

Defence as part of a career pathway

Head TESRR

Air Commodore Warren James

I'M READING A GREAT
MANAGEMENT BOOK
ABOUT THE RULES OF
LEADERSHIP.

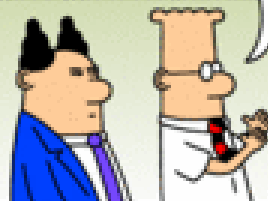


DilbertCartoonist@gmail.com

ALLOW ME TO
PUT THAT IN
CONTEXT.

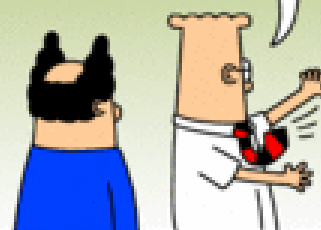


THERE ARE PROBABLY
10,000 BOOKS ABOUT
LEADERSHIP, AND EACH
ONE HAS A DIFFERENT
APPROACH.



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AND THERE ARE
MILLIONS OF REAL
LEADERS, OF WHICH
NO TWO ARE ALIKE.



MOREOVER, EVERY
SITUATION IS UNIQUE
AND REQUIRES A
DIFFERENT TYPE OF
LEADER.



AND YET, THIS ONE
AUTHOR HAS FOUND
A MAGIC FORMULA TO
TRANSFORM YOU FROM
A GULLIBLE BABOON
INTO A GREAT LEADER.



AND THAT MAKES SENSE
BECAUSE ALL GREAT
LEADERS THROUGHOUT
HISTORY ACHIEVED
SUCCESS BY READING
A RANDOM BOOK.



www.dilbert.com
8-30-03

I DON'T
LIKE
CONTEXT.



IT ISN'T
POPULAR.



“Sometimes you need to be silent to speak wisely.”

Chancellor Angela Merkel

Employer Conference 11 March 2015

Plenary: Partnering Defence People

Air Commodore 'Bunny' James

Head TESRR

(Training, Education, Skills, Recruiting and Resettlement)



Chief of Defence People

- **Transition**
- **Apprentices**
- **A Skills Framework**





WHO WE ARE LOOKING FOR

Protecting our nation's interests on a global scale requires a huge range of skills. It means we're looking for people with degrees in all subjects and disciplines. During training we teach you all the skills you need to become a successful Officer. At this stage we look for potential, enthusiasm and the passion to succeed.

You'll need a solid academic record to join as an Officer, but we're looking for something that even a good degree can't teach. You'll be focused, dedicated and ambitious – not just for yourself, but also for people you are responsible for.

As an Officer in training, you'll be a future leader of the Royal Navy. Once your training's complete, you will be in charge of a team of men and women in potentially difficult and dangerous situations. There may be times in your career when your decisions and actions really do mean the difference between life and death, so it's essential that you're reliable, disciplined and quick thinking.

When you join us, you join a team of 35,000 people. This means support and camaraderie like no other job, but it also means that you'll need to be able to work – and live – well with others, sometimes in very close quarters.



WHAT WE CAN OFFER YOU

[FIND OUT MORE](#)



WHAT'S IT LIKE BEING AN OFFICER?

[FIND OUT MORE](#)



FIND YOUR OFFICER

APPRENTICESHIPS ARE **GREAT** BRITAIN

**Over
400**

Employers
already involved
in redesigning
Apprenticeships

**Over
1.8m**

Apprenticeship
starts this
Parliament. We
are committed to
delivering at least
2 million.

96%

Employers who
take on an
apprentice say
their business
benefited.

£117k

Extra income
earned by
someone who
completes a
Level 3
Apprenticeship

Return for every
pound that
Government
invests in
Apprenticeships

£1



£28

**Over
220,000**

Workplaces
already offering
Apprenticeships



**At least 12
months**
Duration for
Apprenticeships

By 2017/18

All
Apprenticeship
starts will be on
new employer-led
standards

Organisations
representing **half
a million**
businesses
support our
reforms



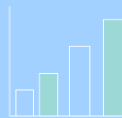
£1.5 bn

Amount we
invested in
Apprenticeships
last year

8 out of 11

Industrial Strategy
sectors already
covered by our
Trailblazers

Number of 'full
Apprenticeships'
has trebled since
2009/10



68,000
Apprenticeships
in smaller
businesses
supported by our
Grant for
Employers

