



## Career Transition Partnership quarterly statistics: UK Regular Service Personnel Employment Outcomes 2009/10 to 2013/14

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1. This annual Official Statistic provides summary statistics on the estimated employment outcomes for UK Regular Service personnel who left the UK Armed Forces between 2009/10 and 2013/14 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
- Estimated employment outcomes for the Tranche 1, 2, and 3 Redundancy Programmes

### KEY POINTS

- Within six months of leaving the UK Armed Forces the estimated employment outcomes, with 95% confidence intervals<sup>a</sup>, in **2013/14** for the 14,630<sup>p</sup> UK Regulars who used the CTP services were:
  - Employment Rate: **84%**<sup>p</sup> (82%<sup>p</sup> – 85%<sup>p</sup>)
  - Unemployment Rate: **9%**<sup>p</sup> (8%<sup>p</sup> – 10%<sup>p</sup>)
  - Economically Inactive Rate: **9%**<sup>p</sup> (8%<sup>p</sup> – 9%<sup>p</sup>)The rates are comparable to those seen each year since 2009/10.

- The demographic groups of Officers have a higher economically inactive rate when compared to Ranks.
- Army have a higher unemployment rate than Naval Service or RAF.
- Females have a lower employment rate and a higher economically inactive rate when compared to males. This difference is also seen in the UK general population.
- Service leavers, who used the CTP, of black and minority ethnic origin have a lower employment rate and higher economically inactive and unemployment rates than those of white ethnic origin. These differences are also seen in the UK general population.
- Since 2009 the estimated employment rate for personnel who left and used the CTP services was higher than the UK Population (LFS). In comparison the estimated economically inactive rate is lower. This is believed to be due to the differences in the population demographics for example the UK population has a higher percentage of females.
- In 2013/14 the main occupation sector that Service leavers who used the CTP were employed in was skilled trade occupations (22%<sup>p</sup>). In comparison the main occupation sector that the UK population were employed in was professional occupations (20%).
- Non-applicants have a lower employment rate and a higher unemployment rate compared to applicants in Tranche 1, Tranche 2 and Tranche 3.

## 1. INTRODUCTION

<sup>a</sup> Confidence intervals have been provided to demonstrate the uncertainty around the estimate.

## Contents of Official Statistic

- **Section 1:** Introduction
  - **Section 2:** Background to the Career Transition Partnership
  - **Section 3:** Data, Definitions and Methods
  - **Section 4:** Estimated Employment Outcomes - Top Level and Trends Over Time
  - **Section 5:** Estimated Employment Outcomes - Demographics 2013/14
  - **Section 6:** Comparisons with UK National Employment Rates
  - **Section 7:** Occupation Sector 2013/14
  - **Section 8:** Redundancy Employment Outcomes: Tranche 1, Tranche 2, and Tranche 3
  - **Annex A:** Flow diagrams of the estimated employment outcomes for previous financial years.
2. For the first time information on employment status by ethnicity has been provided in Section 5.
  3. A Background Quality Note (BQR) is published alongside this Official Statistic.
  4. The BQR provides information on data sources, methodology and data quality issues which should be taken into account when interpreting the information within this report. 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>
  5. These statistics have been provided in response to interest in employment outcomes for UK Service personnel from UK 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. They can be used to inform effectiveness of the Career Transition Partnership resettlement services. They will also be used for monitoring of the UK Armed Forces Covenant, a component of the UK Armed Forces Act, which states that Service personnel should not be disadvantaged in terms of health or welfare.
  6. 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: Def Strat-Stat-Health-PQ-FOI@mod.uk

## 2. BACKGROUND TO THE CAREER TRANSITION PARTNERSHIP

7. The Career Transition Partnership (CTP) is an agreement between a contractor (Right Management, Limited 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). CTP exists to support Service leavers in their transition from the military to civilian life/employment.

### Eligibility

8. CTP support is available to eligible personnel two years before discharge, through to two years after. Their registration process will be triggered either via an automatic process on JPA<sup>b</sup>, or through manual triggers by an individual's unit and the Service Resettlement Advisor. A daily extract of new personnel eligible for resettlement is extracted and sent to the CTP for loading into their database called Adapt.
9. Criteria for determining eligibility to the Career Transition Partnership were applied to the Service leaver data, including:
  - a. Length of Service
    - i. less than four years indicating Early Service Leaver (ESL)
    - ii. four or five years of Service indicating eligibility for the Employment Support Programme (ESP)
    - iii. six or more years Service indicating eligibility for the Full Resettlement Programme (FRP)
  - b. Medical Discharge - eligible for FRP irrelevant of length of Service
  - c. Redundancy - eligible for FRP, irrelevant of length of Service
  - d. Personnel who left the UK Armed Forces on disciplinary reasons or are deemed unsuitable are classed as ESL, regardless of their length of Service.
10. For the purposes of this Official Statistic only those personnel who were serving as UK Regulars, including Gurkhas, have been included. 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.
11. Employment outcomes for personnel using the FRP or ESP are included in this statistic. The employment outcomes for ESLs are not currently included in these employment outcome statistics.
12. Personnel have no obligation to undertake their resettlement with CTP.
13. 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 they enter their resettlement window again.

### Resettlement Programme

14. 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 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.
15. Those Service leavers who have served between 4-6 years are entitled to the Employment Support Programme which includes 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.
16. 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). The ESL provision was added to the current CTP contract through a contract amendment from October 2013. This publication does not include information on employment outcomes for FHP ESL users.

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<sup>b</sup> The administrative database for Service personnel

17. Please see [www.gov.uk/career-transition-partnership](http://www.gov.uk/career-transition-partnership) for further information on CTP.

### 3. DATA, DEFINITIONS AND METHODS

18. The figures presented in this report show outflow from the UK Regular Forces including Gurkhas. This report does not include Full Time Reserve Service personnel or mobilised reservists.

19. The majority of information presented in this report is from administration databases. The estimated employment outcomes are from a sample of Service personnel who used CTP services. See Background Quality Note for further details.

20. The estimated employment status for all CTP users is provided for different demographic and service related groups including Service, gender, age, rank and type of exit (medical discharge, redundancy)

21. Employment status is categorised into the following categories developed by Right Management:

- a. **Settled:** In employment (full-time permanent role; part-time out of choice; contract job for at least six months)
- b. **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.
- c. **Exclude:** Clients unable to contact. Clients may also be travelling, looking after family etc.
- d. **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 they enter their resettlement window again.

