



Ministry
of Defence

Career Transition Partnership quarterly statistics: UK

Regular Service Personnel Employment Outcomes

2009/10 to 2012/13

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Revised

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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 Quarter 1 2009/10 and Quarter 4 2012/13 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
 - Comparisons with national employment figures
2. This report also provides estimated employment outcomes for service personnel who left the Armed Forces under the Tranche 1 and Tranche 2 Redundancy Programmes and used the services provided by the CTP. The Tranche 1 and Tranche 2 Redundancy programmes cover a different time period. Tranche 1: Q1 2011/12 to Q4 2012/13; Tranche 2: Q1 2012/13 to 31 January 2014
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.

DATA QUALITY NOTE

4. **The employment outcomes for Service Personnel that left under the Tranche 1 and Tranche 2 redundancy programmes have been updated to include personnel that have left Service since the last update of the publication or hadn't been at the six months post-discharge point to capture their employment outcome in this publication.**
5. **During the latest compilation of this Official Statistic, several revisions have been made to the figures provided:**
 - **The number of Tranche 2 Applicants that didn't register with the CTP has been revised from fewer than five in the previous publication to 40 personnel. All of these personnel were incorrectly classified as registered but not using the CTP in the last publication.**
 - **The employment rate for personnel who left under the Tranche 2 Redundancy Programme has dropped from 81% to 76% as 130 Service leavers were incorrectly recorded as 'Employed' in the previous publication. These 130 Service leavers had found employment but more than six months post discharge. As the official statistic reports on the employment outcomes at six months post discharge, these Service leavers have been re-classified as 'Unemployed' in the current report. Of the 130 Service personnel that were incorrectly classified as 'Employed' at the six month point, all had found employment within 12 months of their outflow date.**

- The incorrect table for Table 14 was copied into this report. The table should have shown the estimated employment outcomes of personnel that left under the Tranche 1 Redundancy Programme broken down by Service. The table presented in the publication was for personnel leaving under Tranche 2. The correct table was provided in the formatted excel tables on the Gov.UK website.
6. Please refer to the latest publication (available on the Gov.UK website) for accurate information on the employment outcomes of Service Personnel that left the Services under the Tranche 2 Redundancy Programme.

KEY FIGURES

- Within six months of leaving the Armed Forces the estimated employment and unemployment rates in 2012/13 for the 13,340 UK Regulars who used the CTP resettlement services were:
 - Employment Rate: 83% (n = 11,030)
 - Unemployment Rate: 9% (n = 1,090)
 - Economically Inactive Rate: 9% (n = 1,220)
- The estimated overall annual employment rate was lower in 2012/13 at 83% in comparison with an annual employment rate of 85% in 2009/10, 2010/11 and 2011/12.
- Between 2009/10 and 2012/13, the estimated quarterly employment rate ranged from a low of 82% in Q3 2009/10, Q 2010/11 and Q2 2012/13, to a high of 88% in Q1 2011/12.
- In 2012/13, out of a total of 23,830 Service leavers, there were 19,380 Service leavers who were eligible to use the CTP resettlement services, of which 17,630 registered with CTP. The 2012/13 employment outcome estimates are representative of the 13,340 people who went on to use the CTP resettlement services. The numbers of Service leavers and CTP users were higher in 2012/13 compared with 2011/12. In 2011/12, there were 21,500 Service leavers, of which 11,300 went on to use the CTP resettlement services.

COMPARISONS WITH UK NATIONAL EMPLOYMENT FIGURES: 2012/13

- The employment rate for UK service personnel who used CTP services in 2012/13 (83%) was higher than the employment rate for the UK population^a (71%)
- The unemployment rate for UK service personnel who used CTP services in 2012/13 (9%) was similar to the unemployment rate for the UK population^a (8%)
- The economically inactive rate for UK service personnel who used CTP services in 2012/13 (9%) was lower than the economically inactive rate for the UK population^a (22%).

DETAILED ANALYSIS: 2012/13

- **Service:** The employment rate for each Service was: Naval Service 83% (n = 2,210); Army 82% (n = 6,580); and Royal Air Force 83% (n = 2,240). The employment rates in 2011/12 were higher for the Naval Service (85%) and Army (85%) but the same for the Royal Air Force (83%).
- **Gender:** The male employment rate was 88% (n = 10,290) compared with 66% (n = 740) for females. This compares with an employment rate of 86% for males and 69% of females in 2011/12. In 2012/13, one-in-four (26%) women were economically inactive within six months of leaving the Armed Forces compared with 8% of 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-six women specifically mentioning they were in full time education compared with one-in-three men.
- **Officers and Ranks:** The economically inactive rate amongst Officers was 18% (n = 360), significantly higher than the 7% (n = 840) amongst the Ranks, indicating a higher proportion of

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

Officers were choosing not to work. The employment rate amongst Officers at 76% (n = 1,480) was significantly lower than the employment rate amongst the Ranks at 84% (n = 9,570). The employment rate for Ranks was lower than the 86% in 2011/12.

- **Age at Exit:** 22% of personnel aged 50 or over (n = 260) were economically inactive and therefore choosing not to work. This was more than double the economically inactive rate for all other age groups. This is also higher than the 18% of personnel aged 50 or over who were economically inactive in 2011/12.
- **Length of Service:** The employment rates of CTP users with 15-19 years Service (86%) and 20 to 24 years Service (86%) were significantly higher than the employment rate of personnel with 0 to 4 years Service (74%).
- **Medically Discharged:** The employment rate for medically discharged personnel was significantly lower (71%, n = 580) than for those who were not medically discharged (83%, n = 10,420). The unemployment rate was higher amongst personnel medically discharged with a percentage of 16% compared with 9% for those not medically discharged. The unemployment rate for personnel medically discharged was higher in 2011/12 at 18%.
- **CTP Programme Type:** Personnel receiving the Full Resettlement Programme following at least six years of Service had a similar employment rate (83%, n = 10,060) to personnel receiving the Employment Support Programme following four or five years in Service (82%, n = 970).
- **Self-Employed:** An estimated 490 (4%) UK Regular Service personnel who left the Armed Forces in 2012/13 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 a third of these individuals were aged between 40 and 44.

OCCUPATIONAL SECTOR: 2012/13

- The three main occupation sectors that Service leavers who used the CTP services were employed in was:
 - Skilled trades and occupations (21%)
 - Associate professional and technical (15%)
 - Elementary occupations (12%)

These are the same three main occupation sections that CTP users were employed in, in 2011/12

- By comparison, the three main occupation sectors for the employed UK population in 2012/13 was:
 - Professional occupations (20%)
 - Associate professional and technical (14%)
 - Administrative and secretarial; Skilled trade occupations; elementary occupations (11%)

When drawing comparisons it is important to note the UK estimates have not been adjusted to reflect the age and gender spread seen in the Armed Forces population.

TRANCHE 1 REDUNDANCY FIGURES: 2011/12 and 2012/13 (as at 31 March 2013)

- Within six months of leaving the Armed Forces the estimated employment outcome rates for the 2,700 personnel who left in 2011/12 and 2012/13 under the Tranche 1 Redundancy Programme and used the CTP resettlement 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%)

TRANCHE 2 REDUNDANCY FIGURES: 2012/13 and 2013/14 (as at 31 January 2014)

- Within six months of leaving the Armed Forces the estimated employment outcome rates for the 3,440 personnel who left in 2012/13 and 2013/14 under the Tranche 2 Redundancy Programme and used the CTP resettlement services were:
 - Employment Rate: 81% (applicants 84%; non-applicants 74%)
 - Unemployment Rate: 11% (applicants 8%; non-applicants 18%)
 - Economically Inactive Rate: 9% (applicants 9%; non-applicants 9%)

Figures for Tranche 2 are provisional as some service personnel had not left the Armed Forces as at Q3 2013/14.

7. 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 occupation 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.

Contents of Official Statistic

8. 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.
 - **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 2012/13 estimated employment statistics for users of the CTP services, and trends over time between 2009/10 and 2012/13, 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 – Detailed Analysis: 2012/13** provides a detailed summary of the 2012/13 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 – 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 7 – Occupation Sector: 2012/13** provides information on which occupation sectors employed Service leavers have entered into. Figures are provided by Officer and Ranks, Service, and Gender. Overall comparisons with the UK National Employment figures are also provided.
- **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.
- **Section 9 Employment Outcomes – Redundancies: Tranche 1 and Tranche 2** provides the employment outcomes for Service personnel who were made redundant under the first and second stage of the MOD's redundancy programme, to inform user understanding of the employment outcomes of the redundancy scheme.
- **Annex A** provides the publication timetable for the next 12 months.
- **Annex B** provides the mapping between Right Management Survey data and employment outcome terminology used in this report.

9. A Background Quality Note is published alongside this Official Statistic. The web link for the Background Quality Note is:

<https://www.gov.uk/government/publications/career-transition-partnership-ex-service-personnel-employment-outcomes-statistics-background-quality-report>

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: DefStrat-Stat-PQ-FOI-Mailbox@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) 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. This is 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.
17. For further details on the policy for CTP eligibility and details on the services provided refer to the CTP policy document^b.

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

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 ⁽³⁾			Medical Discharge ^(2,3)		
	(b)	CTP (c)	GRT ⁽¹⁾ (d)	IRTC (e)	CTP (f)	GRT ⁽¹⁾ (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 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.

Redundancy Tranches 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 offering fewer extensions of service to those who are leaving at the end of their engagement will account for some of the reductions, a redundancy programme is also underway 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. All of those selected have now left the Armed Forces. In June 2012, 3,760 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 left on 11 June 2013. In June 2013, 4,450 Army personnel were notified of their selection for redundancy in **Tranche 3**, of whom 84% were applicants. Applicants for Tranche 3 left the Service on 17 Dec 13 with non-applicants due to leave by 17 June 2014.
29. On 23 January 2014, the **fourth and final tranche** of redundancy was announced and comprised up to 10 RN Medical Officers; up to 1,425 Army Personnel and up to 70 RAF Medical and Dental Personnel. The window for applications for compulsory redundancy opened on 23 January 2014 and closed on 6 March 2014. Notifications of selection will be made to individuals on 12 June 2014. Applicants who were selected will serve up to six months' notice before leaving the Armed Forces, and non-applicants up to twelve months' notice.
30. 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 focuses on the employment outcomes for Tranche 1 and Tranche 2 only. These figures have not been updated since the previous quarterly report (published 24 March 2014), as the

Tranche 3 applicants have not yet reached the 6 months post-discharge date. In the next quarterly report, information on Tranche 3 applicants will be provided, in addition to an update of Tranche 1 and 2 applicants and non-applicants, who may not have previously left Service or had left but not yet reached the six months post-discharge point.

National Audit Office

31. In July 2007 the National Audit Office (NAO) published a report on “Leaving the Services”^c 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.”

Amendments to the Career Transition Partnership for Early Service Leavers

32. The Future Horizons Programme (FHP) is the name given to the collective of charities and private and public sector organisations who are all geared to supporting Early Service Leavers (ESL). FHP is a sub-contractor to the CTP, and the FHP provision was added to the current CTP contract through a contract amendment from October 2013. The employment outcomes for the ESLs using the FHP are not currently included in these employment outcome statistics.

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

3. METHODOLOGY

33. 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

34. The administrative database for Service personnel, JPA, was used to identify all of the Service leavers in each financial year between 2009/10 and 2012/13. 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.
35. 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.
36. 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

37. Early Service Leavers are personnel who left the Armed Forces within four years of joining.
38. 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.
39. 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, and therefore classed as a Service Leaver.