**New
Higher
Apprenticeships**
In occupations like
space engineer and
pilot

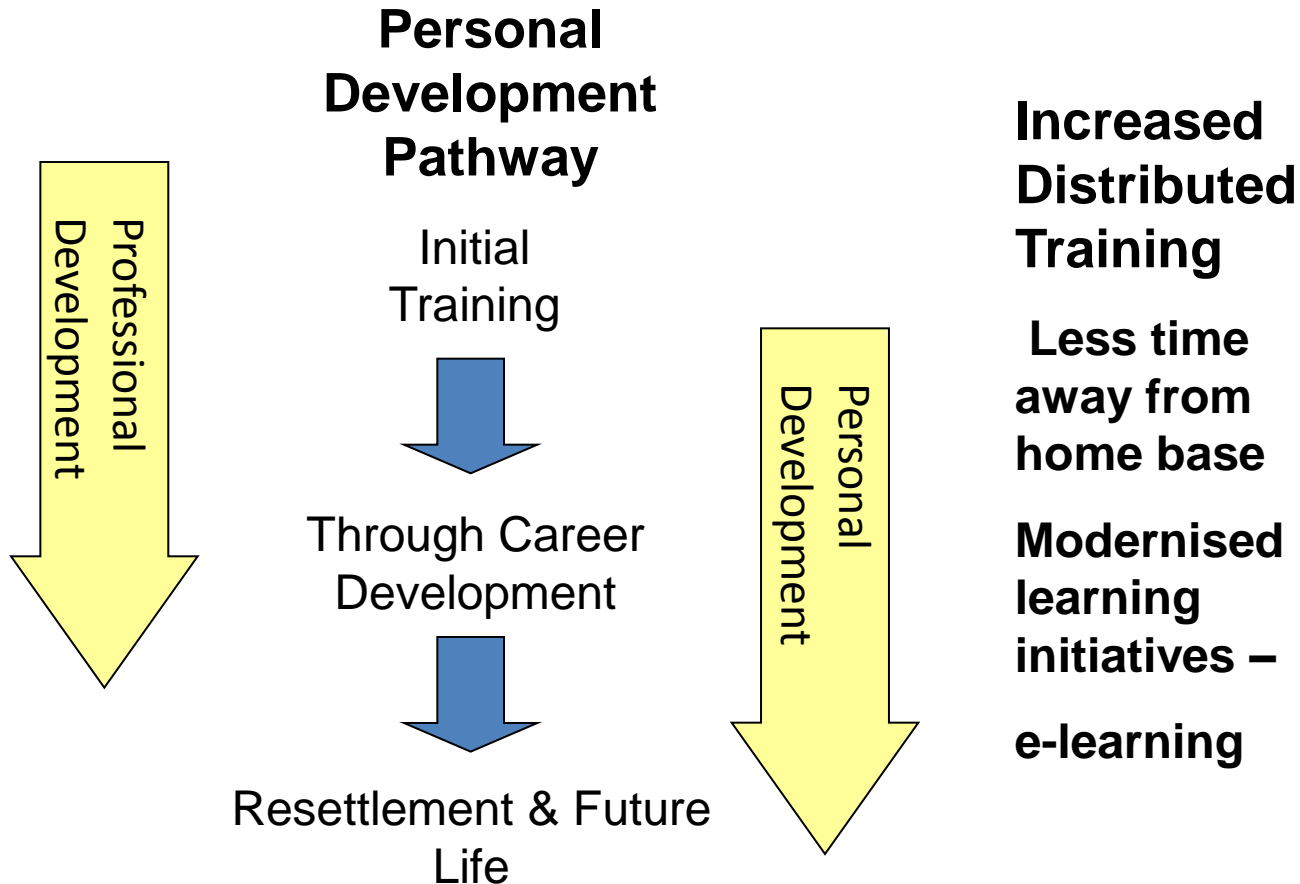


**Over
20,000**
Apprenticeships
pledged during
National
Apprenticeships
Week 2014





Training & Education Elements

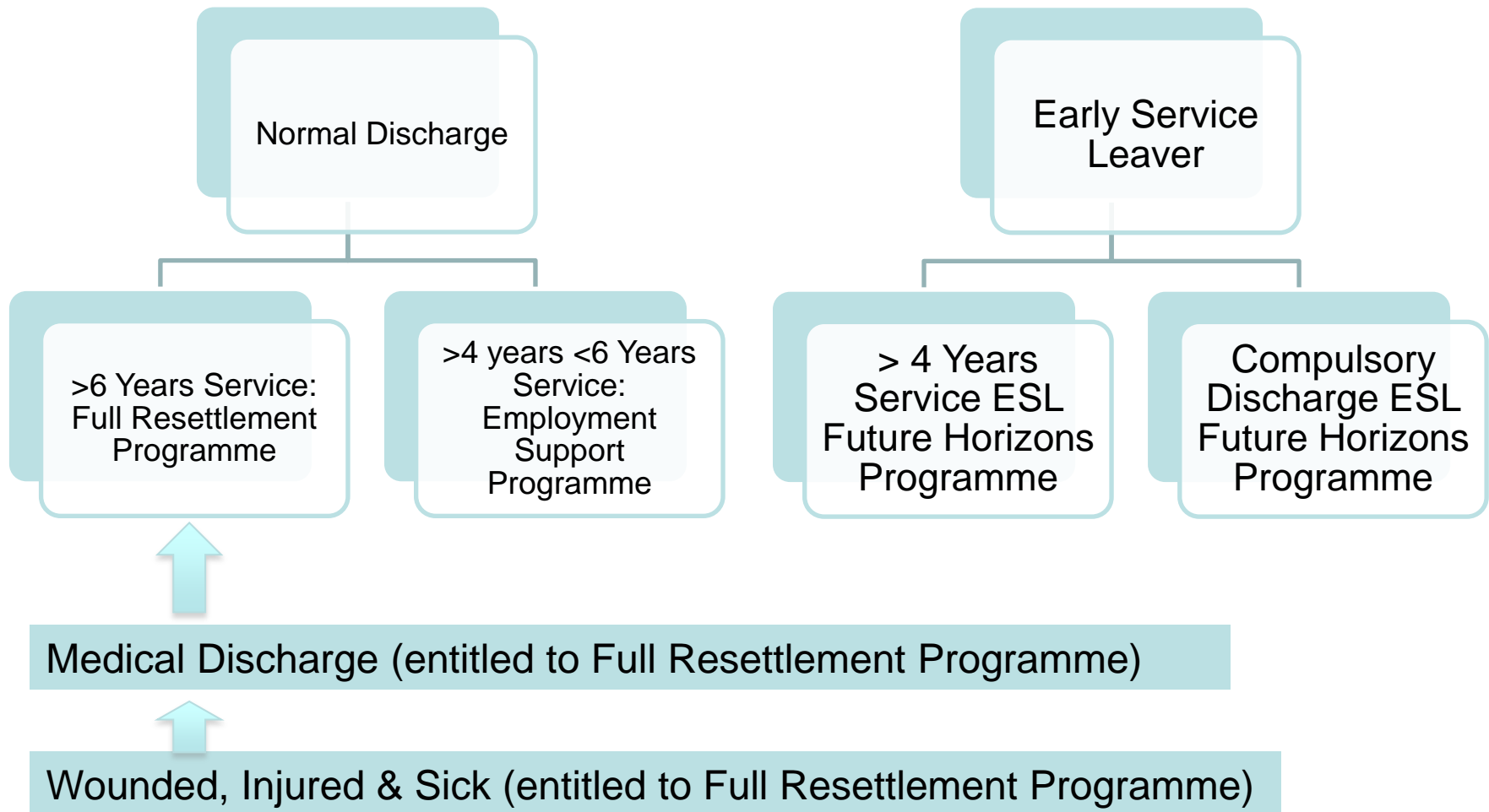


Resettlement – Our Philosophy

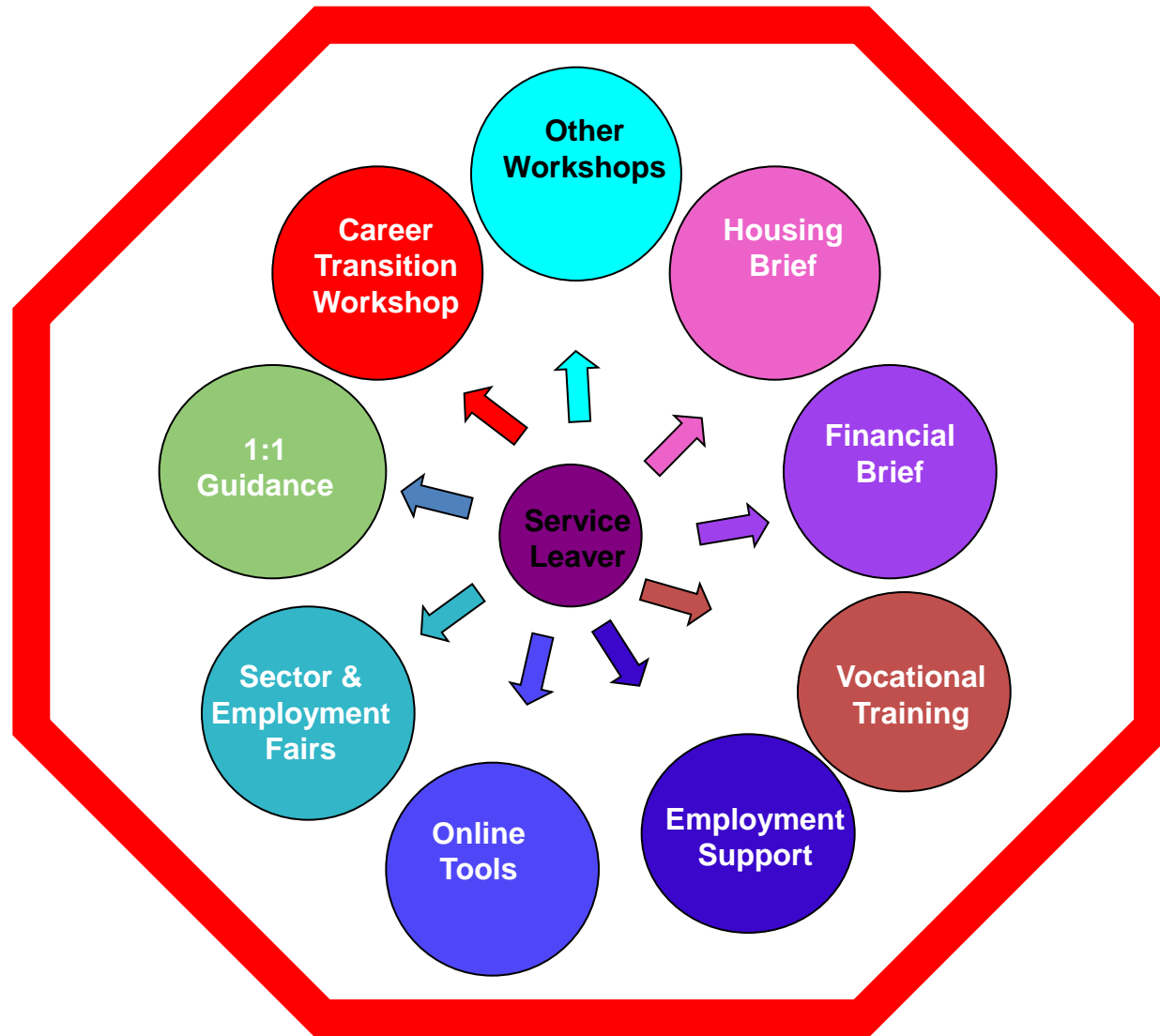
- Recognizes the uniqueness of Service Life
- Departmental commitment to be an employer of first choice
- Final stage of in-Service through-life learning and personal development
- Aids retention by alleviating fears
- Based on length of Service, not on rank
- Employment and career support through time, funding, training