22. The employment outcome definitions are:

- a. **Employed:** People in paid employment (full-time permanent role; part-time out of choice; contract job for at least six months)
- b. **Unemployed:** People actively looking for work
- c. **Economically Inactive:** People not in employment but not looking for work (students, carers, retired, travelling, looking after family, unwell, and medically unfit for work)

23. The employment rates are:

- a. 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 who used CTP services to estimate the number of people within each employment outcome. Refer to the Background Quality Note for further details on how this method accounts for missing employment outcome data.
- b. 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 who used CTP services, less the estimated proportion who were economically inactive, to estimate the number of people unemployed.

The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate

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

25. A UK Armed Forces redundancy scheme was introduced to achieve some of the reductions outlined in the 2010 Strategic Defence and Security Review (SDSR). Each redundancy tranche represents a separate round of redundancies that were announced at different points in time. There is no requirement for a further tranche of redundancy to meet the SDSR 10 personnel targets.
- a. In September 2011, 2,860 personnel were notified of their selection for redundancy in **Tranche 1**, of whom 62% were applicants.
  - b. In June 2012, 3,760 personnel were notified of their selection for redundancy in **Tranche 2**, of whom 72% were applicants.
  - c. In June 2013, 4,450 Army personnel were notified of their selection for redundancy in **Tranche 3**, of whom 84% were applicants.
  - d. In June 2014, 1,760 personnel were notified of their selection for redundancy in **Tranche 4**, of whom 83% were applicants.

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

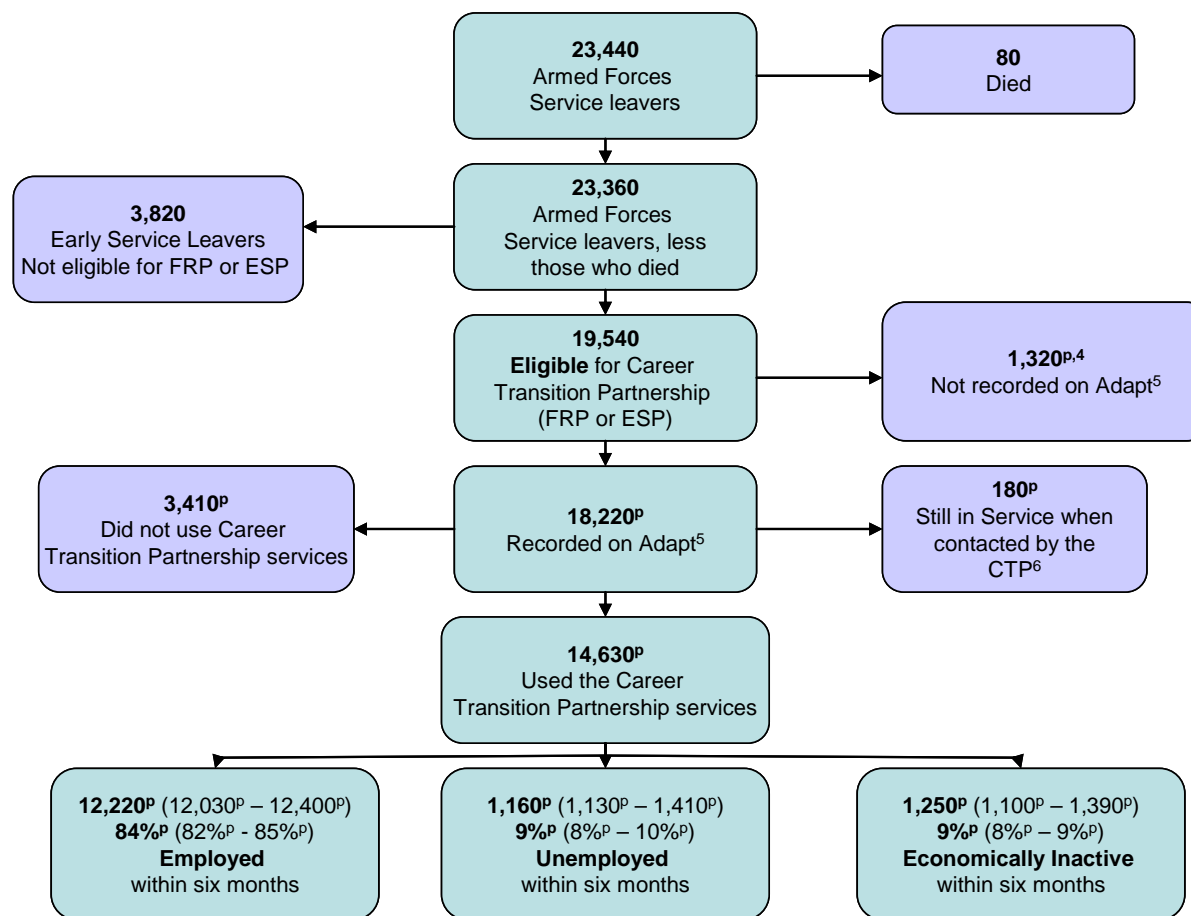
- e. **Applicants:** Eligible personnel who have submitted a valid application for compulsory redundancy. Service personnel who actively chose to be made redundant and were subsequently selected for redundancy. Applicants were due to leave Service within six months of selection
  - f. **Non-applicants:** Selected eligible personnel who are not Applicants. Non-applicants were selected by the MOD and did not choose to be selected for redundancy. Non-applicants were due to leave Service within 12 months.
26. The 95% confidence interval for the employment outcome estimates provides the range of values within which we expect to find the true value, with a probability of 95%. If two confidence intervals do not overlap, a comparable statistical test would indicate a statistically significant difference. For example in 2012/13 the estimated 95% confidence intervals of the employment rate for women did not overlap the 95% confidence interval for the male employment rate and therefore the difference in the employment rates between men and women was statistically significant.
27. In line with Defence Statistics rounding policy (Defence Statistics Rounding Policy, May 2009) all figures of 10 or more have been rounded to the nearest 10, and figures fewer than five have been suppressed with a ~. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. 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. The percentages and confidence intervals presented have been rounded to the nearest whole number.
28. All figures are provisional as personnel can receive CTP resettlement services up to two years before and after leaving the UK Armed Forces. Figures are revised annually with figures being fixed after two years. Any amendments made since the last release have been indicated by an 'r'. All provisional figures, which will be revised in future publications, have been indicated by a 'p'.
29. As it is now two years since all personnel were selected for redundancy in Tranche 1 and 2 and personnel in these tranches should have left, the estimated employment outcomes for Tranche 1 and 2 personnel are now fixed. The revisions time frame for personnel leaving under the Tranche 3 and Tranche 4 redundancy programmes has yet to be decided.

