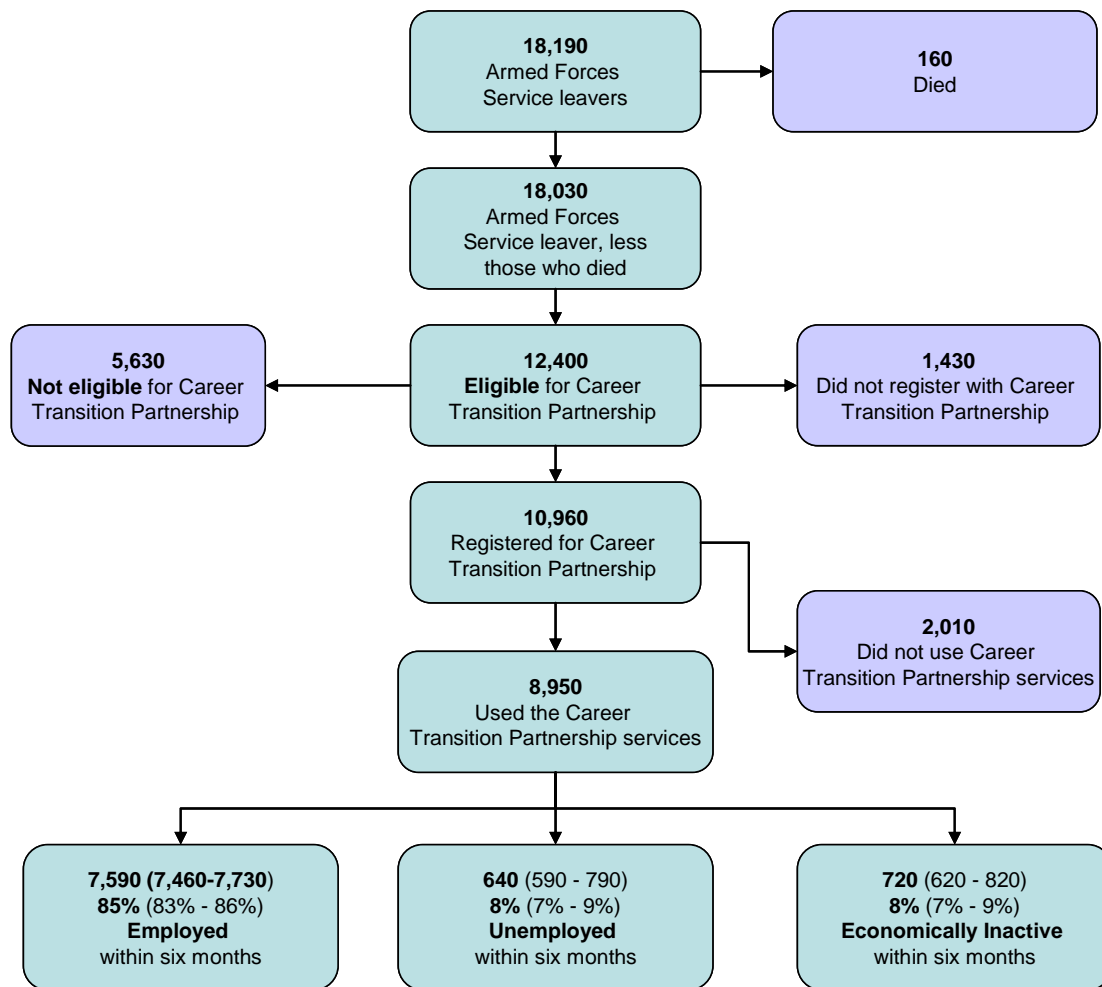
1 Defence Statistics (Tri-Service) publish the statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces, including personnel leaving the Services, deaths, recalled reservists on release. These figures do include Gurkhas, but do not include Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services.

2. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

3. Data sources: JPA and Right Management data



Figure 16: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2010/11, number, percent, 95% Confidence Intervals <sup>1,2,3</sup>



1. Defence Statistics (Tri-Service) publish the statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces, including personnel leaving the Services, deaths, recalled reservists. These figures do include Gurkhas, but do not include Full Time Reserve Service personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services.