Categories of Service Leaver and Types of Entitlement



Types of Resettlement Provision



Career Transition Partnership

www.ctp.org.uk

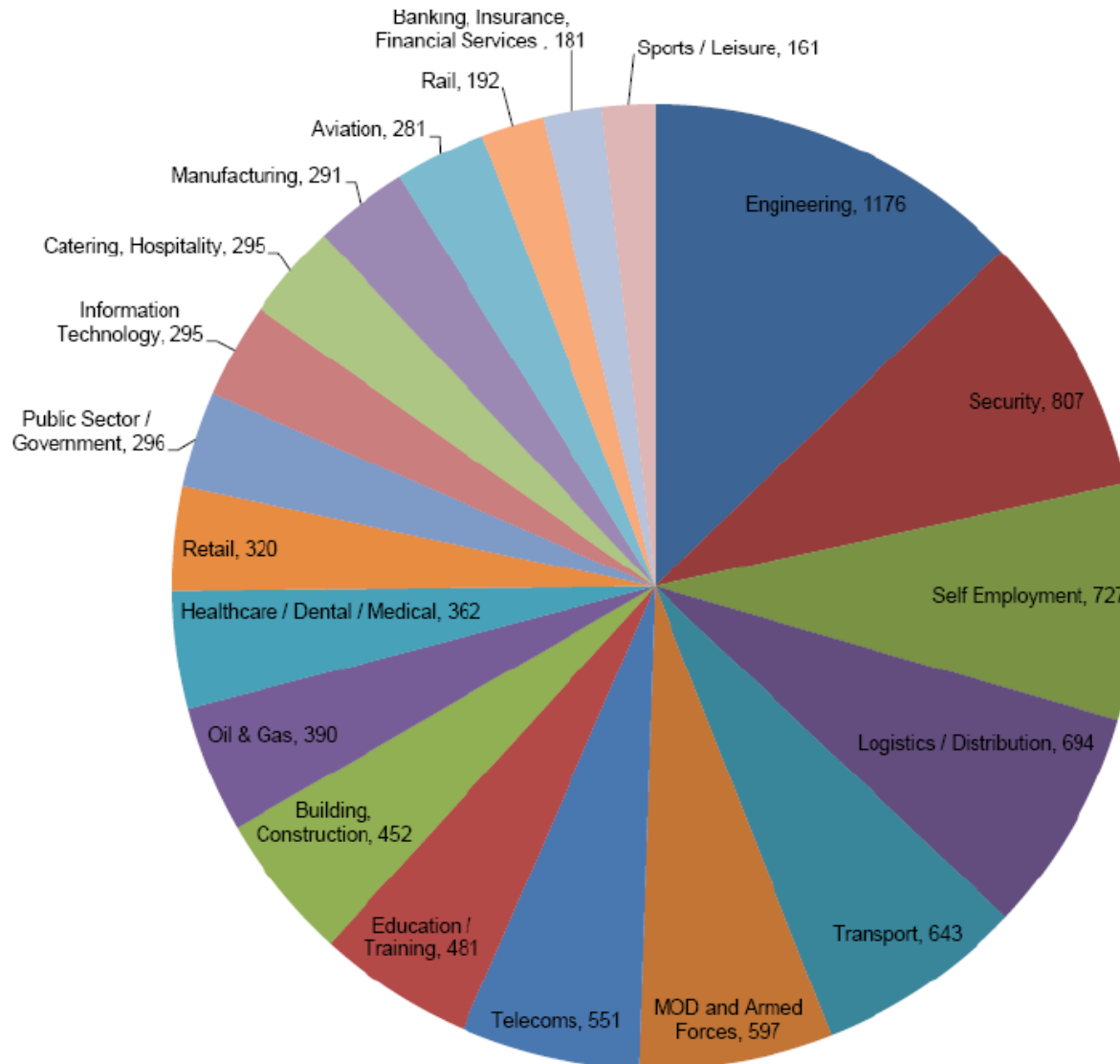
dduffy@ctp.org.uk

Comparisons with UK National Employment Figures: 2012/13

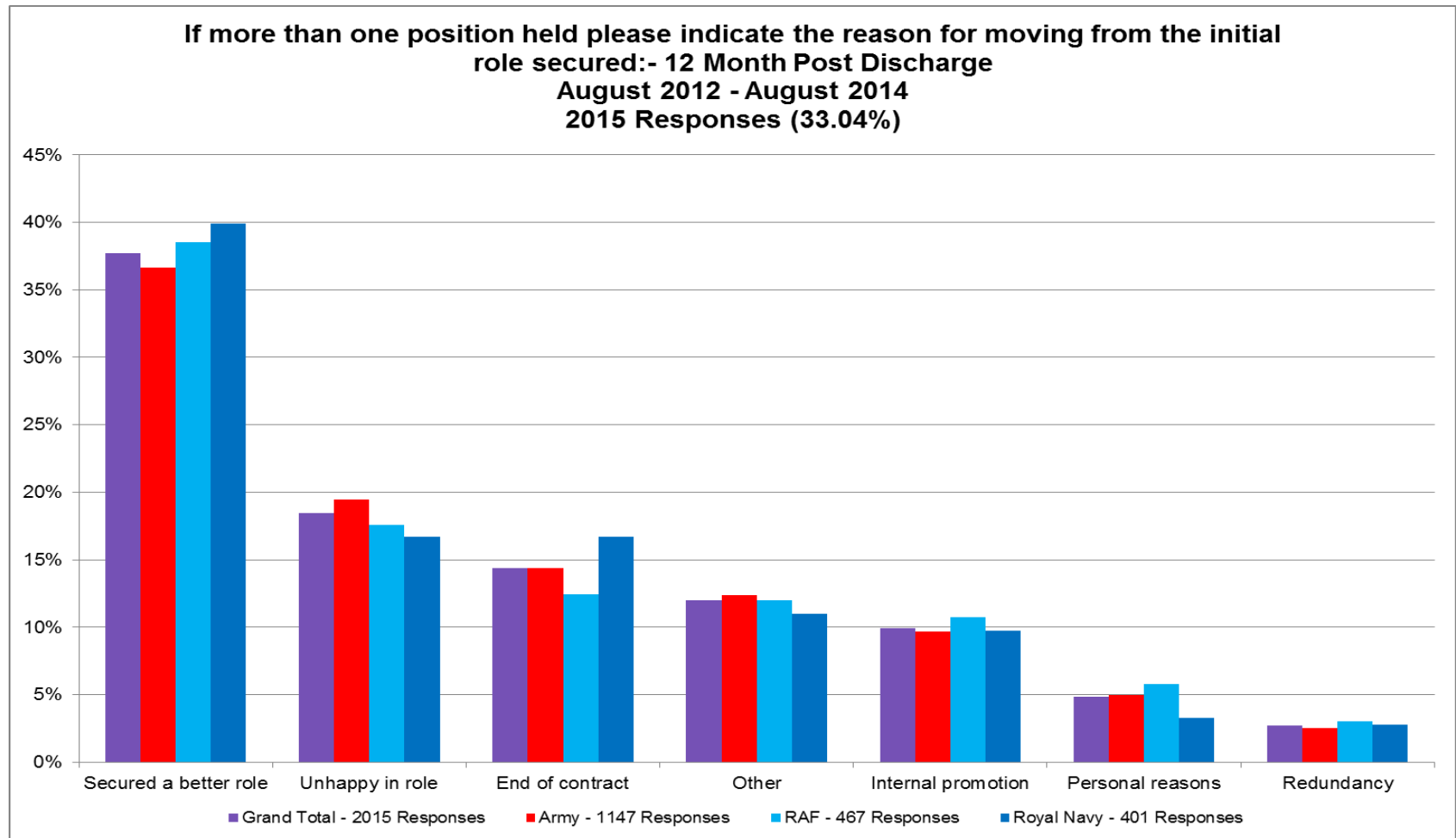
(Source: Defence Statistics – publicly available)