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

##### Eligibility and use of CTP

30. In 2013/14 there were 23,360 UK Regular Service personnel who left Service and a further 80 who died in Service. Of the personnel who left the UK Armed Forces in 2013/14, not including those who died, 84% were eligible to use the Services provided by the Career Transition Partnership, equivalent to 19,540 people. There were 3,820 people who were not eligible to use the FRP or ESP services provided by the Career Transition Partnership (CTP). Please see paragraph 7 to 9 for further details on eligibility criteria.
31. Of the 19,540 people who left Service in 2013/14 and were eligible to use the services provided by CTP 18,220<sup>P</sup> (93%<sup>P</sup>) were recorded on Adapt, Right Management's administrative database.
32. The employment outcomes in this report are estimated for the 63%<sup>P</sup> of Service leavers, not including those who died, in 2013/14 who used CTP services and were not excluded due to being still in Service when contacted by CTP.
33. **Figure 1** presents a flow diagram of the estimated employment outcomes for Service leavers in 2013/14. **Annex A** provides the equivalent flow diagrams for 2009/10, 2010/11, 2011/12, and 2012/13.

**Figure 1: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2013/14, number, percent, 95% Confidence Intervals <sup>1,2,3</sup>**



1. Outflow from the UK Regular Forces including Gurkhas but excludes, Full Time Reserve Service personnel and mobilised reservists. Outflows include personnel leaving the Services and deaths. Figures do not include promotion from ranks to officers or flows between Services, or flow to long term absentee.

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 ~.

3. Data sources: JPA and Right Management

4. Eligible personnel whose records were either not passed to CTP by MOD, or where Defence Statistics have been unable to match the Service number on Adapt.

5. Adapt is Right Management's administrative database.

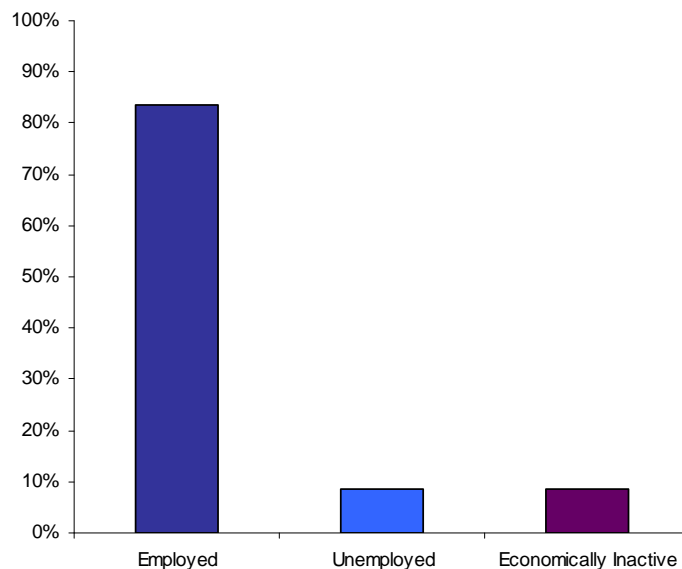
6. Personnel did not leave on estimated discharge date passed to Right Management and therefore still in Service at six-month point when contacted; however personnel still left in 2013/14

p Data is provisional and subject to change (see paragraph 28)

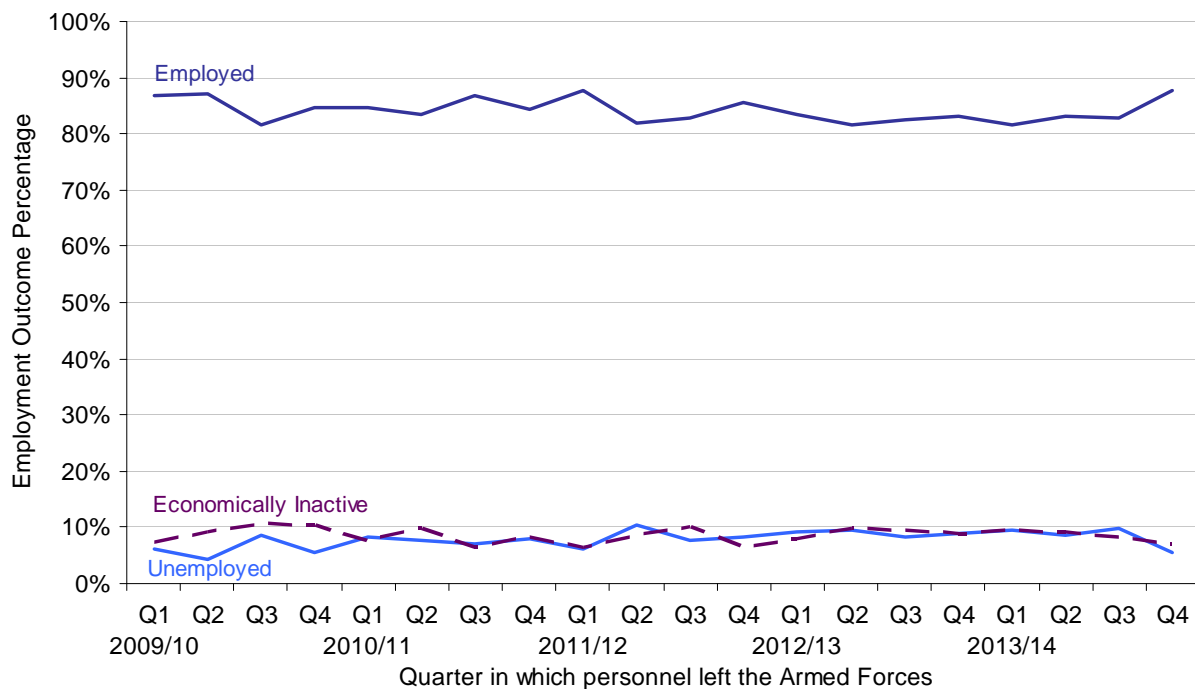
## Estimated Employment Outcomes

34. In 2013/14, an estimated 84%<sup>P</sup> of Service leavers surveyed were employed, 9%<sup>P</sup> were unemployed, and 9%<sup>P</sup> were economically inactive (Figure 2). Of those who were economically inactive 36% mentioned being in education or training, 12% were travelling abroad, 11% mentioned pregnancy or looking after family as a reason for not looking for work, 7% said they were not looking for work due to medical reasons, and 7% were retired.

**Figure 2: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2013/14, percent**<sup>1,2,3</sup>



**Figure 3: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, Q1 2009/10 to Q4 2013/14, percent**<sup>1,2,3</sup>



1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate.

2. Data sources: JPA and Right Management

3. Estimated employment outcomes for 2013/14 are provisional (see paragraph 28).



35. Between 2009/10 Quarter 1 and 2013/14 Quarter 4 the estimated quarterly employment rate ranged from a low of 82% in Q3 2009/10, Q2 2011/12, Q2 2012/13 and Q1 2013/14, to a high of 88% in Q1 2011/12 and Q4 2013/14 (Figure 3).