Technical Background on Data Sources

Service Leavers' Data

40. Defence Statistics (Tri-Service) publish statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces,^d 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 personnel and mobilised reservists. Figures do not include promotion from ranks to officers or flows between Services.

Medical Discharges Data

41. Defence Statistics (Health) release an annual Official Statistic on medical discharges in the UK Armed Forces^e. 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

42. 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^f. Information is compiled from several internal and external sources from which we release a number of internal analyses and external National Statistics Notices.
43. 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

44. Defence Statistics (Tri-Service) publish MOD redundancy statistics^g. The number of Service personnel leaving the Armed Forces due to redundancy are calculated by matching Service Numbers from the original selection list (covering both applicants and non-applicants), with Service leavers data within 2011/12 to 2013/14. Please note a small number of personnel have who were listed as selected on the Tranche 1 or 2 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 or 2 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.
45. 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.

46. 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.

^d UK Armed Forces - Annual Manning Report
<https://www.gov.uk/government/collections/uk-armed-forces-annual-manning-statistics-index>

^e Medical Discharges in the UK Regular Armed Forces
<https://www.gov.uk/government/collections/medical-discharges-among-uk-service-personnel-statistics-index>

^f Mortality Data: DEATHS IN THE UK REGULAR ARMED FORCES 2012
<https://www.gov.uk/government/collections/uk-armed-forces-deaths-in-service-statistics-index>

^g UK Armed Forces - Redundancy Program Statistics
<https://www.gov.uk/government/collections/uk-armed-forces-redundancy-program-statistics-index>

Background on Career Transition Partnership process within Right Management

47. 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.
48. Personnel have no obligation to complete their resettlement with CTP. In 2012/13, 9% of Service leavers who were eligible to resettlement did not register with the CTP.
49. 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

50. 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.
51. Each month, the number of people recorded as discharging on CTP's billing database is extracted (note, 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.
52. 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.
53. 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.

54. 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.
55. 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

56. 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)

57. 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.

58. 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**.

59. **Annex B** provides a mapping between the CTP Right Management outcome terminology and the terminology included in this report.

60. 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**.

Time Periods Covered

61. Different time periods are used for different components of the report. This reflects some variations in the availability of data; more recent information is available for the redundancy programme due to extra resource being used by the contractor to collect this data. Applicants tend to leave the Armed Forces before non-applicants, thus the earlier availability of employment outcome figures for applicants. The time periods covered are for Service leavers from the Armed Forces in:

- Q1 2009/10 to Q4 2012/13 – The main employment outcome figures (Section 4) and the detailed analysis (Section 5)
- Q1 2011/12 to Q4 2012/13 – Tranche 1 redundancy programme for applicants and non-applicants (Section 9)
- Q1 2012/13 to 31 Jan 2013/14 – Tranche 2 redundancy programme for applicants and non-applicants (Section 9).

Inconsistencies between Sample Data and Service Leavers Data

62. 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.

63. 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.

64. 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

65. 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 2012/13 (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 2012/13. 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 2012/13, 98% of the outflows who were in the CTP sample were sampled in 2012/13.
 - 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 the future, there may be additional individuals captured in CTP samples who left Service in 2012/13. This may result in a small increase in the sample size and thus small changes to the overall estimates.
66. 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. 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 to be adapted and linked to the official Service leavers' data.

Statistical Analysis

Employment Outcome Estimates

67. 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.
68. 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.
69. 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.
70. 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

71. 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

72. 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 statistically 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 2012/13 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.
73. 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

74. As more sample data is received, a larger number of people who left the Armed Forces will have sample data associated with them.
75. 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: 2,270
2012/13: 2,748

Redundancy Employment Outcomes

76. The methodology for the Tranche 1 and 2 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 for Tranche 1 and 2. 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 and Tranche 2 redundancies.
 - The Tranche 1 redundancy figures captured employment outcomes for Service leavers in 2012/13 as well as 2011/12 (see paragraph 58 for further details on time periods covered). Tranche 2 redundancy figures captured employment outcomes for Service leavers in 2012/13 through to Q3 2013/14. These numbers are provisional and subject to changes to include personnel who had not yet left the Armed Forces during these periods.

Occupation Outcomes

77. The Standard Occupational Classification 2010 has been used to categorise all the jobs for which personnel are employed in within six months of leaving the Armed Forces. These figures can be broadly compared with the UK employment figures, however the distribution of gender and age in the UK population is very different to the Service leavers from the Armed Forces. Defence Statistics will investigate working with the Office for National Statistics to develop these comparisons to include age and gender adjustments for the UK employment figures.

78. The results presented in this report are the Major groupings for the Standard Occupational Classification 2010. For further details refer to:

<http://www.ons.gov.uk/ons/guide-method/classifications/current-standard-classifications/soc2010/index.html>

Rounding

79. 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.

80. 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.

81. 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 in Public Domain

82. 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

83. The first report in the series was published 13 June 2013. The September 2013 report was reviewed and revised for all figures. Please refer to the September 2013 report for further details of these changes.

Regular Revisions

84. All figures are provisional as 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.

85. Most Tables and Figures will be updated annually in the June publication. Figure 3 and Table 2 of the 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.

86. The redundancy programme estimates have not been updated since the previous quarterly report (published 24 March 2014), as Tranche 3 applicants have not yet reached the 6 months post-discharge date. The redundancy estimates will be updated in the September report to reflect new information on information on personnel who applied to leave the Armed Forces under Tranche 3, in addition to an update of Tranche 1 and 2 applicants and non-applicants, who may not have previously left Service or had left but not yet reached the six months post-discharge point.

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

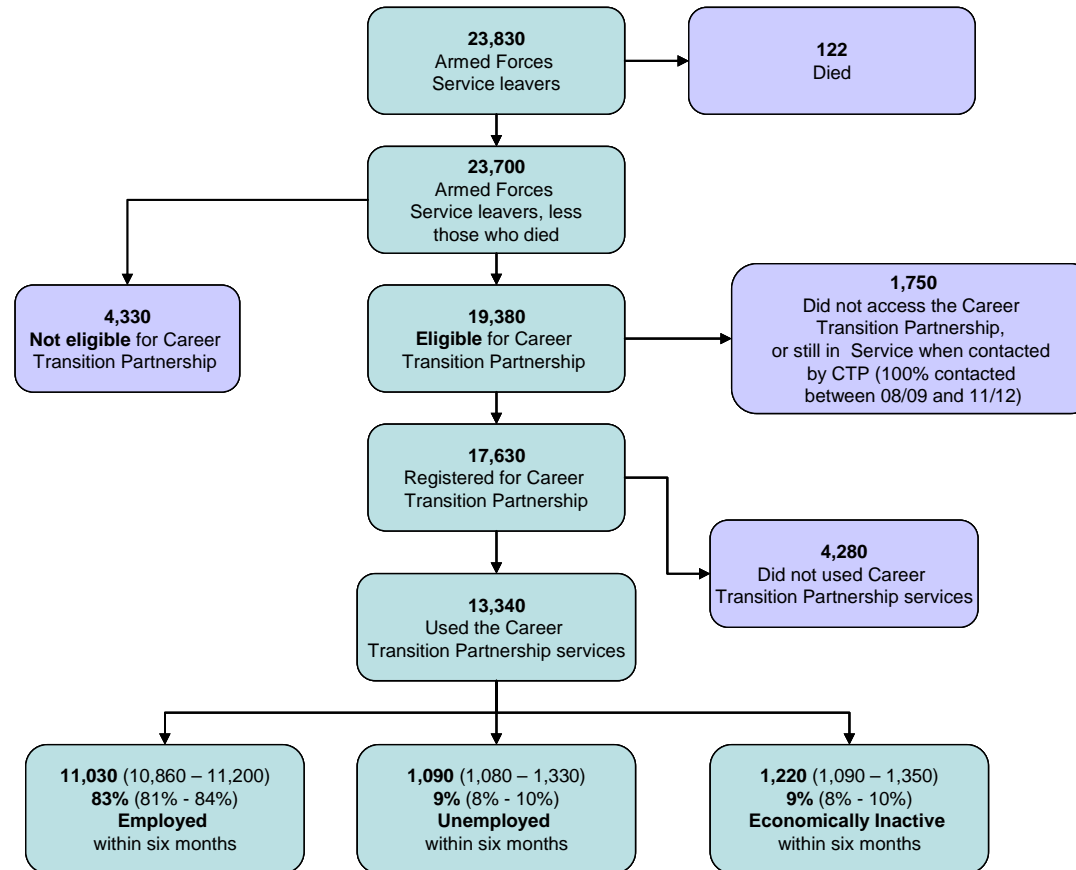
Eligibility

87. In 2012/13 there were 23,830 UK Regular Service personnel who left Service and a further 122 who died in Service. Four fifths (81%) of the personnel who left the Armed Forces in 2012/13 were eligible to use the Services provided by the Career Transition Partnership, equivalent to 19,380 people.
88. There were 4,330 people who were not eligible to use the services provided by the Career Transition Partnership (CTP). Please see paragraph 31 to 33 for further details on eligibility criteria.
89. Army service leavers made up 62% of the eligible Service leavers compared with 73% 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 20% of the eligible Service leavers compared with 8% of the ineligible Service leavers. The Naval Service made up 18% of the eligible Service leavers compared with 19% 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 2012/13

90. Of the 19,380 people who left Service in 2012/13 and were eligible to use the services provided by CTP, 17,630 (91%) subsequently registered with the Career Transition Partnership. Of these 13,340 (76%) used enough of the CTP services for CTP to bill the MOD under their contract.
91. 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.
92. The estimated employment outcomes were representative of 56% of Service leavers in 2012/13. The remaining 44% (10,480 people) include Service personnel who were:
 - Not eligible to use the Career Transition Partnership services (43%, 4,330 people)
 - Were eligible and registered with CTP, but did not use the CTP services (42%, 4,280 people).
 - Were eligible but did not register with CTP (15%, 1,750 people)
93. **Figure 1** presents a flow diagram of the estimated employment outcomes. **Annex A** provides the equivalent flow diagrams for 2009/10, 2010/11, and 2011/12.

Figure 1: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, number, percent, 95% Confidence Intervals ^{1,2,3}



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 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.

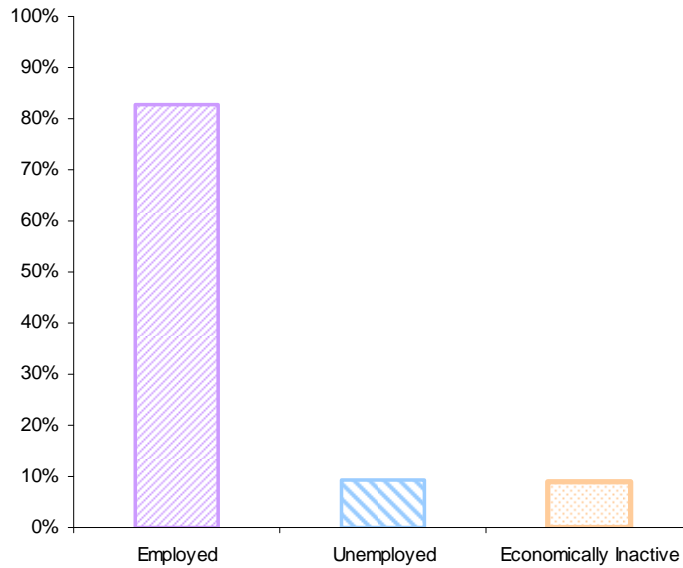
3. Data sources: JPA and Right Management

Estimated Employment Outcomes

94. In 2012/13, an estimated 83% of Service leavers surveyed were employed, 9% were unemployed, 9% were economically inactive (Figure 2).