- **Employment rate for UK service personnel who used CTP services in 2012/13 : 83%**
 - Statistically significantly higher than the employment rate for the UK population (71%).
- **Economically inactive rate for UK service personnel who used CTP services in 2012/13 : 9%**
 - Statistically significantly lower than the economically inactive rate for the UK population (22%).
- Settled Rate – CTP consistently reports over 90% of all Service leavers accessing the service are classified as settled within 6 months of Discharge.
- The average Settled rate for the last 6 month returns is 93%

Service leaver placements by industry 2014

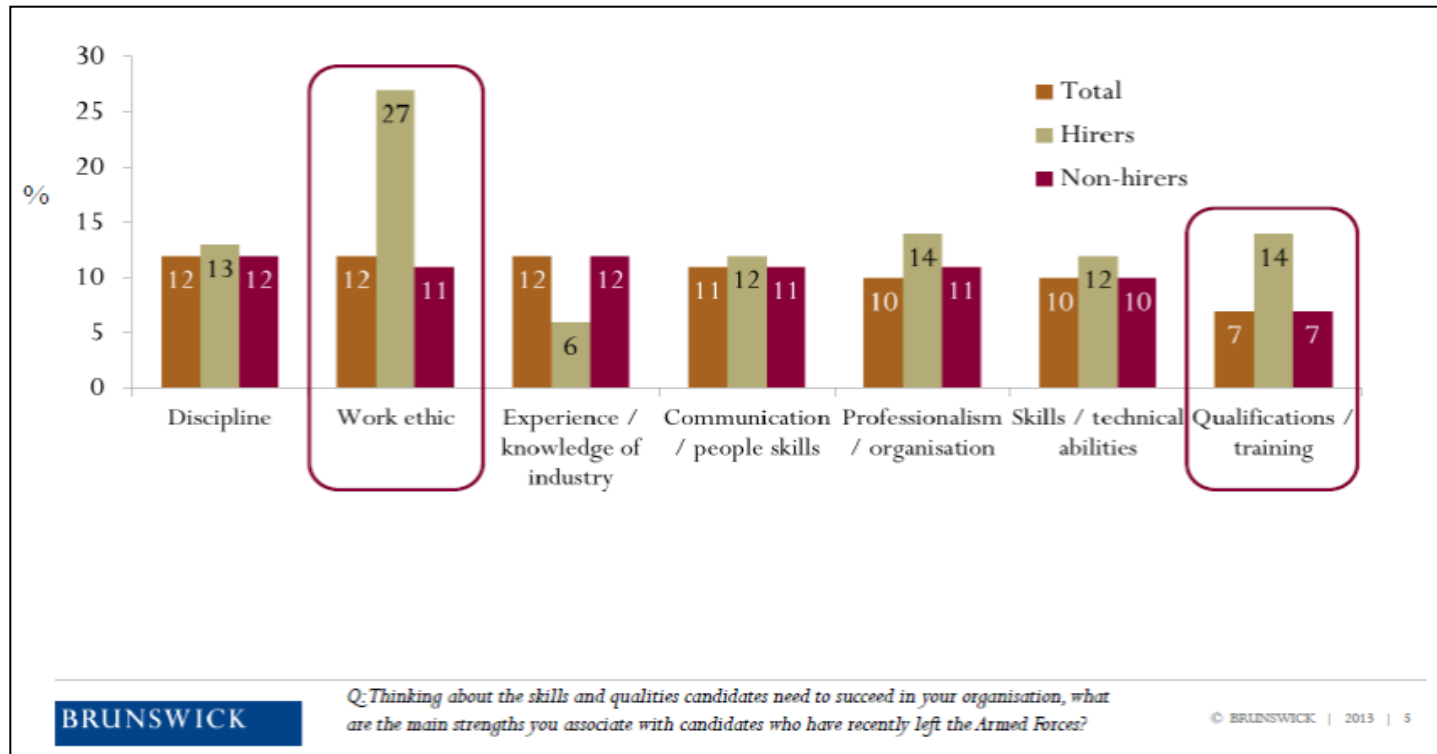


Moving from initial role secured – 12 months post discharge

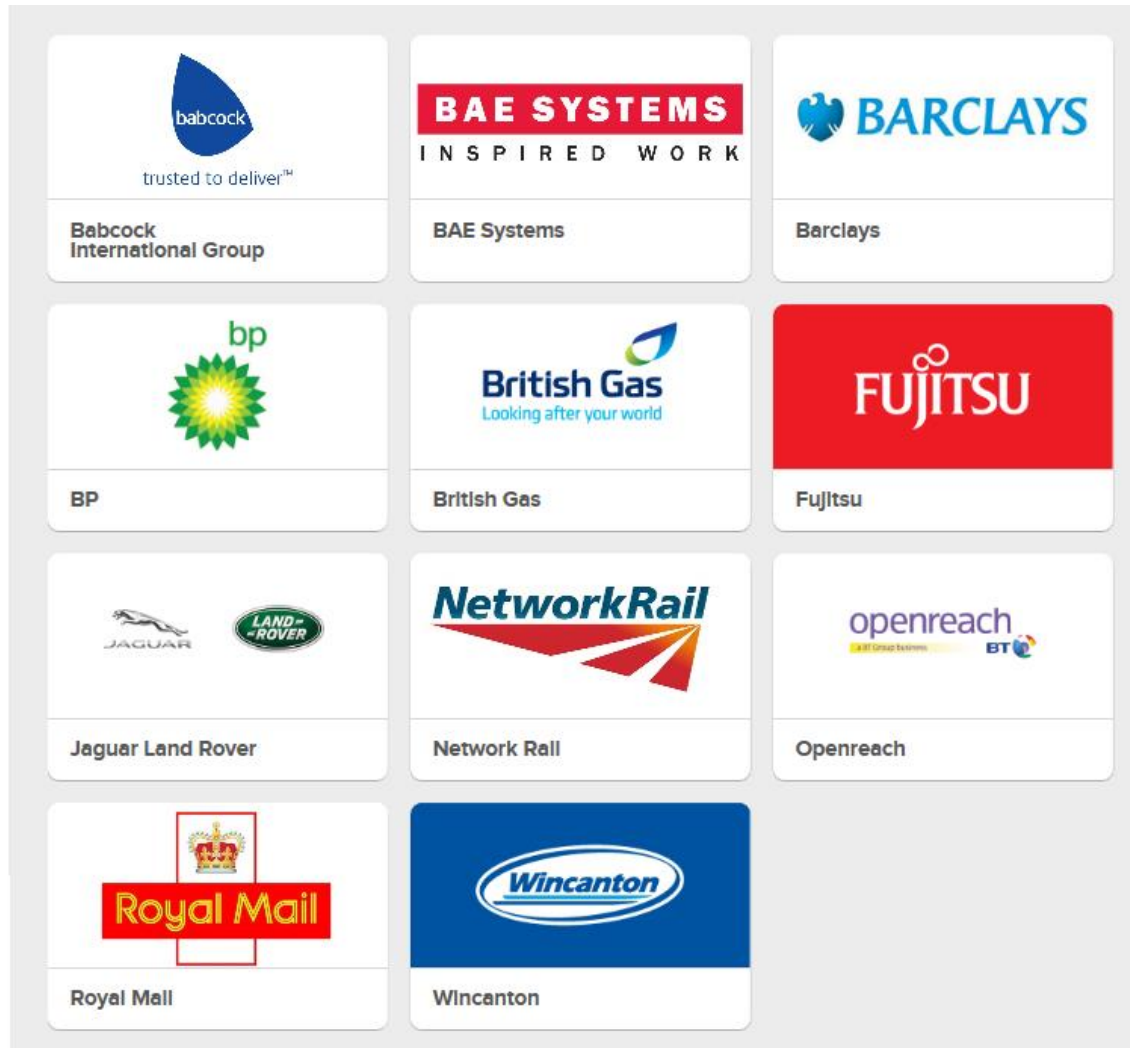


CTP Research

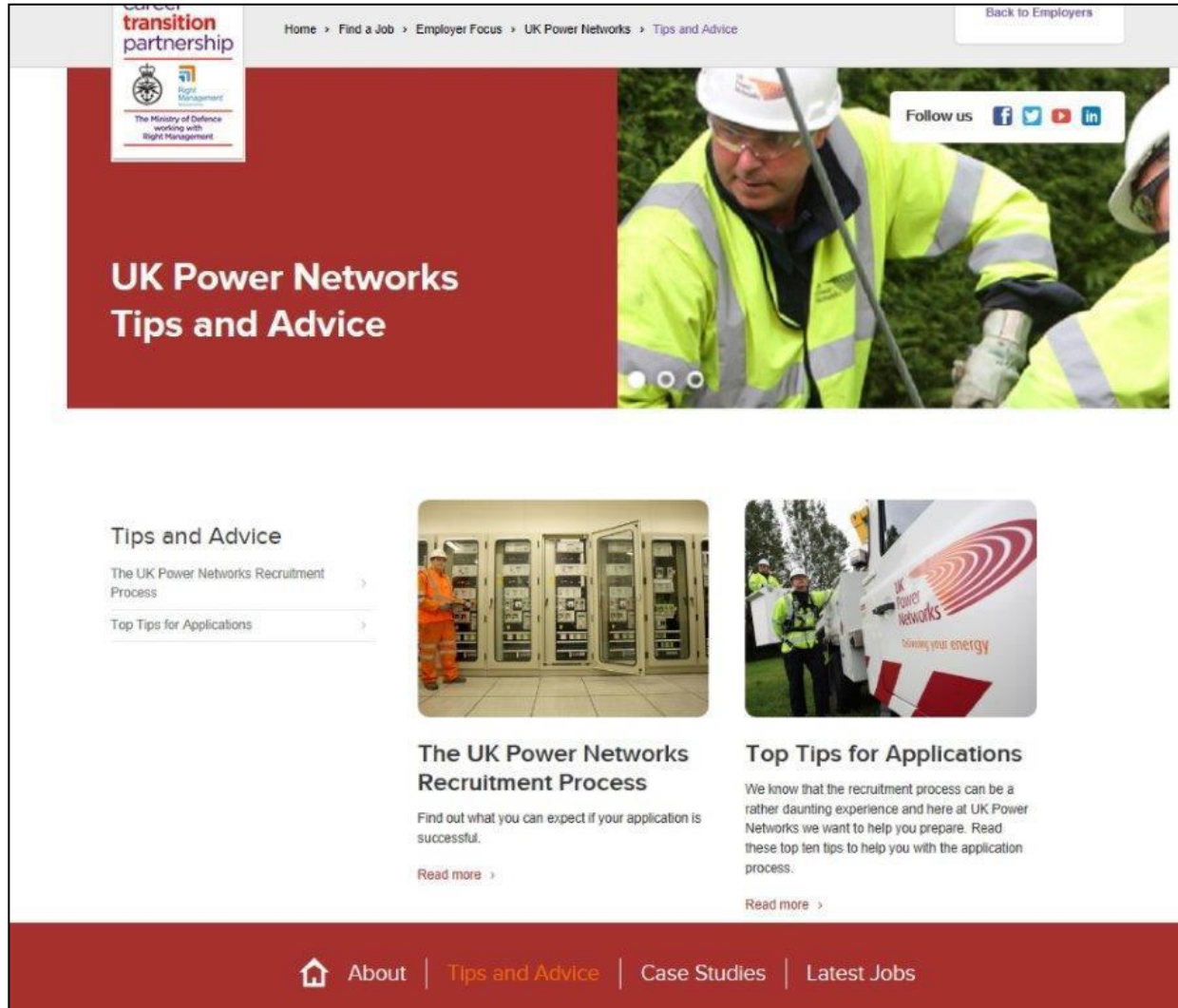
- Manpower Employment Outlook Survey (MEOS)
 - Sample size 2,000+ UK orgs across all sectors and size
 - Questions on the Business Attitudes to Service leavers



CTP website – Examples of Employer Focus pages





Employer microsite – UK Power Networks example



Live Chat – JLR example

Click4Assistance Live Chat - Google Chrome

https://prod3ci.click4assistance.co.uk/Chat_Dialogue.aspx?AccountGUID=

Sara I forgot to add I live in Telford and the new i54 plant is only 15 miles from my home.

Jack CTP Have you had a chance to look at the JLR careers website Sara? Hold on a sec I'll send you a link.

Jack CTP <http://www.jaguarlandrovercareers.com/jlr-roles/commercial-business-roles/#business-areas>


Sara Thanks, I'll have a look at the website. What is it like working for JLR regarding ethos and worklife balance?


Jack CTP It's really good, hours are pretty much fixed so much easier to plan your home life around.