36. 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 2013/14. Table 2 presents the estimated employment outcomes within six months of leaving Service for personnel who used the Career Transition Partnership services, by quarter, between Q1 2009/10 and Q4 2013/14.

**Table 1: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2009/10 to 2013/14, number, percent, 95% Confidence Intervals<sup>1,2</sup>**

Year left Armed Forces	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
2009/10	8,440	7,200	85	(84 - 87)	460	6	(5 - 7)	780	9	(8 - 10)
2010/11	8,950	7,590	85	(83 - 86)	640	8	(7 - 9)	720	8	(7 - 9)
2011/12	11,380	9,640	85	(83 - 86)	860	8	(7 - 9)	880	8	(7 - 9)
2012/13	13,990	11,580	83	(81 - 84)	1,130	9	(8 - 10)	1,280	9	(8 - 10)
2013/14	14,630	12,220	84	(82 - 85)	1,160	9	(8 - 10)	1,250	9	(8 - 9)

**Table 2: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, Q1 2009/10 to Q4 2013/14, number, percent, 95% Confidence Intervals<sup>1,2</sup>**

Quarter left Armed Forces	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
2009/10 Q1	2,500	2,170	87	(84 - 90)	140	6	(4 - 8)	190	7	(5 - 10)
2009/10 Q2	2,190	1,910	87	(84 - 90)	80	4	(3 - 6)	200	9	(7 - 11)
2009/10 Q3	1,810	1,480	82	(78 - 85)	140	9	(6 - 11)	190	11	(8 - 13)
2009/10 Q4	1,950	1,650	85	(82 - 88)	100	5	(3 - 8)	200	10	(8 - 13)
2010/11 Q1	2,200	1,860	85	(82 - 88)	170	8	(6 - 10)	170	8	(6 - 10)
2010/11 Q2	2,210	1,840	83	(80 - 86)	150	8	(5 - 10)	220	10	(7 - 12)
2010/11 Q3	2,260	1,970	87	(84 - 90)	150	7	(5 - 9)	140	6	(4 - 9)
2010/11 Q4	2,280	1,920	84	(82 - 87)	170	8	(6 - 10)	190	8	(6 - 10)
2011/12 Q1	2,470	2,160	88	(85 - 90)	140	6	(4 - 8)	160	7	(5 - 9)
2011/12 Q2	2,650	2,180	82	(79 - 85)	250	10	(8 - 13)	230	9	(6 - 11)
2011/12 Q3	2,300	1,910	83	(80 - 86)	160	8	(6 - 10)	240	10	(8 - 13)
2011/12 Q4	3,960	3,390	86	(84 - 88)	310	8	(7 - 10)	250	6	(5 - 8)
2012/13 Q1	2,850	2,380	83	(81-86)	240	9	(7-12)	230	8	(6-10)
2012/13 Q2	3,790	3,070	82	(79-85)	350	9	(7-11)	370	10	(8-12)
2012/13 Q3	4,600	3,780	83	(80-86)	380	8	(7-10)	440	10	(8-11)
2012/13 Q4	2,850	2,350	83	(80-86)	250	9	(7-11)	250	9	(7-11)
2013/14 Q1	3,860	3,120	82	(79-84)	370	10	(8-12)	370	10	(8-12)
2013/14 Q2	2,850	2,350	83	(80-86)	240	9	(6-11)	260	9	(7-11)
2013/14 Q3	5,510	4,530	83	(81-85)	530	10	(8-11)	450	8	(7-10)
2013/14 Q4	2,530	2,210	88	(85-90)	140	5	(4-7)	180	7	(5-9)

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 ~.

2. Data sources: JPA and Right Management  
 p Estimated employment outcomes for 2013/14 are provisional (see paragraph 28).  
 'r' These figures have been revised since the last publication

## 5. ESTIMATED EMPLOYMENT OUTCOMES – DEMOGRAPHICS 2013/14

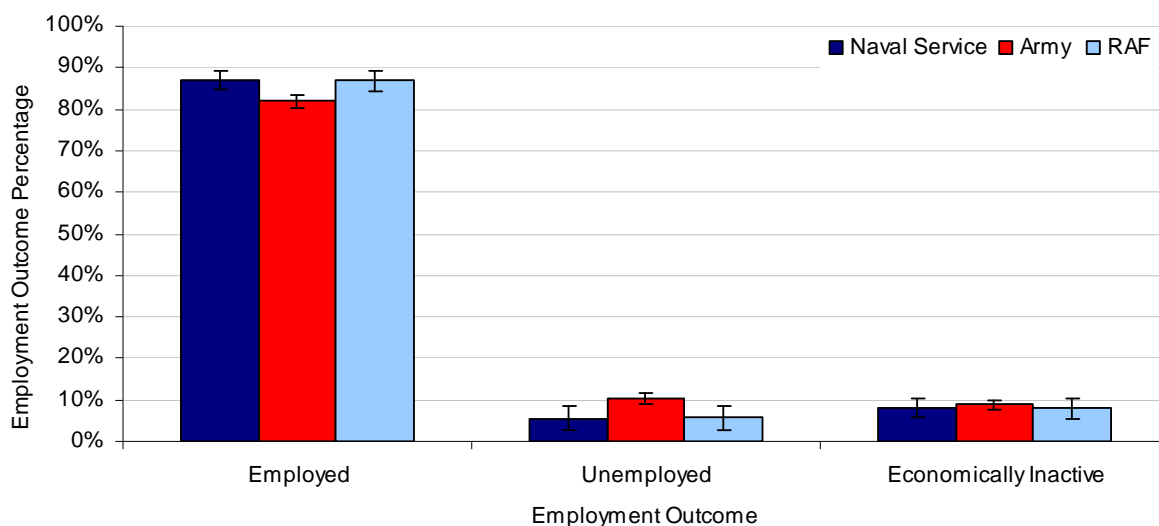
37. Personal information recorded on JPA has been used to provide further information about the employment outcomes of Service personnel by different demographic characteristics. The analysis is based on sample data and therefore analysis has been limited to cases where the sample sizes were large enough.

38. All figures in this section are provisional as personnel are able to use CTP services up to two years after leaving the UK Armed Forces (see paragraph 28). However as the Official Statistic only reports on the estimated employment outcomes by demographics for the current year any changes to 2013/14 will not be published. Any changes to the estimated overall employment outcomes for 2013/14 are likely to be small, and should not have a large effect on the breakdown of employment outcomes by demographics.

### Employment Outcomes by Service

39. The estimated employment outcomes by Service are presented in Table 3. The unemployment rate for the Army (10%<sup>d</sup>) was higher than for the Naval Service<sup>c</sup> (5%<sup>p</sup>) or RAF (6%<sup>p</sup>) (Figure 4). This difference is statistically significant.