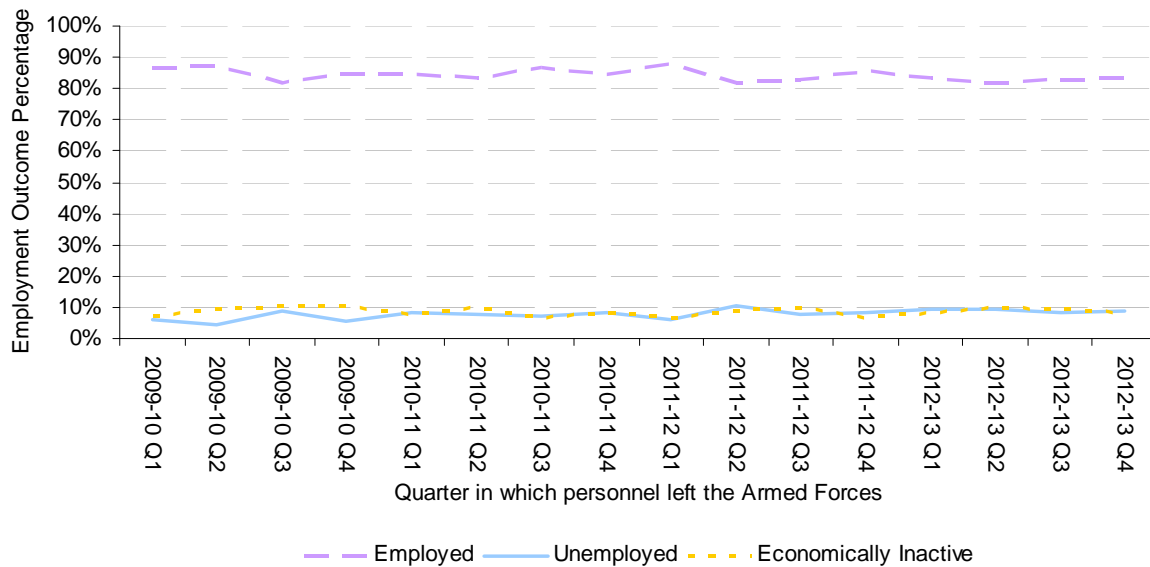
95. Between 2009/10 Quarter 1 and 2012/13 Quarter 4 the estimated quarterly employment rate ranged from a low of 82% in Q3 2009/10 and Q2 2010/11 and Q2 2012/13, to a high of 88% in Q1 2011/12 (Figure 3).

Figure 2: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, number, percent¹



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 2012/13, percent



96. In 2012/13 there were an estimated 83% (n = 11,030) Service personnel employed, down from 85% (n = 9,570) in the previous year.

97. **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 2012/13. **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 2012/13 within six months of leaving Service.

98. The estimated employment outcomes for Q4 2012/13 were comparable with previous quarters.

Table 1: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2009/10 to 2012/13, number, percent, 95% Confidence Intervals^{1,2}

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	11,380 r	9,640 r	85	(83 - 86)	860	8	(7 - 9)	880 r	8	(7 - 9)
2012/13	13,340	11,030	83	(81-84)	1,090	9	(8-10)	1,220	9	(8-10)

Table 2: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, Q1 2009/10 to Q4 2012/13, number, percent, 95% Confidence Intervals^{1,2}

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	2,470 r	2,160 r	88	(85 - 90)	140	6	(4 - 8)	160	7	(5 - 9)
2011/12 Q2	2,650 r	2,180 r	82	(79 - 85)	250	10	(8 - 13)	230	9	(6 - 11) r
2011/12 Q3	2,300 r	1,910 r	83	(80 - 86)	160	8	(6 - 10)	240 r	10	(8 - 13)
2011/12 Q4	3,960 r	3,390 r	86	(84 - 88)	310	8	(7 - 10)	250	6	(5 - 8)
2012/13 Q1	2,800 r	2,330 r	83	(81-86)	240	9	(7-11)	230 r	8	(6-10)
2012/13 Q2	3,650	2,280 r	82	(78-85) r	240 r	9	(7-12) r	280 r	10	(7-12) r
2012/13 Q3	4,360 r	2,310 r	83	(79-86) r	220 r	9	(6-11) r	270 r	10 r	(7-12) r
2012/13 Q4	2,540	2,330	83	(81-86)	230	9	(7-11)	240	8	(7-10)

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

'r' These figures have been revised since the last publication (see paragraph 82)

5. ESTIMATED EMPLOYMENT OUTCOMES – 2012/13 DETAILED ANALYSIS

Characteristics Analysis

99. 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

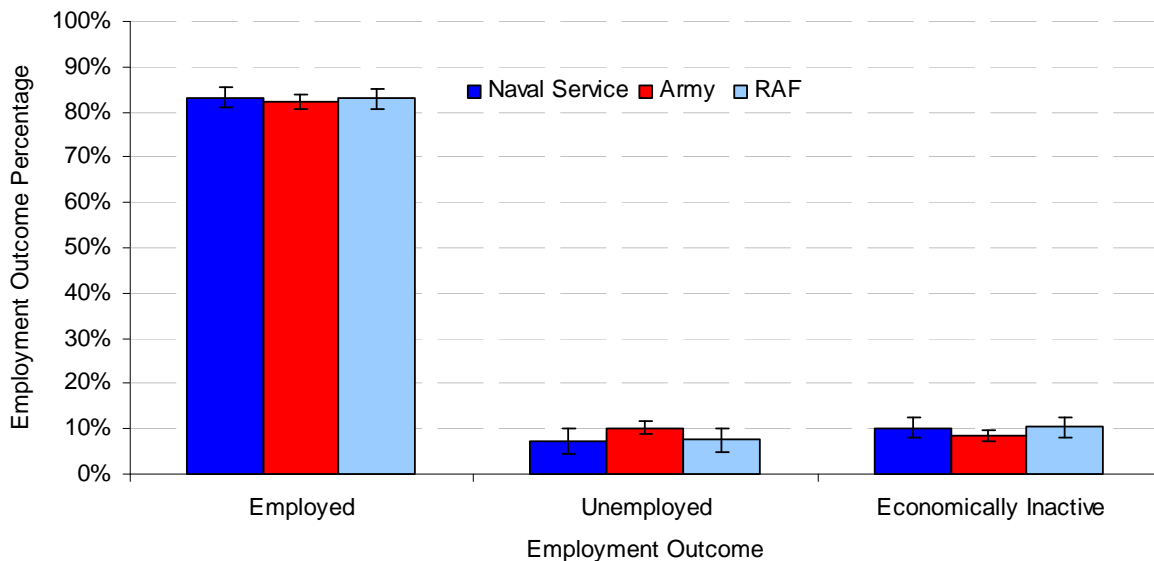
100. Of the 13,340 Service personnel who left the Armed Forces in 2012/13 and used the Career Transition Partnership (CTP), 2,650 were in the Naval Service, 7,980 were in the Army and 2,710 were in the RAF (Table 3).

101. There were no significant differences in employment rates between the Services (Figure 4), with Naval Services and RAF at 83% and the Army at 82%. The employment rates of Naval Services and the Army have fallen from 83% and 85% respectively in 2011/12.

102. The total number of people estimated to be in employment in 2012/13 was: 2,210 in the Naval Service, 6,580 in the Army and 2,240 in the RAF.

103. Of the estimated 1,220 people who were economically inactive, amongst the Royal Navy there were nearly four-in-ten who specifically mentioned being in full time education compared with just under three-in-ten of Army personnel and just over one-in-ten RAF personnel.

Figure 4: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, by Service, percent, 95% Confidence Intervals



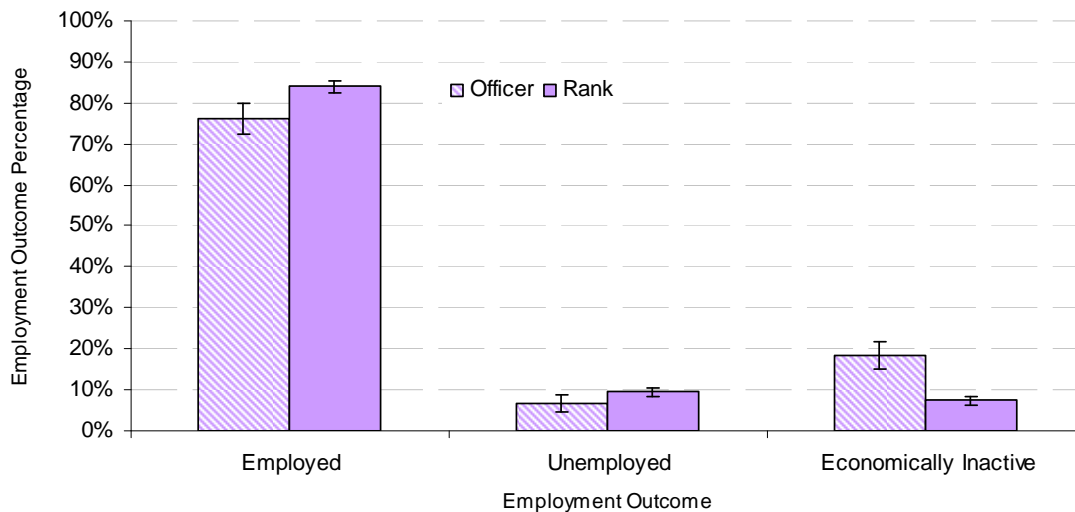
Employment Outcomes by Officer or Ranks

104. The employment rate amongst Officers (76%) was significantly lower than the employment rate amongst the Ranks (84%) (Figure 5). This is equivalent to 9,570 Ranks and 1,480 Officers. The employment rate for Ranks has fallen from the 86% seen in 2011/12.

105. The economically inactive rate amongst Officers was 18%, significantly higher than amongst the Ranks at 7%, indicating a higher proportion of Officers were choosing not to work.

106. 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 2012/13, and are driving the figures for the overall employment rates by Service in Table 3.
107. The estimated employment outcomes range from 77% for OR-2 (Able Rating; Private (Classes 1 to 3); Junior Technician) to 93% amongst OR-8 (Warrant Officer 2nd Class; Warrant Officer (Class 2); Warrant Officer) (Table 6).
108. Two-in-ten economically inactive Officers specifically mentioned they were retired when surveyed compared with under one-in-ten economically inactive Ranks.

Figure 5: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, by Officer or Ranks, percent, 95% Confidence Intervals



Employment Outcomes by Gender

109. The majority (92%) of Service personnel who left the Armed Forces and used the CTP services in 2012/13 were males (n = 12,220) compared with 8% females (n = 1,120) (Table 3).
110. The estimated employment rate in 2012/13 for females was significantly lower (66%) than for males (84%) within six months of leaving the Armed Forces (Figure 6). The estimated employment rates in 2011/12 were 69% for females and 86% for males.
111. Just over a quarter of females were economically inactive compared with less than one-in-ten 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 six percent of males. Education was a driver for being economically inactive amongst both males and females, with one-in-six females specifically mentioning they were in full time education compared with one-in-three males.

Estimated Employment Outcomes by Number of Years in Service

112. 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.
113. There was a significant difference between length of Service and employment rate for certain groups. (Figure 7). The employment rates for those with 15-19 years Service (86%) and 20 to 24 years Service (86%) were significantly higher than the employment rate of personnel with 0 to 4 years Service (74%) (Table 5).