Jack CTP The people here are good to work with too

End Chat X

Send

 **career transition partnership**
The Ministry of Defence working with Right Management

 Right Management
Management Group

www.ctp.org.uk/about-live-chat

Critical Skills



National Context

CAPACITY TO DELIVER

UK Needs UK Produces

87,000

Level 4+ Eng
Each year to meet demand

51,000

Level 4+ Eng
Each year to meet demand

UK Needs UK Produces

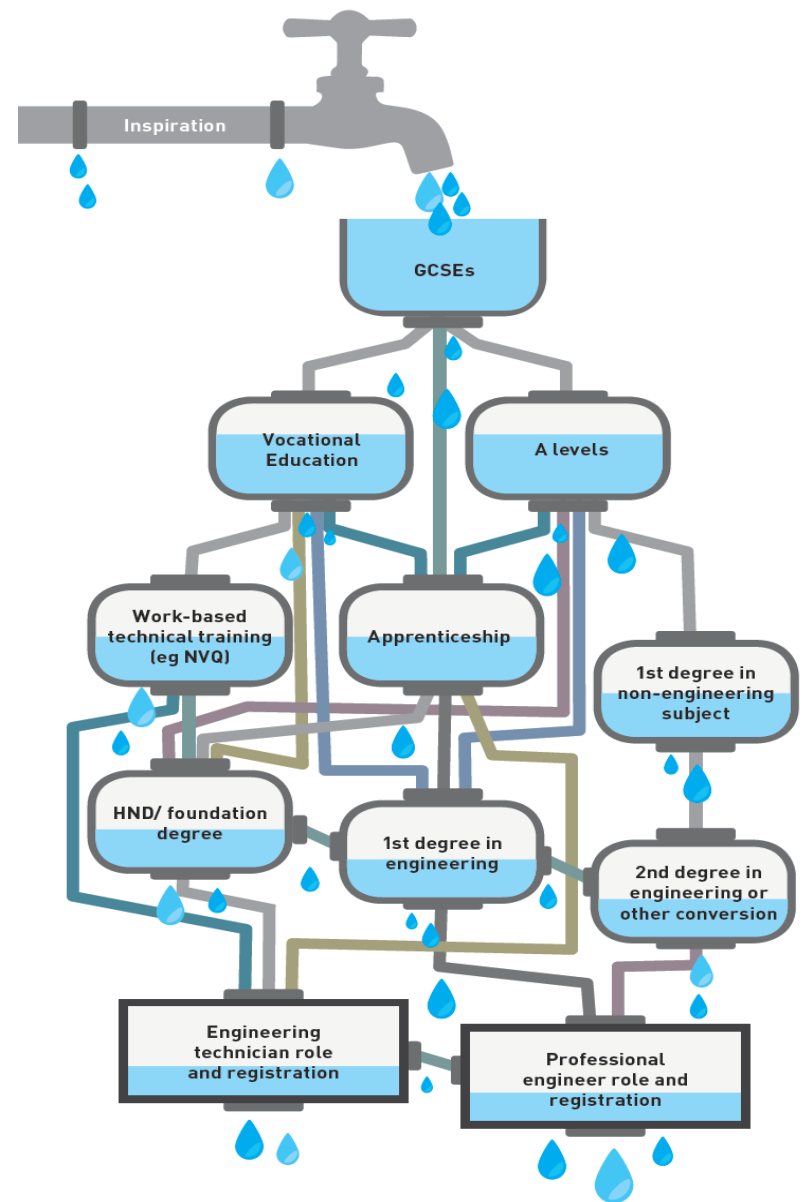
69,000

Level 3 Eng Apprenticeships
Each year

23,500