**Figure 4: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2013/14, by Service, percent, 95% Confidence Intervals<sup>1,2,3</sup>**



1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate.

2. Data sources: JPA and Right Management

3. Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 38).

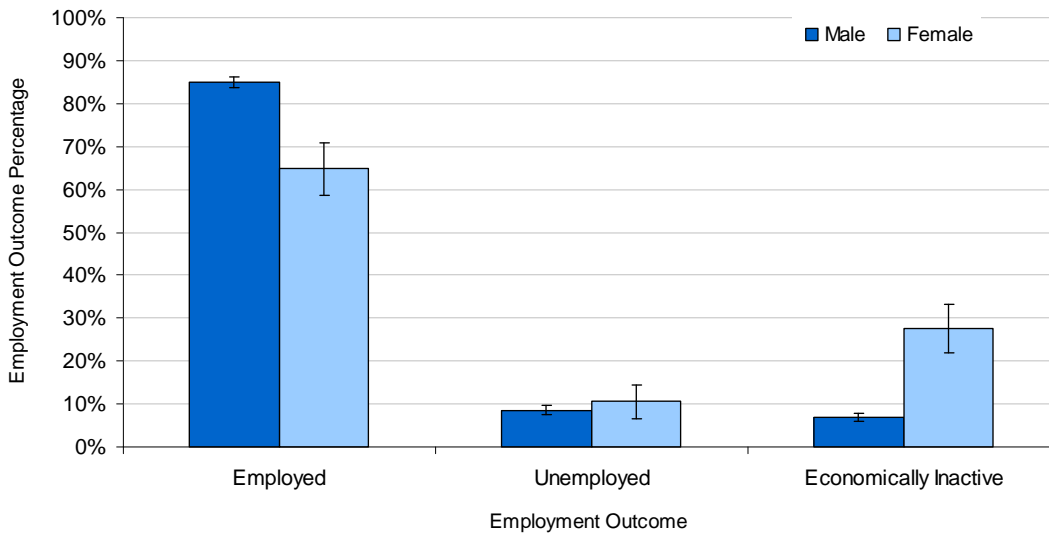
4. Naval Service includes Royal Navy and Royal Marines

<sup>c</sup> Includes Royal Navy and Royal Marines

## Employment Outcomes by Gender

40. The majority (92%<sup>P</sup>) of Service personnel who left the UK Armed Forces and used the CTP services in 2013/14 were males (n = 13,450<sup>P</sup>) compared with 8%<sup>P</sup> females (n = 1,180<sup>P</sup>) (Table 3).
41. The estimated employment rate in 2013/14 for females was significantly lower (65%<sup>P</sup>) than for males (85%<sup>P</sup>) within six months of leaving the UK Armed Forces (Figure 5). This appears to be due to a higher proportion of females (28%<sup>P</sup>) being economically inactive than males (7%<sup>P</sup>). This difference is also seen in the UK general population.
42. When surveyed 35% of the economically inactive females specifically mentioned they were looking after family and therefore not looking for work. This compares with 4% percent of males. Education and training was a driver for being economically inactive amongst both males and females, with 26% of females and 39% of males mentioning they were in education or training and therefore not looking for work.

**Figure 5: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2013/14, by Gender, percent, 95% Confidence Intervals<sup>1,2,3</sup>**



1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate.

2. Data sources: JPA and Right Management

3. Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 38).

**Table 3: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2013/14, Service, Gender, number, percent, 95% Confidence Intervals**<sup>1,2,3</sup>

Characteristic	All		Employed				Unemployed				Economically Inactive									
	Number		Number	%	95% CI		Number	%	95% CI		Number	%	95% CI							
<b>All</b>	<b>14,630</b>	<b>p</b>	<b>12,220</b>	<b>p</b>	<b>84</b>	<b>p</b>	<b>(82 - 85)</b>	<b>p</b>	<b>1,160</b>	<b>p</b>	<b>9</b>	<b>p</b>	<b>(8 - 10)</b>	<b>p</b>	<b>1,250</b>	<b>p</b>	<b>9</b>	<b>p</b>	<b>(8 - 9)</b>	<b>p</b>
<b>Service</b>																				
Naval Service <sup>2</sup>	<b>2,260</b>	<b>p</b>	1,960	p	87	p	(84 - 90)	p	110	p	5	p	(4 - 7)	p	180	p	8	p	(6 - 10)	p
Army	<b>10,060</b>	<b>p</b>	8,240	p	82	p	(80 - 84)	p	940	p	10	p	(9 - 11)	p	890	p	9	p	(8 - 10)	p
RAF	<b>2,300</b>	<b>p</b>	2,000	p	87	p	(84 - 90)	p	120	p	6	p	(4 - 8)	p	180	p	8	p	(6 - 10)	p
<b>Gender</b>																				
Males	<b>13,450</b>	<b>p</b>	11,440	p	85	p	(84 - 86)	p	1,070	p	9	p	(8 - 10)	p	940	p	7	p	(6 - 8)	p
Females	<b>1,180</b>	<b>p</b>	760	p	65	p	(59 - 71)	p	90	p	11	p	(7 - 15)	p	320	p	28	p	(22 - 33)	p

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 ~.

2. Naval Service includes Royal Navy and Royal Marines

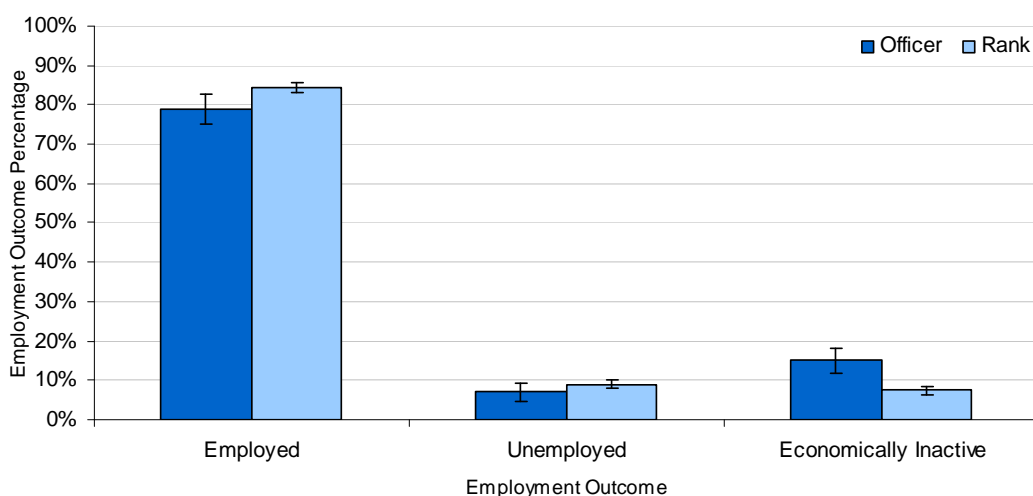
3. Data sources: JPA and Right Management

p Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 38).