Figure 6: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, by Gender, percent, 95% Confidence Intervals

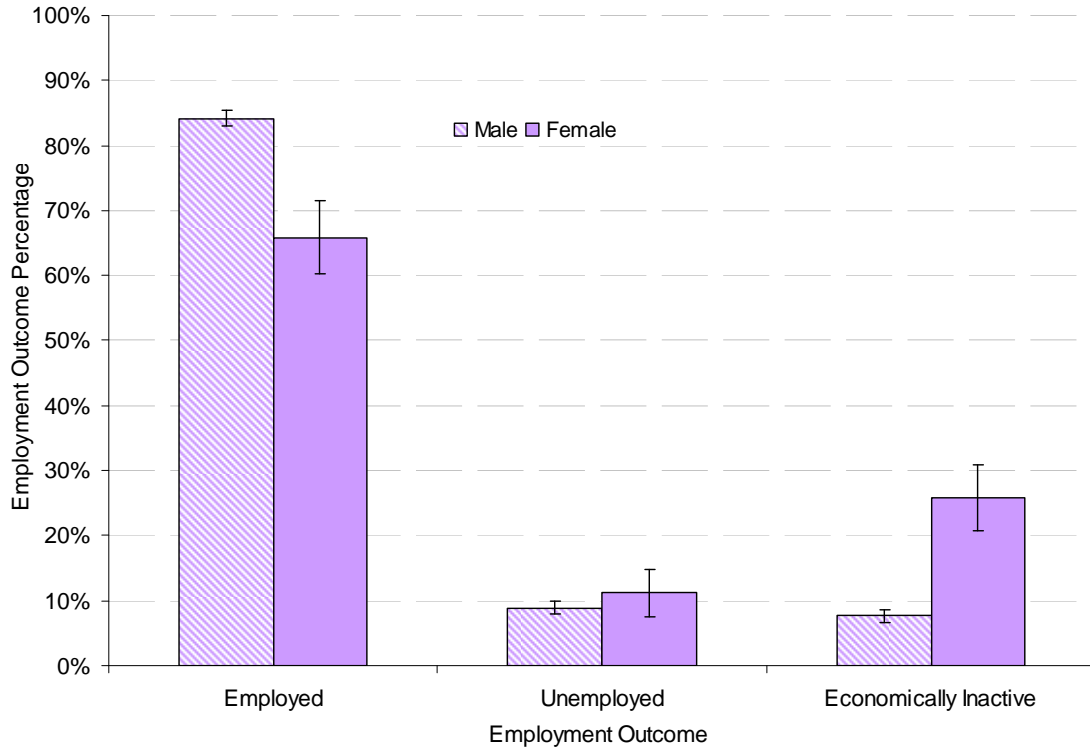


Figure 7: UK Regular Service Personnel who used CTP services, Estimated Employed, 2012/13, by Number of Years in Service, percent, 95% Confidence Intervals

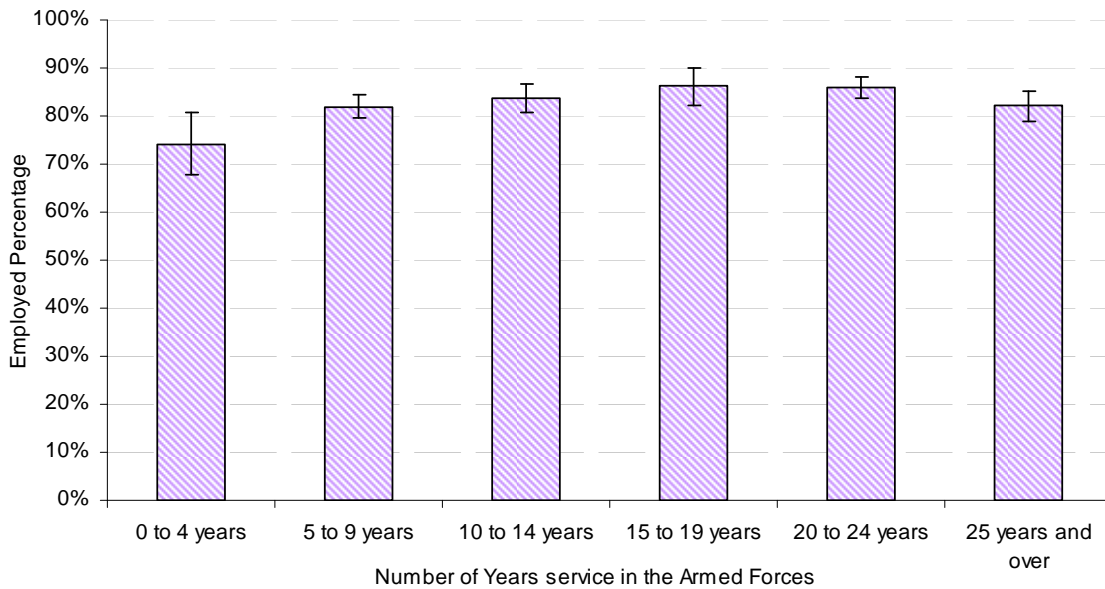


Table 3: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, Service, Gender, number, percent, 95% Confidence Intervals ^{1,2,3}

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
All	13,340	11,030	83	(81-84)	1,090	9	(8-10)	1,220	9	(8-10)
Service										
Naval Service ²	2,650	2,210	83	(80-86)	170	7	(5-9)	270	10	(8-12)
Army	7,980	6,580	82	(81-84)	750	10	(9-12)	660	8	(7-9)
RAF	2,710	2,240	83	(80-86)	180	8	(6-9)	280	10	(8-13)
Gender										
Males	12,220	10,290	84	(83-85)	1,000	9	(8-10)	940	8	(7-9)
Females	1,120	740	66	(60-71)	90	11	(7-15)	290	26	(21-31)

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

Table 4: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, by Service and Officer or Ranks, number, percent, 95% Confidence Intervals^{1,2,3}

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
All	13,340	11,030	83	(81-84)	1,090	9	(8-10)	1,220	9	(8-10)
Officers	1,940	1,480	76	(73-80)	100	7	(5-9)	360	18	(15-22)
Other ranks	11,400	9,570	84	(83-85)	1,000	9	(8-10)	840	7	(6-8)
Officers										
Naval Service ²	390	300	78	(70-86)	10	3	(0-6)	80	20	(12-27)
Army	990	750	76	(71-81)	70	8	(5-12)	170	17	(13-22)
RAF	560	420	75	(68-83)	30	6	(2-10)	110	20	(13-27)
Other Ranks										
Naval Service ²	2,270	1,910	84	(81-87)	170	8	(6-10)	190	9	(6-11)
Army	7,000	5,850	84	(82-85)	680	10	(9-12)	470	7	(5-8)
RAF	2,140	1,820	85	(82-88)	160	8	(6-10)	170	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

114. The average age of a Service leaver who used the Career Transition Partnership services in 2012/13 was 36. 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.
115. The employment rate amongst those aged 50 or over (71%) was significantly lower than all the other age groups. The economically inactive rate amongst those personnel aged 50 or over (22%) was significantly higher than for all other age groups. The economically inactive rate of personnel aged 50 or over is higher than the 18% seen in 2011/12 for the same age group.
116. Of the personnel aged 50 or over who were economically inactive in 2012/13, 44% specifically mentioned they were retired when surveyed; 6% specifically mentioned being in full time education; and two fifths 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, 2012/13, by Age at Exit, percent, 95% Confidence Intervals

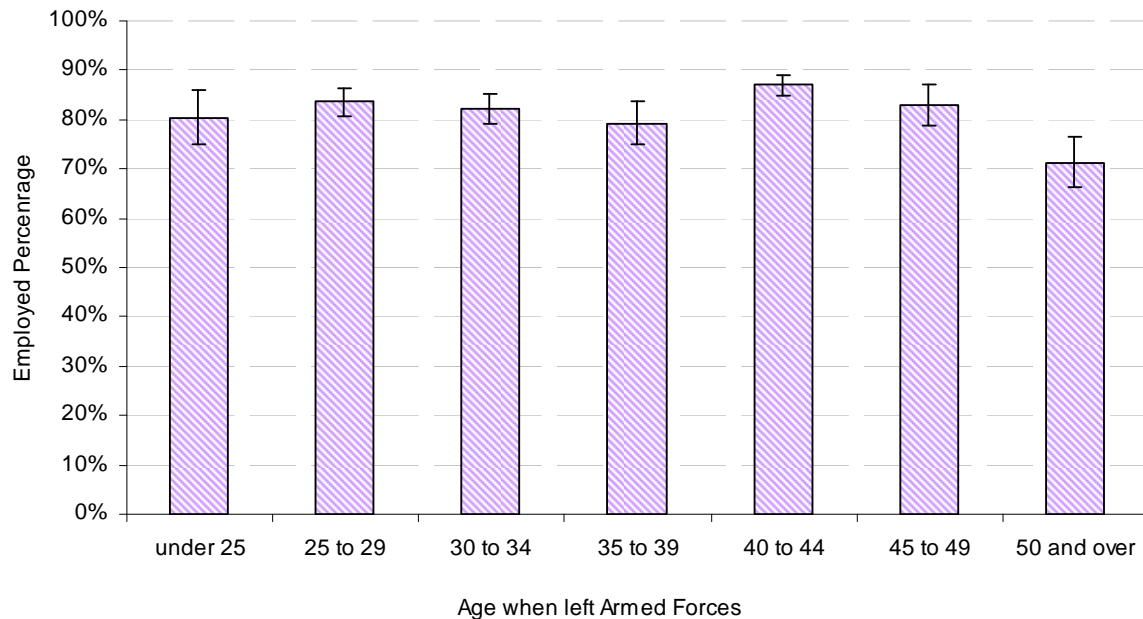


Table 5: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, by Age at Exit, Number of Years in Service, number, percent, 95% Confidence Intervals^{1,2}

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
All	13,340	11,030	83	(81-84)	1,090	9	(8-10)	1,220	9	(8-10)
Length of Service										
0-4 years	960	710	74	(68-81)	130	15	(10-21)	120	13	(8-17)
5-9 years	3,720	3,050	82	(80-84)	310	9	(7-11)	370	10	(8-12)
10-14 years	2,430	2,040	84	(81-87)	230	10	(8-13)	160	7	(5-9)
15-19 years	1,060	920	86	(82-90)	90	10	(7-13)	150	14	(10-18)
20-24 years	3,270	2,810	86	(84-88)	260	8	(7-10)	200	6	(4-8)
25 years and over	1,900	1,560	82	(79-85)	100	6	(4-8)	240	13	(10-15)
Age at Exit										
25 years and under	960	770	80	(75-86)	100	10	(6-15)	100	10	(6-14)
25-29 years	2,730	2,280	84	(81-86)	230	9	(7-12)	210	8	(6-10)
30-34 years	2,400	1,970	82	(79-85)	180	8	(6-11)	240	10	(8-13)
35-39 years	1,200	950	79	(75-84)	150	14	(10-18)	100	8	(5-11)
40-44 years	3,720	3,240	87	(85-89)	270	8	(6-9)	210	6	(4-7)
45-49 years	1,170	970	83	(79-87)	90	9	(6-12)	110	9	(6-12)
50 or over	1,170	830	71	(66-76)	80	9	(5-12)	260	22	(17-27)