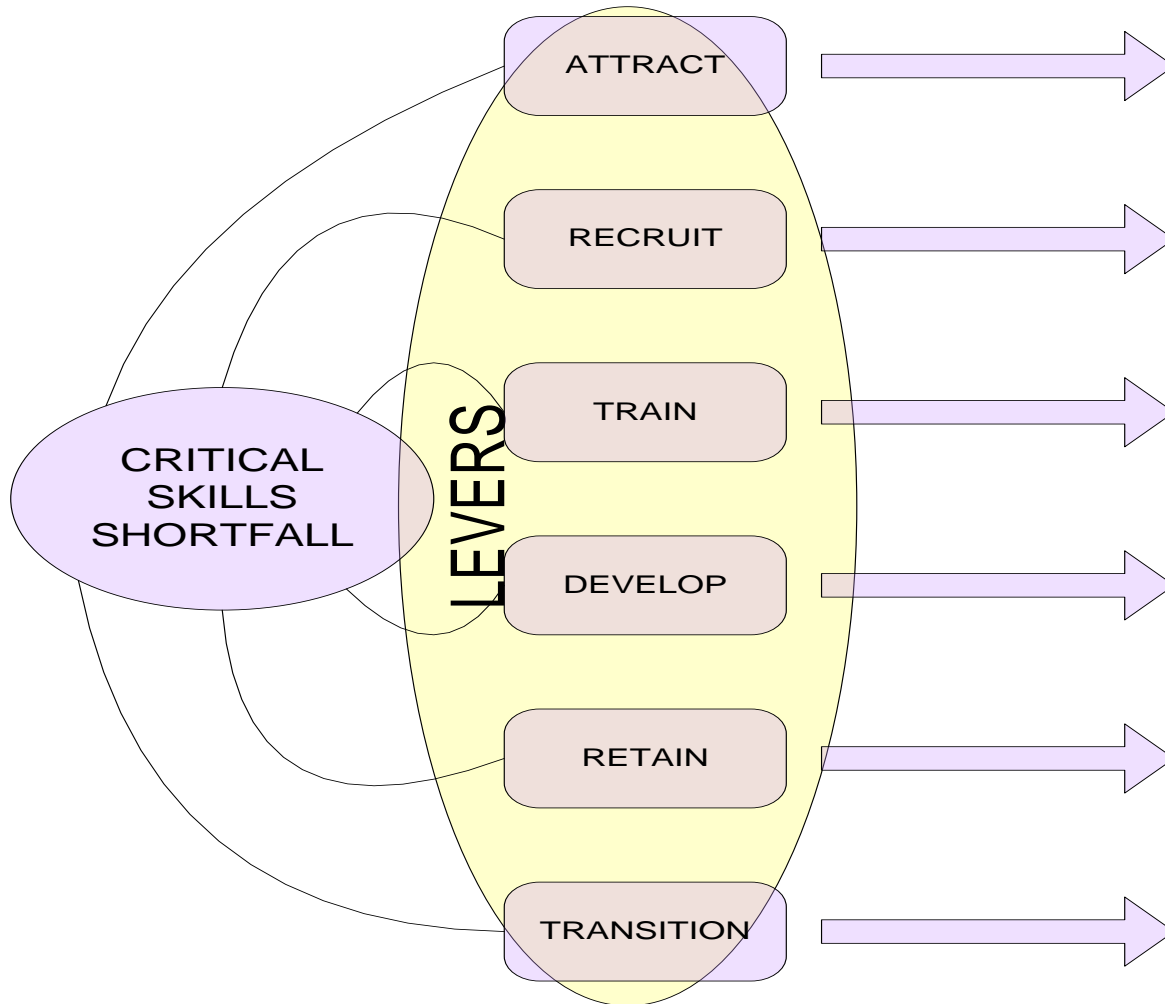
Level 3 Eng Apprenticeships
Each year

The state of Engineering
Engineering UK 2014



Chief of Defence People

Critical Skills Levers - Framework



SO THAT'S MY
PROBLEM, AND I'M
CURIOUS HOW YOU
WOULD TRY TO SOLVE
IT IF YOU WERE ME.



Dilbert.com DilbertCartoonist@gmail.com

YOU
ACTUALLY
CARE ABOUT
MY OPINION?



YES, I
REALLY
DO.



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ARE
YOU ANY
CLOSER
TO SOLV-
ING YOUR
PROBLEM?



YUP. SO FAR
I'VE ELIMI-
NATED ALL OF
THE CHOICES
THAT IDIOTS
WOULD MAKE.