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3. Data sources: JPA and Right Management data

**ANNEX A**

**Table 1.1: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2009/10 to 2011/12, number, percent, 95% Confidence Intervals**<sup>1,2</sup>

Year left Armed Forces	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
2009/10	8,440	7,200	85%	(84 - 87)	460	6%	(5 - 7)	780	9%	(8 - 10)
2010/11	8,950	7,590	85%	(83 - 86)	640	8%	(7 - 9)	720	8%	(7 - 9)
2011/12	11,300	9,570	85%	(83 - 86)	860	8%	(7 - 9)	870	8%	(7 - 9)

**Table 2.1: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, Q1 2009/10 to Q1 2012/13, number, percent, 95% Confidence Intervals**<sup>1,2</sup>

Quarter left Armed Forces	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
2009/10 Q1	2,500	2,170	87	(84 - 90)	140	6	(4 - 8)	190	7	(5 - 10)
2009/10 Q2	2,190	1,910	87	(84 - 90)	80	4	(3 - 6)	200	9	(7 - 11)
2009/10 Q3	1,810	1,480	82	(78 - 85)	140	9	(6 - 11)	190	11	(8 - 13)
2009/10 Q4	1,950	1,650	85	(82 - 88)	100	5	(3 - 8)	200	10	(8 - 13)
2010/11 Q1	2,200	1,860	85	(82 - 88)	170	8	(6 - 10)	170	8	(6 - 10)
2010/11 Q2	2,210	1,840	83	(80 - 86)	150	8	(5 - 10)	220	10	(7 - 12)
2010/11 Q3	2,260	1,970	87	(84 - 90)	150	7	(5 - 9)	140	6	(4 - 9)
2010/11 Q4	2,280	1,920	84	(82 - 87)	170	8	(6 - 10)	190	8	(6 - 10)
2011/12 Q1	2,460	2,150	88	(85 - 90)	140	6	(4 - 8)	160	7	(5 - 9)
2011/12 Q2	2,640	2,160	82	(79 - 85)	250	10	(8 - 13)	230	9	(7 - 11)
2011/12 Q3	2,280	1,890	83	(80 - 86)	160	8	(6 - 10)	230	10	(8 - 13)
2011/12 Q4	3,920	3,360	86	(84 - 88)	310	8	(7 - 10)	250	6	(5 - 8)
2012/13 Q1	2,740	2,280	83	(81 - 86)	240	9	(7 - 11)	220	8	(6 - 10)

1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Figures fewer than five have been suppressed with a ~. All figures are provisional.

2. Data sources: JPA and Right Management data

## Annex B

Defence Statistics will publish an annual report along with quarterly updates of the headline employment outcomes. The annual report presents employment outcomes by characteristics of Service personnel, and provides the employment estimates in a wider context. The quarterly updates will enable regular monitoring of the overall employment estimate.

A release calendar for the following year is presented below:

<b>Outflows: Annual</b>	<b>Outflows: Quarterly Updates</b>	<b>Publication Date 1</b>	<b>Pre-Release Date</b>
2009/10 to 2011/12		13 June 2013	12 June 2013
2011/12	Q1 2012/13	12 September 2013	11 September 2013
2011/12	Q2 2012/13	12 December 2013	11 December 2013
2011/12	Q3 2012/13	13 March 2014	12 March 2014
2012/13	Q4 2012/13	12 June 2014	11 June 2014

Service personnel are sampled six-months after they outflow; the data are then processed by Right Management with a few months lag prior to delivery to MOD

## ANNEX C

The mapping between the Right Management survey data and the employment outcomes used in this report is outlined below. These are the generic mappings. Records were reviewed on an individual level and may not always align to the mappings below.

- 'Settled' and some of the 'Excluded' categories mapped to **Employed**
- 'Not Settled' mapped to **Unemployed**
- 'Excluded' sometimes mapped to **Economically Inactive**

For definitions of Settled, Not Settled and Excluded refer to paragraph 51.

Where people were 'unable to contact' within the 'Exclude' group , these people made up the missing information discussed in **Section 8** within the sample.