## Employment Outcomes by Officer or Ranks

43. The Ranks represent 87% <sup>P</sup> of Service personnel who used the CTP services in 2013/14, and are driving the figures for the overall employment rates by Service presented in Table 4.
44. The economically inactive rate amongst Officers (15% <sup>P</sup>) was higher than amongst the Ranks (7% <sup>P</sup>), indicating a higher proportion of Officers were choosing not to work (Figure 5)(Table 4). This difference was statistically significant. 18% of economically inactive Officers mentioned being retired in comparison with 4% of economically inactive Ranks.
45. Within the Ranks the employment rate for OR2 (Able Rating) was significantly lower than OR4 (Lance Corporal) to OR8 (Warrant Officer Class 2) (Table 5).

**Figure 6: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2013/14, by Officer or Ranks, percent, 95% Confidence Intervals<sup>1,2,3</sup>**



1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate.
2. Data sources: JPA and Right Management
3. Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 38).

**Table 4: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2013/14, by Service and Officer or Ranks, number, percent, 95% Confidence Intervals**<sup>1,2,3</sup>

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
<b>All</b>	<b>14,630 p</b>	<b>12,220 p</b>	<b>84 p</b>	<b>(82 - 85) p</b>	<b>1,160 p</b>	<b>9 p</b>	<b>(8 - 10) p</b>	<b>1,250 p</b>	<b>9 p</b>	<b>(8 - 9) p</b>
Officers	<b>1,860 p</b>	1,460 p	79 p	(75 - 83) p	110 p	7 p	(5 - 9) p	280 p	15 p	(12 - 18) p
Other ranks	<b>12,770 p</b>	10,760 p	84 p	(83 - 86) p	1,060 p	9 p	(8 - 10) p	950 p	7 p	(6 - 8) p
<b>Officers</b>										
Naval Service <sup>2</sup>	<b>360 p</b>	290 p	82 p	(73 - 90) p	0 p	0 p	(0 - 0) p	50 p	14 p	(7 - 22) p
Army	<b>1,040 p</b>	780 p	75 p	(70 - 80) p	80 p	9 p	(5 - 12) p	180 p	18 p	(13 - 22) p
RAF	<b>460 p</b>	380 p	83 p	(76 - 90) p	40 p	9 p	(3 - 14) p	40 p	9 p	(4 - 14) p
<b>Other Ranks</b>										
Naval Service <sup>2</sup>	<b>1,900 p</b>	1,660 p	87 p	(84 - 90) p	110 p	6 p	(4 - 9) p	130 p	7 p	(4 - 9) p
Army	<b>9,020 p</b>	7,470 p	83 p	(81 - 85) p	870 p	10 p	(9 - 12) p	680 p	8 p	(6 - 9) p
RAF	<b>1,840 p</b>	1,620 p	88 p	(85 - 91) p	90 p	5 p	(3 - 7) p	140 p	8 p	(5 - 10) p

**Table 5: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2013/14, by NATO rank for Ranks only, number, percent, 95% Confidence Intervals**<sup>1,2,4</sup>

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
<b>All - Ranks</b>	<b>12,770 p</b>	<b>10,760 p</b>	<b>84 p</b>	<b>(83 - 86) p</b>	<b>1,060 p</b>	<b>9 p</b>	<b>(8 - 10) p</b>	<b>950 p</b>	<b>7 p</b>	<b>(6 - 8) p</b>
OR-1: -, Private (Class 4)/Junior, Aircraftman	-	-	-	-	-	-	-	-	-	-
OR-2: Able Rating <sup>3</sup> , Private (Classes 1 to 3), Junior Technician	<b>4,270 p</b>	3,370 p	79 p	(76 - 82) p	460 p	12 p	(10 - 14) p	440 p	10 p	(8 - 12) p
OR-3: -, Lance Corporal, Lance Corporal <sup>5</sup>	<b>1,630 p</b>	1,330 p	82 p	(78 - 86) p	180 p	12 p	(8 - 15) p	120 p	7 p	(4 - 10) p
OR-4: Leading Rate, Corporal, Corporal	<b>2,350 p</b>	2,050 p	87 p	(84 - 90) p	160 p	7 p	(5 - 10) p	140 p	6 p	(4 - 8) p
OR-6: Petty Officer, Sergeant, Sergeant	<b>1,940 p</b>	1,710 p	88 p	(85 - 91) p	110 p	6 p	(4 - 8) p	120 p	6 p	(4 - 8) p
OR-7: Chief Petty Officer, Staff Sergeant, Flight Sergeant	<b>1,380 p</b>	1,200 p	87 p	(83 - 90) p	100 p	8 p	(5 - 11) p	80 p	6 p	(3 - 8) p
OR-8: Warrant Officer Class 2, Warrant Officer Class 2, -	<b>710 p</b>	650 p	92 p	(87 - 96) p	30 p	4 p	(1 - 7) p	30 p	5 p	(1 - 8) p
OR-9: Warrant Officer Class 1, Warrant Officer Class 1, Warrant Officer	<b>500 p</b>	430 p	87 p	(80 - 93) p	30 p	6 p	(2 - 11) p	40 p	7 p	(2 - 12) p

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 ~.

2. Naval Service includes Royal Navy and Royal Marines

3. Data sources: JPA and Right Management

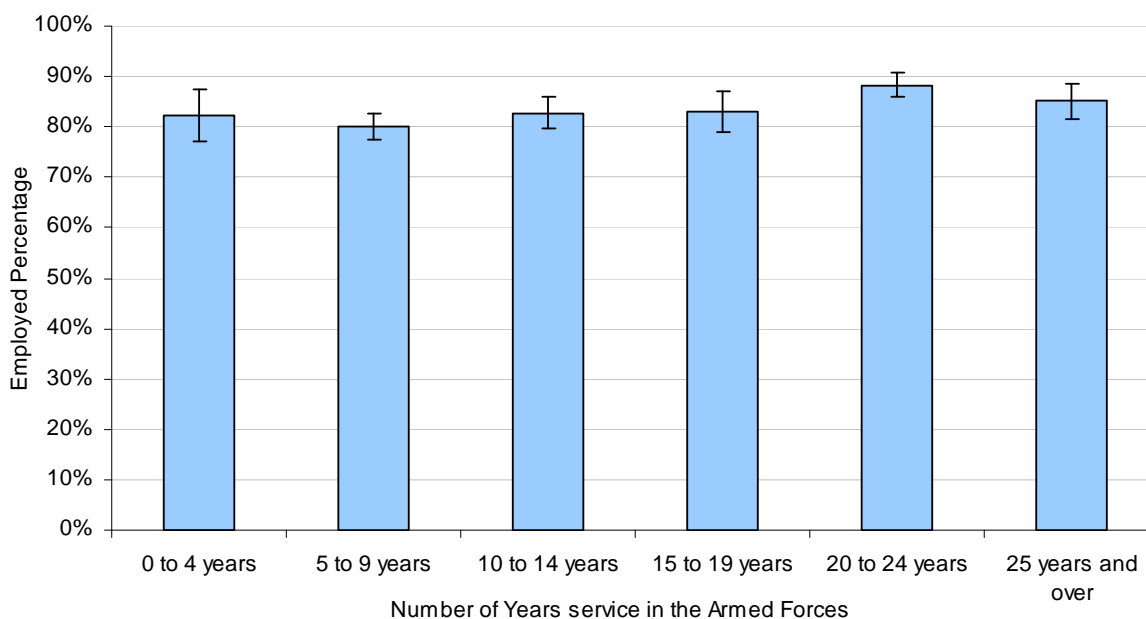
4. - indicates the rank is does not exist for that Service

p Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 38).

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

46. The type of service offered under CTP is primarily dependant on the number of years of Service; Service leavers with four or five years Service are entitled to receive the Employment Support Programme, and Service leavers with at least six years Service are entitled to receive the Full Resettlement Programme. See Section 2 for further details.
47. There was a significant difference between length of Service and employment rate for certain groups. (Figure 7). The employment rates for those with 20 to 24 years Service (88%<sup>P</sup>) was slightly higher than the employment rate of personnel with 5 to 9 years Service (80%<sup>P</sup>) (Table 6). There were no other statistically significant differences for length of Service, and no apparent trend.

**Figure 7: UK Regular Service Personnel who used CTP services, Estimated Employed, 2013/14, by Number of Years in Service, percent, 95% Confidence Intervals<sup>1,2,3</sup>**

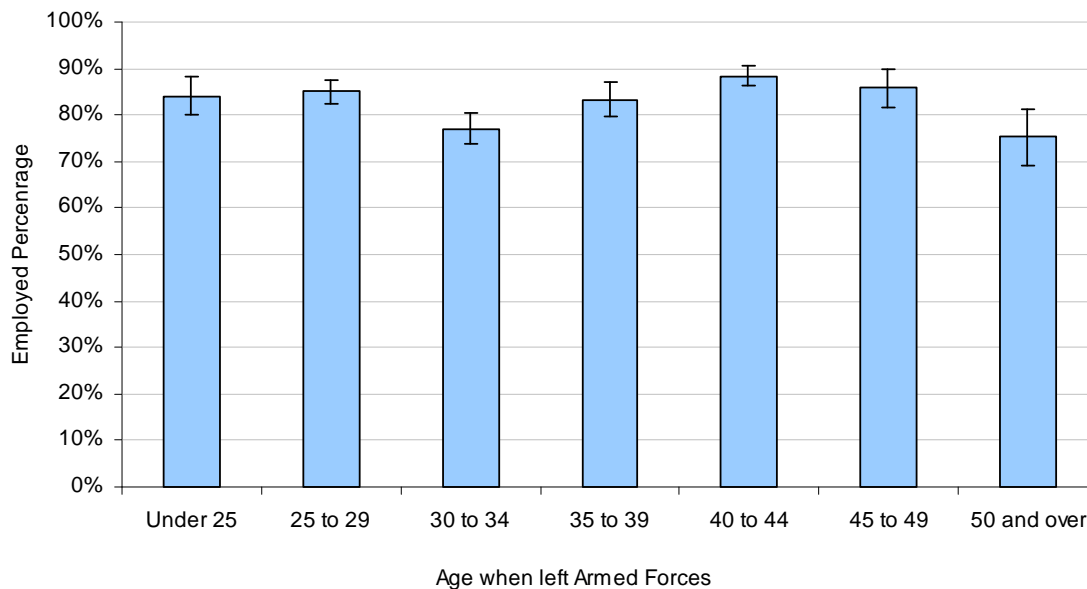


1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate.
2. Data sources: JPA and Right Management
3. Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 38).

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

48. The average age of a Service leaver who used the Career Transition Partnership services in 2013/14 was 32<sup>P</sup>. 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.
49. The economically inactive rate amongst those personnel aged 50 or over (19%<sup>P</sup>) was significantly higher than all other age groups.
50. Of the sample personnel aged 50 or over who were economically inactive in 2013/14; 44% specifically mentioned they were retired when surveyed, 13% were travelling abroad, 9% mentioned being in education or training, 3% mentioned looking after family, and 31% did not provide a reason as to why they were not looking for work.

**Figure 8: UK Regular Service Personnel who used CTP services, Estimated Employed, 2013/14, by Age at Exit, percent, 95% Confidence Intervals<sup>1,2,3</sup>**



1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate.
2. Data sources: JPA and Right Management
3. Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 38).



**Table 6: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2013/14, by Age at Exit, Number of Years in Service, number, percent, 95% Confidence Intervals**<sup>1,2,p</sup>

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
<b>All</b>	<b>14,630 p</b>	<b>12,220 p</b>	<b>84 p</b>	<b>(82 - 85) p</b>	<b>1,160 p</b>	<b>9 p</b>	<b>(8 - 10) p</b>	<b>1,250 p</b>	<b>9 p</b>	<b>(8 - 9) p</b>
<b>Length of Service</b>										
0-4 years	<b>1,220 p</b>	1,000 p	82 p	(77 - 88) p	120 p	11 p	(6 - 15) p	100 p	8 p	(4 - 12) p
5-9 years	<b>4,170 p</b>	3,340 p	80 p	(78 - 83) p	380 p	10 p	(8 - 12) p	440 p	11 p	(9 - 13) p
10-14 years	<b>2,870 p</b>	2,380 p	83 p	(80 - 86) p	260 p	10 p	(8 - 12) p	230 p	8 p	(6 - 10) p
15-19 years	<b>1,520 p</b>	1,260 p	83 p	(79 - 87) p	100 p	7 p	(5 - 10) p	160 p	10 p	(7 - 14) p
20-24 years	<b>3,080 p</b>	2,720 p	88 p	(86 - 91) p	200 p	7 p	(5 - 9) p	160 p	5 p	(4 - 7) p
25 years and over	<b>1,770 p</b>	1,500 p	85 p	(82 - 89) p	100 p	6 p	(4 - 9) p	160 p	9 p	(6 - 12) p
<b>Age at Exit</b>										
25 years and under	<b>1,610 p</b>	1,350 p	84 p	(80 - 88) p	170 p	11 p	(8 - 15) p	90 p	5 p	(3 - 8) p
25-29 years	<b>3,000 p</b>	2,550 p	85 p	(82 - 88) p	200 p	7 p	(5 - 9) p	250 p	8 p	(6 - 11) p
30-34 years	<b>2,840 p</b>	2,190 p	77 p	(74 - 80) p	330 p	13 p	(10 - 16) p	320 p	11 p	(9 - 14) p
35-39 years	<b>1,810 p</b>	1,510 p	83 p	(80 - 87) p	170 p	10 p	(7 - 13) p	140 p	7 p	(5 - 10) p
40-44 years	<b>3,320 p</b>	2,930 p	88 p	(86 - 91) p	210 p	7 p	(5 - 8) p	180 p	5 p	(4 - 7) p
45-49 years	<b>1,080 p</b>	930 p	86 p	(82 - 90) p	50 p	6 p	(3 - 8) p	100 p	9 p	(6 - 12) p
50 or over	<b>960 p</b>	720 p	75 p	(69 - 81) p	60 p	7 p	(3 - 10) p	190 p	19 p	(14 - 25) p

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 ~.