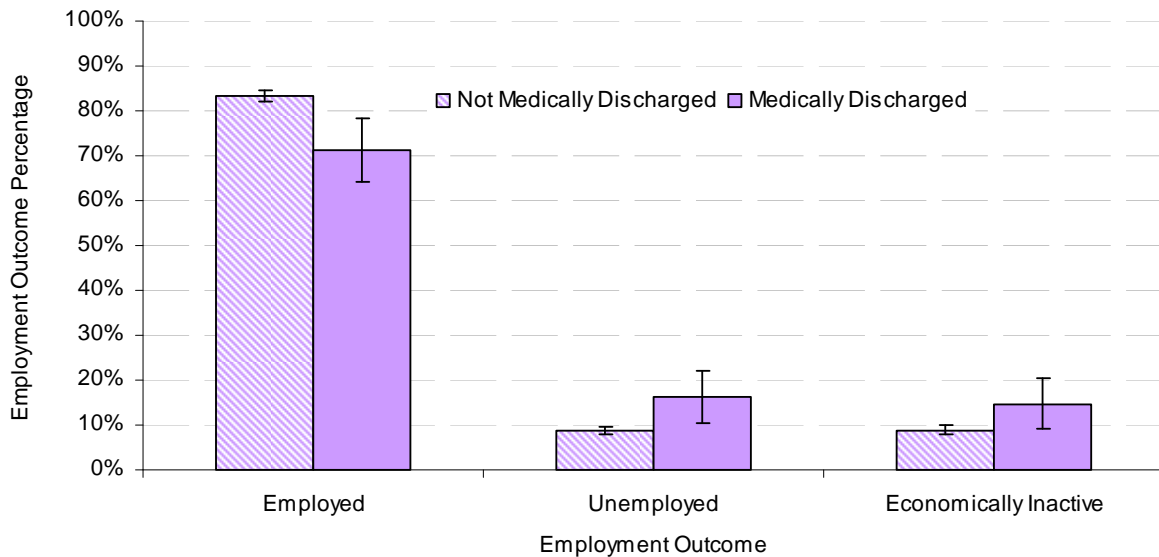
1. The rates cannot be summed to together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "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

117. Six percent of Service personnel who were eligible to use the CTP services and left in 2012/13, left due to a medical discharge (Table 7). Of these personnel, 71% were estimated to be employed within six months of leaving Service, significantly lower than the 83% employment rate for Service personnel who exited for other reasons (Figure 9).
118. Nearly all (92%) 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).
119. The estimated unemployment rate for those medically discharged was significantly higher (16%) than for those who exited for other reasons (9%) indicating a higher proportion of people who were medically discharged were unable to find work. However, the estimated unemployment rate for those medically discharged has fallen from 2011/12, when it was 18%.
120. The estimated economically inactive rate for those medically discharged (15%) was higher than for those not medically discharged (9%). 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 two fifths of those surveyed specially mentioned medical reasons. Meanwhile, just over a third 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, 2012/13, by Medical Discharge, percent, 95% Confidence Intervals



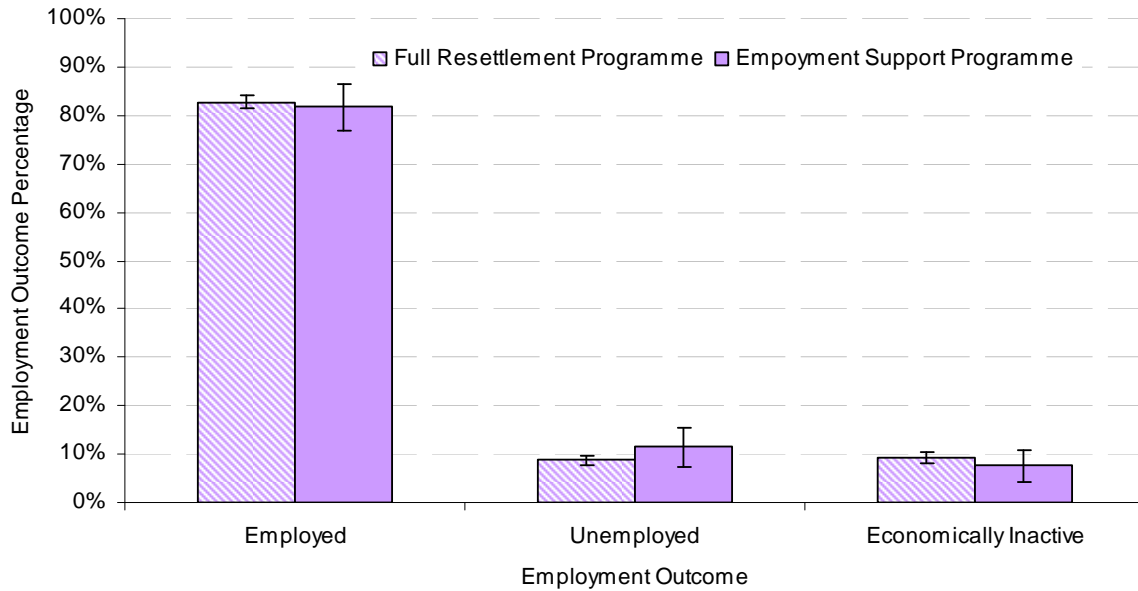
Estimated Employment Outcomes by Career Transition Partnership programme type

121. 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.
122. 15% of Service leavers who were eligible to resettlement, were eligible to use the Employment Support Programme in 2012/13, whilst 85% were eligible to use the Full Resettlement Programme.

123. Personnel can opt to use the Employment Support Programme even if they are eligible to the Full Resettlement Programme. Of the 13,340 Service leavers who were eligible and subsequently used the CTP services, 9% used the Employment Support Programme services.

124. The estimated employment rate within six months of leaving the Armed Forces for the users of the Employment Support Programme in 2012/13 was 82%, compared with an 83% employment rate for users of the Full Resettlement Programme (Figure 10).

Figure 10: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, by CTP programme, percent, 95% Confidence Intervals



Estimated Employment Outcomes, by Self-Employed

125. An estimated 490 (4%) UK Regular Service personnel who left the Armed Forces in 2012/13 reported being self-employed within six months of leaving Service.

126. Of the 490 who were estimated to be self-employed, nearly a third (31%) were aged between 40 and 44, and 30% 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.

127. The Career Transition Partnership run a number of 2 day business start up courses through out 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, 2012/13, by NATO rank for Ranks only, number, percent, 95% Confidence Intervals ^{1,2,3}

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
All - Ranks	11,400	9,570	84	(83-85)	1,000	9	(8-10)	840	7	(6-8)
OR-1: -, Private (Class 4)/Junior, Aircraftman	-	-	-	-	-	-	-	-	-	-
OR-2: Able Rating ³ , Private (Classes 1 to 3), Junior Technician	3,520	2,710	77	(74-80)	470	15	(12-17)	340	10	(8-12)
OR-3: -, Lance Corporal, Lance Corporal ⁵	1,330	1,090	82	(78-86)	100	9	(6-12)	140	10	(7-13)
OR-4: Leading Rate, Corporal, Corporal	2,290	1,990	87	(84-90)	190	9	(7-11)	100	5	(3-6)
OR-6: Petty Officer, Sergeant, Sergeant	1,760	1,530	87	(84-90)	120	7	(5-10)	110	6	(4-8)
OR-7: Chief Petty Officer, Staff Sergeant, Flight Sergeant	1,290	1,110	86	(82-89)	80	6	(4-9)	110	9	(6-11)
OR-8: Warrant Officer Class 2, Warrant Officer Class 2, -	690	640	93	(90-97)	30	5	(2-8)	10	2	(0-4)
OR-9: Warrant Officer Class 1, Warrant Officer Class 1, Warrant Officer	530	430	82	(76-89)	40	9	(4-14)	50	9	(4-14)

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, 2012/13, by Medical Discharged, CTP programme type, number, percent, 95% Confidence Intervals^{1,2}

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
All	13,340	11,030	83	(81-84)	1,090	9	(8-10)	1,220	9	(8-10)
Medically Discharged										
Yes	820	580	71	(64-78)	110	16	(10-22)	120	15	(9-20)
No	12,520	10,420	83	(82-84)	990	9	(8-10)	1,110	9	(8-10)
CTP Programme Type										
Employment Support Programme	1,180	970	82	(77-87)	130	11	(8-15)	90	8	(4-11)
Full Resettlement Programme	12,160	10,060	83	(81-84)	970	9	(8-10)	1,130	9	(8-10)

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

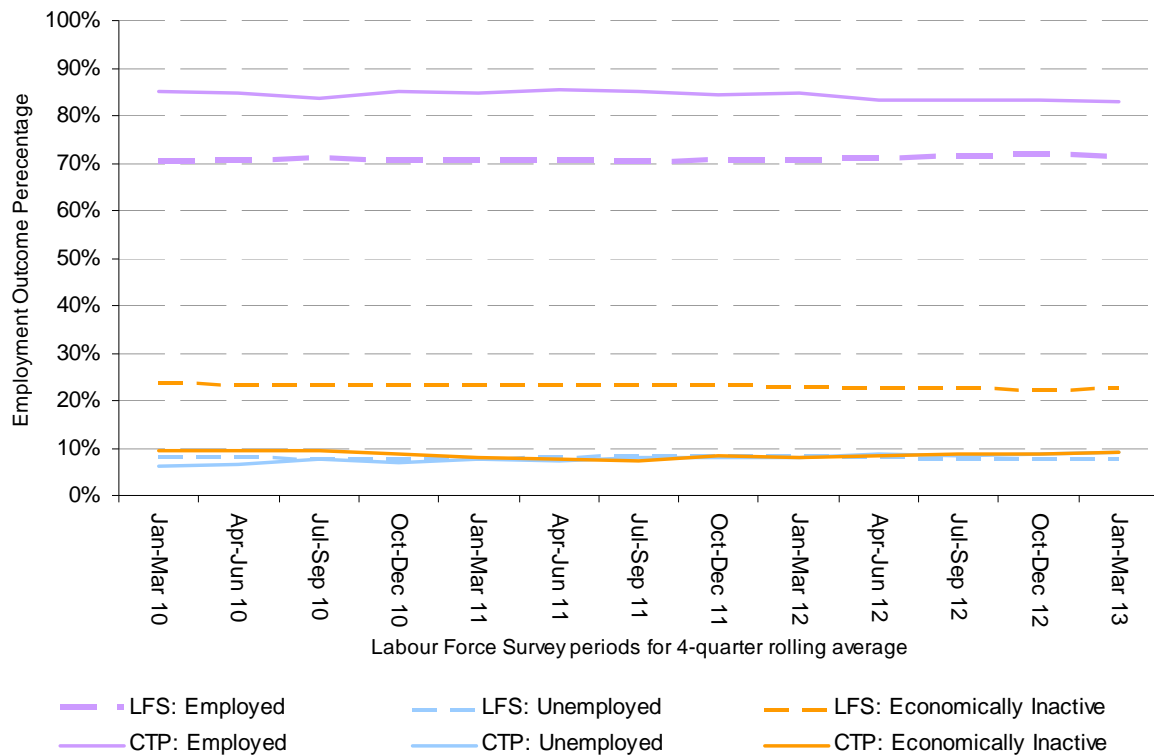
SECTION 6: EMPLOYMENT OUTCOMES – COMPARISONS WITH UK NATIONAL EMPLOYMENT RATES

128. The 2012/13 estimated employment outcomes presented in **Section 5** and **Section 6** 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^h. The Labour Force Survey (LFS) is the UK's primary data source for employment figures.

Labour Force Survey (source: Office for National Statistics)

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 11). The LFS quarterly figures were calculated on a rolling average basis. The data for CTP employment figures have therefore also been presented in Figure 11 as a rolling average so that direct comparisons can be made. The UK estimates have not been adjusted to reflect the age and gender spread seen in the Armed Forces population.

Figure 11: A comparison Labour Force Survey employment of UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, Q1 2009/10 to Q4 2012/13 4 quarter rolling average, percent



129. 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 2012/13. On average the employment rate for the UK population was 71% compared with an average of 84% for Service leavers who used the CTP services.

130. The average unemployment rate was the same for UK Regular Service personnel who used the CTP services (8%) to the UK population (aged 16 and over) (8%) over the period Q4 2009/10 through to Q4 2012/13.

131. The average economically inactive rate is much higher in the UK population (23%) compared with the estimated economically inactive rate for Service leavers who used the CTP services (9%) between Q4 2009/10 and Q4 2012/13.

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

SECTION 7: OCCUPATION SECTOR - 2012/13

132. This section presents details on the occupation sectors for the 11,030 personnel who left the Armed Forces in 2012/13, used the services provided by the CTP and were employed within six months of leaving. **Table 8** presents comparisons with the Labour Force Survey^h, the UK's primary data source for employment figures.

133. The three main occupation sectors (excluding those that were non-classifiable) that Service leavers who used the CTP services were employed in was:

- o Skilled trades and occupations (21%)
- o Associate professional and technical (15%)
- o Elementary occupations (12%)

These were the same three main occupation sectors that Service leavers who used the CTP services were in employed in, in 2011/12.

134. By comparison, the three main occupation sectors for the employed UK population in 2012/13 were:

- o Professional occupations (20%)
- o Associate professional and technical (14%)
- o Administrative and secretarial; Skilled trade occupations; elementary occupations (11%)

When drawing comparisons it is important to note the UK estimates have not been adjusted to reflect the age and gender spread seen in the Armed Forces population.

Table 8: A comparison of Labour Force Survey employment to UK Regular Service Personnel who used CTP services, Occupation Sector, 2012/13

Occupation Sector ¹	UK ²	CTP service users	
	%	%	95% CI
All	100	100	n/a
Managers, directors and senior officials	10	9	(7-10)
Professional occupations	20	10	(9-11)
Associate professional & technical	14	15	(13-16)
Administrative & secretarial	11	3	(2-4)
Skilled trades occupations	11	21	(19-22)
Caring, leisure and other service occupations	9	2	(2-3)
Sales and customer service occupations	8	2	(1-2)
Process plant and machine operatives	6	11	(10-12)
Elementary occupations	11	12	(11-13)
Non-Classifiable	n/a	16	(15-17)

1 Standard Occupational Classification

2 Source: Labour Force Survey

Officers and Other Ranks

135. The three main occupation sectors (excluding those that were non-classifiable) that Officers who used the CTP services were employed in was (Table 9):

- o Professional occupations (24%)
- o Associate professional and technical (22%)
- o Managers, directors and senior officials (19%)

By comparison, the three main occupation sectors (excluding those that were non-classifiable) that Other Ranks who used the CTP services were employed in was:

- o Skilled trades occupations (24%)
- o Elementary occupations (14%)
- o Associated professional and technical (13%)

Table 9: UK Regular Service Personnel who used CTP services, Estimated Occupation Sector Outcomes by Officer or Other ranks, 2012/13, number, percentage

Occupation Sector	All	Officer		Other Ranks	
	Number	Number	%	Number	%
All	11,030	1,480	100	9,570	100
Managers, directors and senior officials	950	280	19	650	7
Professional occupations	1,110	360	24	720	8
Associate professional & technical	1,610	320	22	1,270	13
Administrative & secretarial	340	70	5	280	3
Skilled trades occupations	2,290	40	3	2,300	24
Caring, leisure and other service occupations	250	-	0	260	3
Sales and customer service occupations	180	~	0	180	2
Process plant and machine operatives	1,210	20	1	1,210	13
Elementary occupations	1,320	30	2	1,320	14
Non-Classifiable	1,770	350	24	1,400	15

Service

136. The three main occupation sectors (excluding those that were non-classifiable) that Naval Service personnel who used the CTP services were employed in was (Table 10):

- o Elementary occupations (19%)
- o Skilled trades occupations (18%)
- o Associate professional and technical (14%)

137. The three main occupation sectors (excluding those that were non-classifiable) that Army personnel who used the CTP services were employed in was:

- o Skilled trades occupations (22%)
- o Process plant and machine operatives (14%)
- o Associate professional and technical (13%)

138. By comparison, the three main occupation sectors (excluding those that were non-classifiable) that RAF personnel who used the CTP services were employed in was:

- o Associate professional and technical (20%)
- o Skilled trades occupations (19%)
- o Professional occupations (13%)

Table 10: UK Regular service personnel who used CTP services, Estimated Occupation Sector Outcomes by service, 2012/13, number, percentage

Occupation Sector	All	Naval Service		Army		RAF	
	Number	Number	%	Number	%	Number	%
All	11,030	2,210	20	6,580	60	2,240	20
Managers, directors and senior officials	950	150	7	600	9	200	9
Professional occupations	1,110	230	10	560	9	300	13
Associate professional & technical	1,610	300	14	840	13	440	20
Administrative & secretarial	340	70	3	150	2	120	5
Skilled trades occupations	2,290	410	18	1,480	22	420	19
Caring, leisure and other service occupations	250	60	3	180	3	20	1
Sales and customer service occupations	180	40	2	100	2	30	2
Process plant and machine operatives	1,210	140	6	890	14	200	9
Elementary occupations	1,320	410	19	790	12	140	6
Non-Classifiable	1,770	400	18	1,000	15	370	16

Gender

139. The three main occupation sectors that male personnel who used the CTP services were employed in were (Table 11):

- o Skilled trades occupations (22%)
- o Associate professional and technical (14%)
- o Elementary occupations (12%)

By comparison, the three main occupation sectors that female personnel who used the CTP services were employed in were:

- o Associate professional and technical (17%)
- o Professional occupations (16%)
- o Administrative and secretarial (13%)

Table 11: UK Regular service personnel who used CTP services, Estimated Occupation Sector Outcomes by Gender, 2012/13, number, percentage

Occupation Sector	All	Male		Female	
	Number	Number	%	Number	%
All	11,030	10,290	93	760	7
Managers, directors and senior officials	950	900	9	40	6
Professional occupations	1,110	990	10	120	16
Associate professional & technical	1,610	1,480	14	130	17
Administrative & secretarial	340	250	2	90	13
Skilled trades occupations	2,290	2,220	22	70	10
Caring, leisure and other service occupations	250	190	2	60	8
Sales and customer service occupations	180	160	2	20	3
Process plant and machine operatives	1,210	1,180	11	20	3
Elementary occupations	1,320	1,260	12	60	8
Non-Classifiable	1,770	1,640	16	140	19

SECTION 8: MISSING SAMPLE INFORMATION

140. 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.
141. In 2012/13, 90% of the 2,750 people in the sample had an employment status outcome identified for them. This leaves 10% of the sample, equivalent to 270, people with an Unknown employment outcome.
142. 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.
143. For the September 2013 update of the 2011/12 report, further investigations were undertaken around the missing information field. Discussions were also held with the Office for National Statistics who deliver the national employment estimates using the Labour Force Survey.
144. 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.
145. 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
146. The employment outcomes were identified for 88% of the census of Tranche 1 Service leavers and 91% of Tranche 2 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.

SECTION 9 EMPLOYMENT OUTCOMES REDUNDANCY

TRANCHE 1

147. 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.
148. Refer to **Section 3: Methodology** paragraphs 41 to 43 when interpreting the figures within this Section for details on methods and definitions.

Tranche 1 Service Leavers

149. 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

150. 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 12). 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 12).
 - 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

151. 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 13).
 - 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

152. 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 12: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, 2011/12 and 2012/13, number, percent ^{1,2}

Characteristic	All		Employed		Unemployed		Economically	
	Number		Number	%	Number	%	Number	%
Applied and non applicants (All)	2,700		2,180	81	130	6	380	14
Applicant (All)	1,730		1,460	84	40	3	230	13
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
Non-Applicant (All)	970		720	74	100	12	160	16
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

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

154. 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 13)

155. 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.

156. 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.

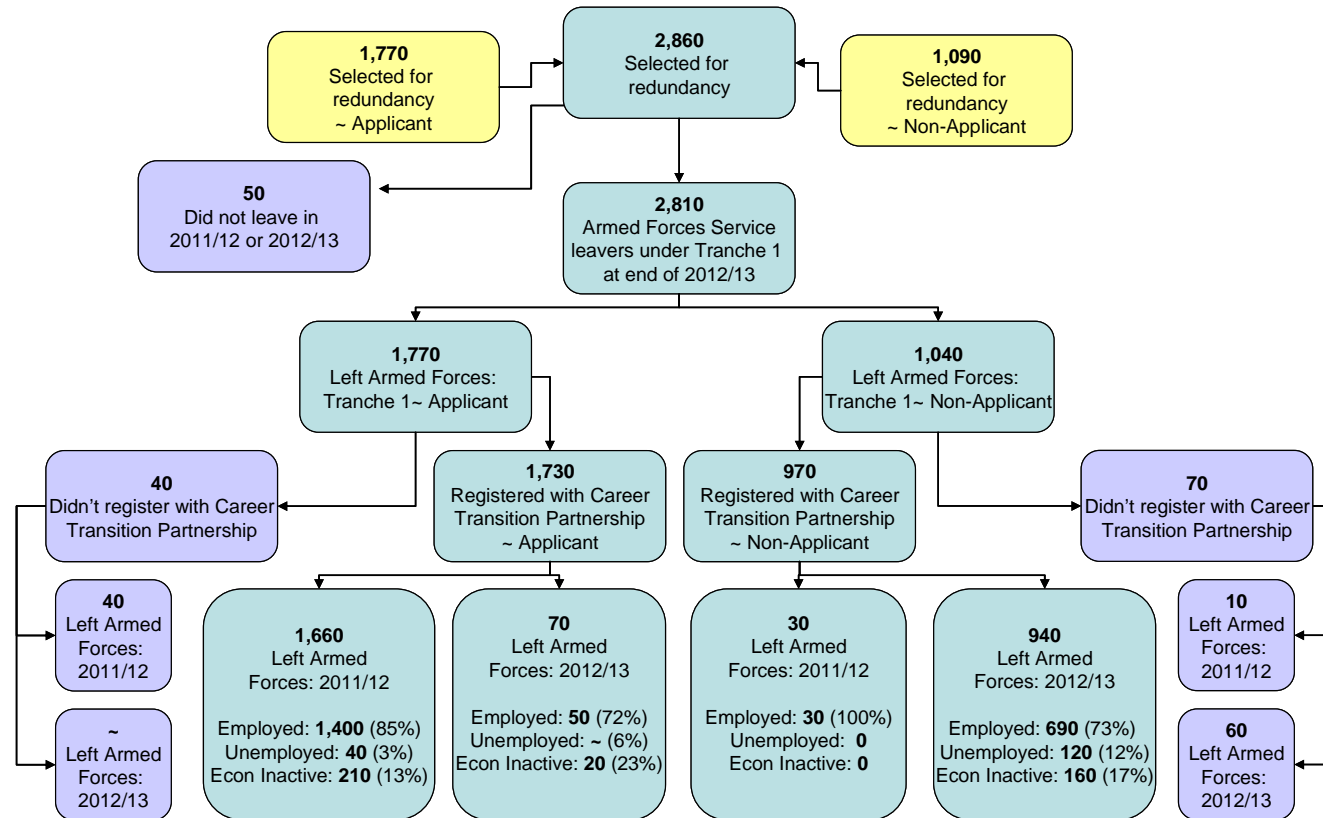
Table 13: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, by Gender, 2011/12 and 2012/13, number, percent ^{1,2}

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
All	2,700	2,180	81	130	6	380	14
Male	2,450	2,020	83	140	6	300	12
Female	270	170	63	10	5	90	33
Applicant (All)	1,730	1,460	84	40	3	230	13
Male	1,560	1,350	86	40	3	180	11
Female	170	110	65	~	4	50	32
Non-Applicants (All)	970	720	74	100	12	160	16
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 202/13, number, percent ^{1,2,3}



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

157. The Tranche 1 Service leavers who left in 2012/13 and 2013/14 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.

158. 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 14).

Table 14: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, by Service, 2012/13 and 2013/14, number, percent^{1,2,3}

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
All	2,700	2,180	81	130	6	380	14
Naval Service ³	970	780	80	50	6	140	14
Army	890	720	81	50	6	120	13
RAF	840	680	81	30	4	130	15
Applicant (All)	1,730	1,460	84	40	3	230	13
Naval Service ³	650	570	87	10	2	70	11
Army	640	530	83	20	4	90	14
RAF	430	360	83	10	3	70	15
Non-Applicants (All)	970	720	74	100	12	160	16
Naval Service ³	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. Data sources: JPA and Right Management data

3. Naval Service includes Royal Navy and Royal Marines

Redundancy Employment Outcomes: by Officer or Rank

159. One-in-four Service leavers under Tranche 1 who left the Armed Forces in 2011/12 or 2012/13, and used the Career Transition Partnership (CTP) services, were Officers (equivalent to 640 Officers). The other 2,060 Service leavers who used the Career Transition Partnership (CTP) services 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 15: 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 ^{1,2}

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

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

160. The employment rate for Tranche 1 Service leavers within six months of leaving the Armed Forces and used the Career Transition Partnership (CTP) services, 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.

161. 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.

TRANCHE 2

162. In June 2012, 3,760 personnel were notified of their selection for redundancy in Tranche 2, of whom 72% (2,710) were applicants and 28% (1,060) were non-applicants. This section presents summary information on the employment outcomes for the Service personnel who subsequently left the MOD under Tranche 2 (as at 31 January 2014). These figures will be updated in the next quarterly report.
163. There were 2,560 applicants and 880 non-applicants who left the Armed Forces under Tranche 2, used the Career Transition Partnership services, and have had at least six months to seek employment. Of these, 84% of the applicants and 74% of non-applicants were employed within six months of leaving the Armed Forces (Table 16).
164. Refer to **Section 3: Methodology** paragraphs 41 to 43 when interpreting the figures within this Section for details on methods and definitions.

Tranche 2 Service Leavers

165. 100% of all Service leavers who left the Armed Forces in 2012/13 and 2013/14 under the Tranche 2 redundancy scheme registered to use the services provided by the Career Transition Partnership, as at 31 January 2014 (Figure 12). The figures in this report are representative of 94% of applicants and 83% of non-applicants who (i) used the CTP services after registering with the CTP (ii) left the Armed Forces at least six months before redundancy data was collated for this report, and (iii) are not excluded as the CTP have recorded them as re-engaged.

Redundancy Employment Outcomes: Applicants

166. In 2012/13 and 2013/14, there were 2,560 applicants for redundancy who left Service under Tranche 2 and used the Career Transition Partnership (CTP) services (Figure 12). A further 140 Service personnel left the Armed Forces but opted not to use the CTP services, or left Service less six months before the data collation point.
- 95% of applicants left the Armed Forces in 2012/13, and 5% in 2013/14.
 - Within six months of leaving the Armed Forces, 84% of applicants were in employment; 8% were unemployed and 9% were economically inactive (Table 16).
 - The employment rate for applicants who left the Armed Forces in 2012/13 (84%) is higher than for applicants who left 2013/14 (82%).

Redundancy Employment Outcomes: Non-Applicants

167. In 2012/13 and 2013/14, there were 880 non-applicants for redundancy who left Service under Tranche 2 and used the Career Transition Partnership (CTP) services. A further 50 Service personnel left the Armed Forces but opted not to use the CTP services, or left Service less six months before the data collation point.
- 92% of non-applicants left the Armed Forces in 2013/14, and 8% in 2012/13.
 - Within six months of leaving the Armed Forces, 74% of non-applicants were in employment; 18% were unemployed and 9% were economically inactive (Table 16).
 - The employment rate for non-applicants who left the Armed Forces in 2012/13 (91%) is higher than for non-applicants who left 2013/14 (72%).

Redundancy Employment Outcomes: Applicants compared with Non-Applicants

168. The Tranche 2 employment rate for applicants was 84% compared with 74% for non-applicants. Applicants, although having less time to prepare for civilian employment may be more motivated and pro-active than non-applicants. This may be driving the higher employment rates amongst applicants.
169. The Tranche 2 unemployment rate for applicants was 8% compared with 18% for non-applicants.

Table 16: UK Regular Service Personnel who used CTP services, Tranche 2 Redundancy, Estimated Employment Outcomes, 2012/13 and 2013/14, number, percent ^{1,2}

Characteristic	All	Employed		Unemployed		Economically	
	Number	Number	%	Number	%	Number	%
Applied and non applicants (All)	3,440	2,790	81	330	11	320	9
Applicant (All)	2,560	2,140	84	180	8	240	9
Applicant: left Armed Forces 2012/13	2,420	2,030	84	160	8	220	9
Applicant: left Armed Forces 2013/14	140	110	82	10	8	10	10
Non-Applicant (All)	880	650	74	150	18	80	9
Non-Applicant: left Armed Forces 2012/13	70	70	91	~	6	~	3
Non-Applicant: left Armed Forces 2013/14	800	590	72	140	20	80	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

Redundancy Employment Outcomes: by Gender

170. One-in-fourteen Service leavers under Tranche 2 who used the Career Transition Partnership services were female, equivalent to 230 people.

171. The employment rate for females was lower (61%) than for males (83%). A higher proportion of women chose not to work. The economically inactive rate was 32% compared with 8% for males (Table 17)

172. The employment rate for females was 61%, with 11% unemployed and 32% economically inactive. Amongst the female redundancy applicants, the employment rate was 63% compared with 52% for the non-applicants.

173. The employment rate for males was 83%, 11% were unemployed and 8% were economically inactive. Amongst the male redundancy applicants, the employment rate was 85% compared with 75% for the non-applicants.

174. Amongst females, a larger proportion of applicants were economically inactive (31%) than non-applicants (15%), whilst a smaller proportion of applicants were unemployed (9%) than non-applicants (19%).

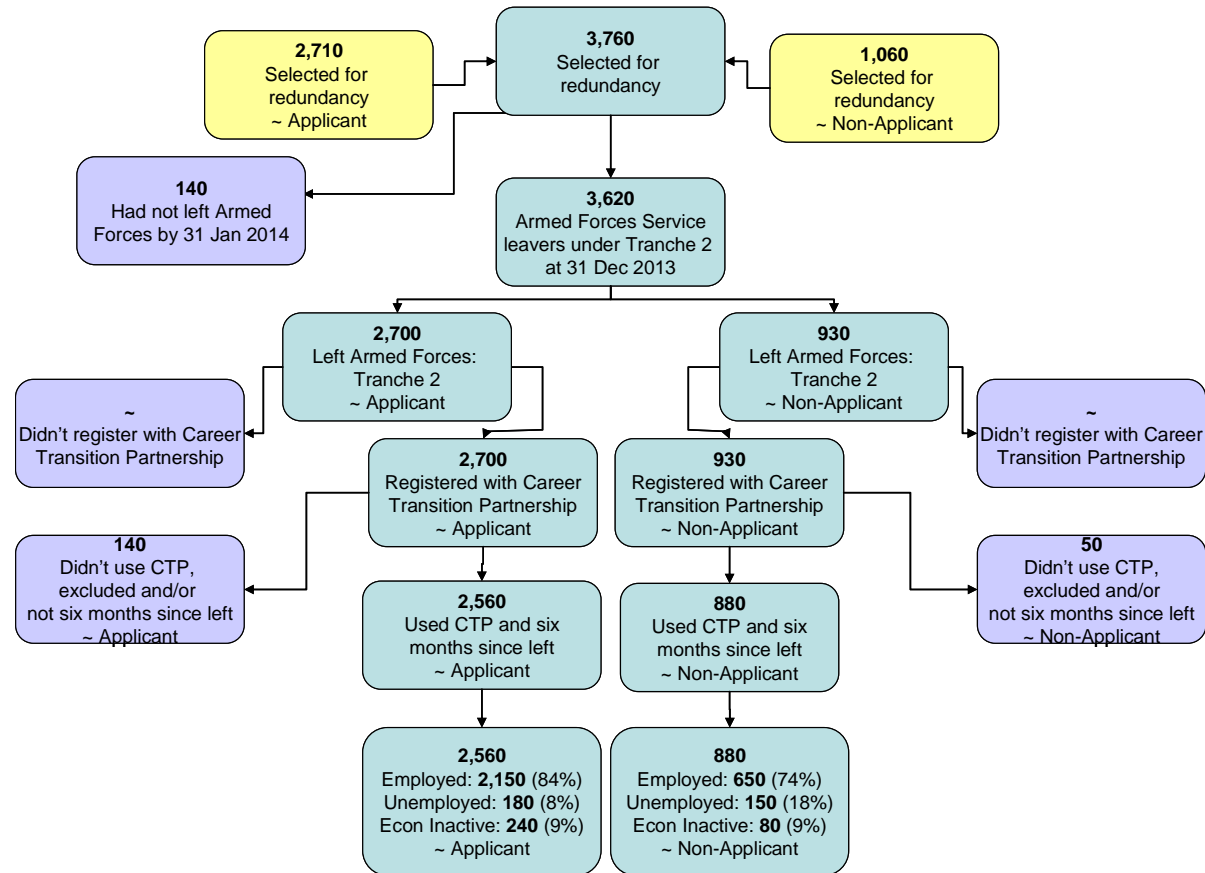
Table 17: UK Regular Service Personnel who used CTP services, Tranche 2 Redundancy, Estimated Employment Outcomes, by Gender, 2012/13 and 2013/14, number, percent ^{1,2}

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
All	3,440	2,790	81	330	11	320	9
Male	3,210	2,650	83	310	11	250	8
Female	230	140	61	20	11	70	32
Applicant (All)	2,560	2,140	84	180	8	240	9
Male	2,370	2,020	85	160	8	180	8
Female	190	120	63	10	9	60	31
Non-Applicants (All)	880	650	74	150	18	80	9
Male	850	630	75	140	18	70	9
Female	30	20	52	~	19	10	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. Data sources: JPA and Right Management data

Figure 12: UK Regular Service Personnel who used CTP services, Tranche 2 Redundancy, Estimated Employment Outcomes, 2012/13 and 2013/14, number, percent^{1,2,3}



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 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

Redundancy Employment Outcomes: by Service

175. The Tranche 2 Service leavers who left in 2011/12 and 2012/13, and who used the Career Transition Partnership, were: Naval Service (5%), Army (76%), and RAF (20%).

176. The employment rate within six months of leaving Service under Tranche 2 varied across the three Services: Naval Service (75%), Army (81%), and RAF (83%) (Table 18).

Table 18: UK Regular Service Personnel who used CTP services, Tranche 2 Redundancy, Estimated Employment Outcomes, by Service, 2012/13 and 2013/14, number, percent^{1,2,3}

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
All	3,440	2,790	81	330	11	320	9
Naval Service ²	160	120	75	10	11	20	15
Army	2,600	2,110	81	280	12	220	8
RAF	670	560	83	40	6	70	11
Applicant (All)	2,560	2,140	84	180	8	240	9
Naval Service ²	120	90	78	10	7	20	16
Army	1,960	1,640	84	160	9	160	8
RAF	480	420	86	20	4	50	11
Non-Applicants (All)	880	650	74	150	18	80	9
Naval Service ²	40	30	68	10	23	~	2
Army	670	480	74	120	20	70	11
RAF	170	150	76	20	13	~	2

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

177. One-in-six Service leavers under Tranche 2 who left the Armed Forces in 2012/13 or 2013/14, and used the CTP services, were Officers (equivalent to 570 Officers). The other 2,870 Service leavers who used the CTP services were Ranks. Three-quarters of all Officers were applicants (76%), and three-quarters of all Ranks were applicants (74%) (Table 19).

Table 19: UK Regular Service Personnel who used CTP services, Tranche 2 Redundancy, Estimated Employment Outcomes, by Officer or Rank, 2012/13 and 2013/14, number, percent^{1,2}

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
All	3,440	2,790	81	330	11	320	9
Officer	570	460	80	40	7	80	14
Rank	2,860	2,330	82	300	11	230	8
Applicant (All)	2,560	2,140	84	180	8	240	9
Officer	430	360	83	10	4	60	15
Rank	2,120	1,790	84	170	9	170	8
Non-Applicants (All)	880	650	74	150	18	80	9
Officer	120	100	72	20	18	~	1
Rank	750	550	75	130	18	80	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

178. The employment rate for Tranche 2 Service leavers within six months of leaving the Armed Forces for Ranks was 80% compared with 82% for Officers. The economically inactive rate was 8% amongst Ranks and 14% amongst Officers indicating a higher proportion of Officers were not looking for work.
179. Amongst applicants who were Ranks and left under Tranche 2 the employment rate was 84%, compared with 75% amongst Ranks who were non-applicants. Amongst applicants who were Officers and left under Tranche 2 the employment rate was 83%, compared with 72% amongst Officers who were non-applicants.

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 6**) 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 53.

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.

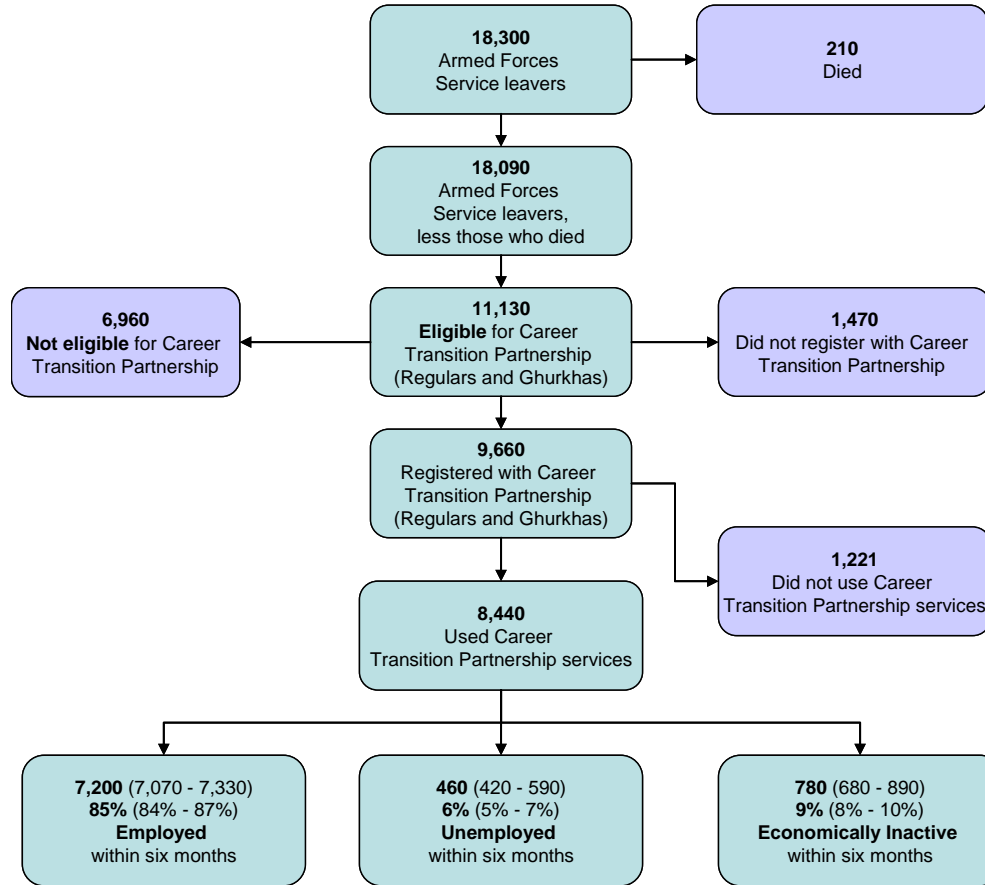
Unemployment People not in employment are counted as unemployed if they have been looking for work in the last four weeks and if they are able to start work within the next two weeks. It does not matter if the person is looking for a full-time job or a part-time job or whether the person is claiming 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 13: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2009/10, number, percent, 95% Confidence Intervals ^{1,2,3}

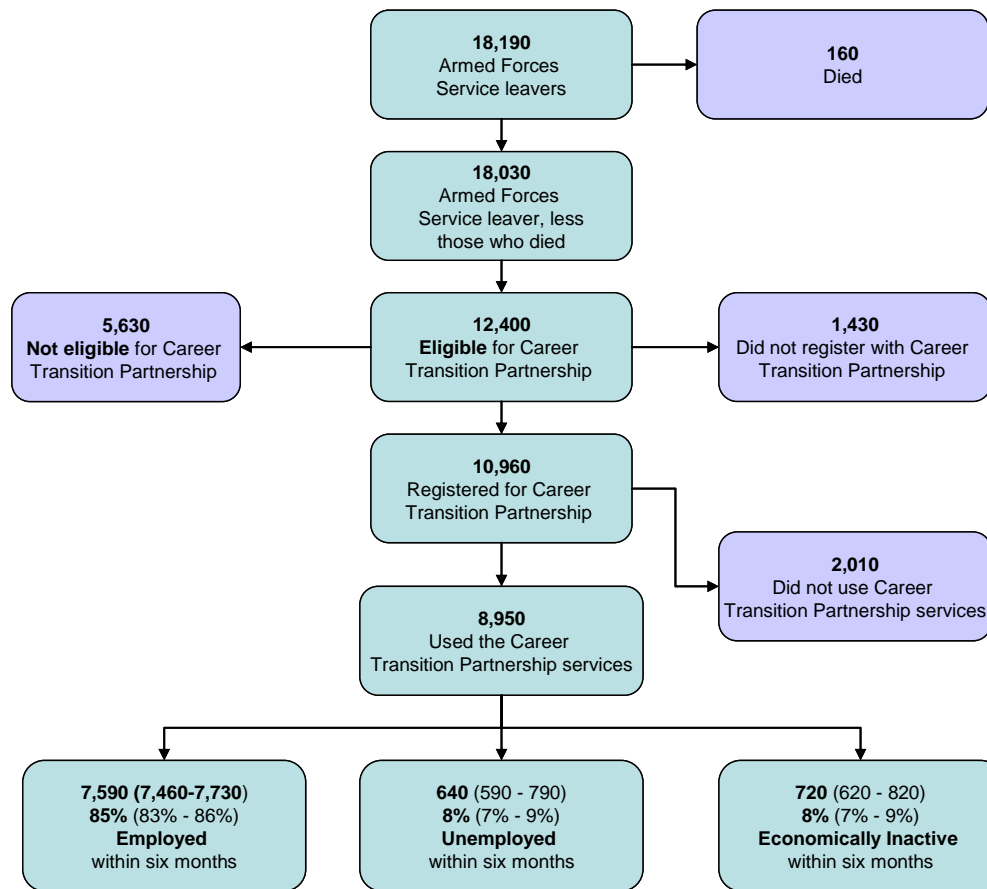


1 Defence Statistics (Tri-Service) publish the statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces, including personnel leaving the Services, deaths, recalled reservists on release. These figures do include Gurkhas, but do not include Full 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 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 data

Figure 14: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2010/11, number, percent, 95% Confidence Intervals ^{1,2,3}

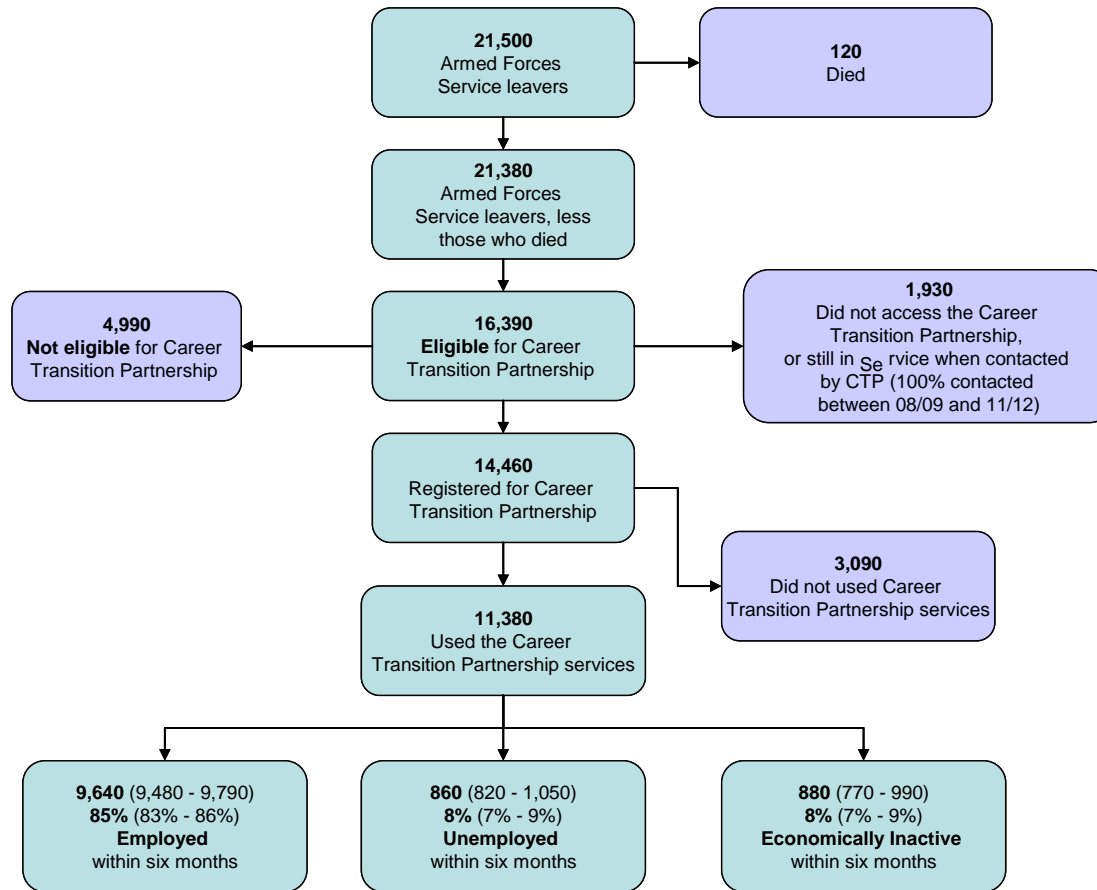


1. Defence Statistics (Tri-Service) publish the statistics on Service personnel leaving the Armed Forces. Figures show outflow from the trained UK Regular Forces, including personnel leaving the Services, deaths, recalled reservists. These figures do include Gurkhas, but do not include Full Time Reserve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

Figure 15: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2011/12, number, percent, 95% Confidence Intervals ^{1,2,3}



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 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

Annex A

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.

A release calendar for the following four quarters is presented below:

Outflows: Annual	Outflows: Quarterly Updates	Publication Date	Pre-Release Date
2012/13	Q4 2012/13	12 June 2014	11 June 2014
2012/13	Q1 2013/14	11 September 2014	10 September 2014
2012/13	Q2 2013/14	11 December 2014	10 December 2014
2012/13	Q3 2013/14	11 March 2015	12 March 2015

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 B

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 50.

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