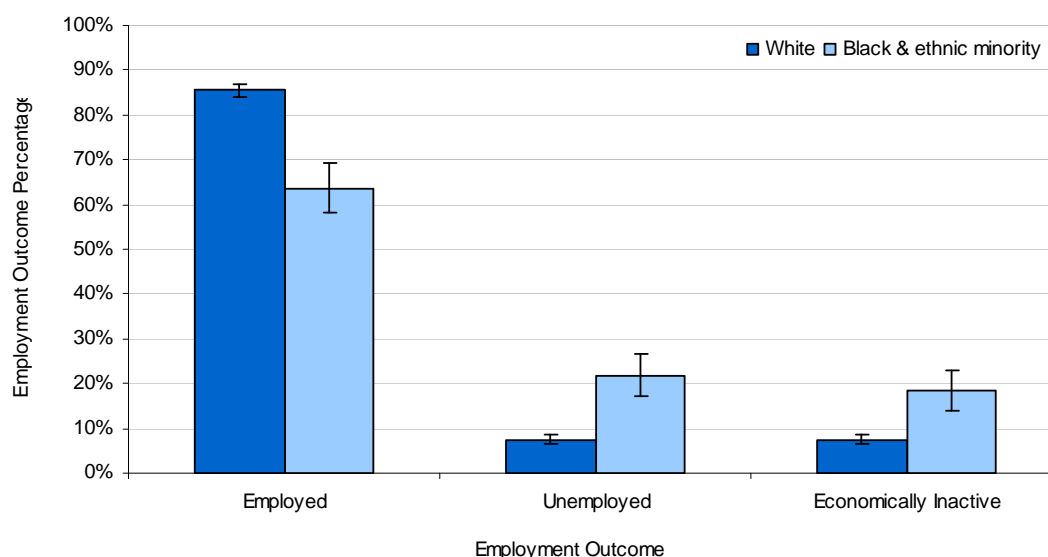
2. Data sources: JPA and Right Management

p Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 38).

## Estimated Employment Outcomes by Ethnic Origin

51. Estimated employment outcomes are presented by ethnic origin for personnel who left Service in 2013/14 and used the CTP services and who had information recorded on their ethnic origin in JPA (Figure 9).
52. Ethnic origin is a self-declared field. There were 150 Service leavers who used the CTP services with unknown ethnicity. Unknown ethnicity includes both those who have made no declaration and those who have actively chosen not to declare. Estimated employment outcomes are not presented for those with unknown ethnicity.
53. Black and ethnic minority Service leavers had a lower estimated employment rate (64%<sup>p</sup>) than white Service leavers (85%<sup>p</sup>). They also had a higher estimates unemployment rate and economically inactive rate (Table 7). These differences were statistically significant. These findings replicate differences seen in the general UK population, where ethnic minorities also have a lower employment rate and higher economically inactive and unemployment rates. 88%<sup>p</sup> of CTP users were white, which is comparable to the UK population where 86% of the population is white<sup>d</sup>. 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 UK Armed Forces population.

**Figure 9: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2013/14, by ethnic origin, percent, 95% Confidence Intervals<sup>1,2,3</sup>**



1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate.
2. Data sources: JPA and Right Management
3. Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 38).

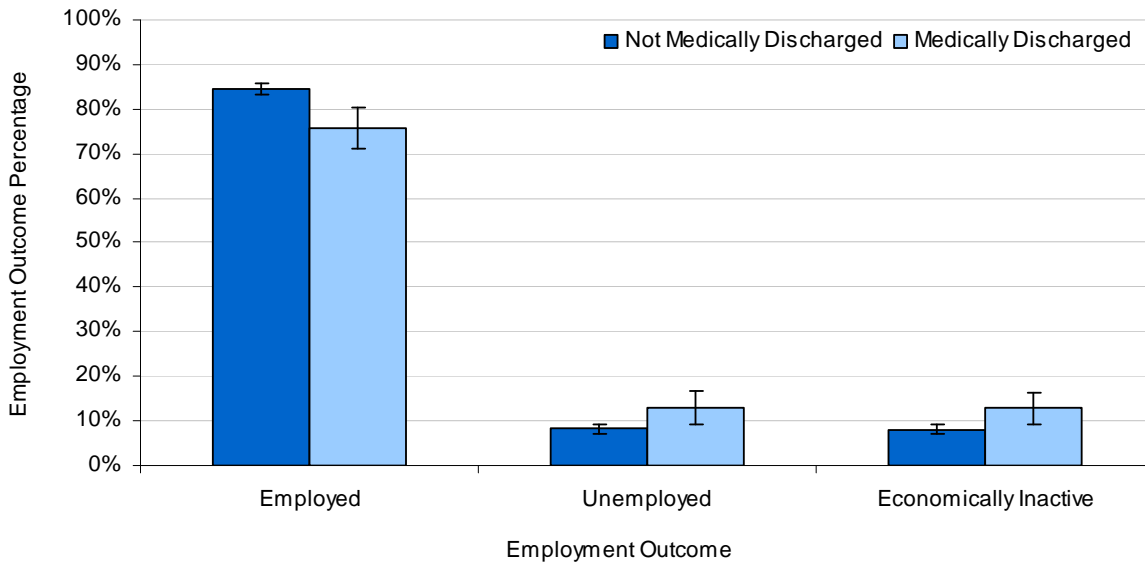
## Estimated Employment Outcomes by Medically Discharged

54. Of Service personnel who used the CTP services and left in 2013/14, 13%<sup>p</sup> left due to a medical discharge (Table 8). Of these personnel, 76%<sup>p</sup> were estimated to be employed within six months of leaving Service, significantly lower than the 84%<sup>p</sup> employment rate for Service personnel who exited for other reasons (Figure 10).
55. The estimated unemployment rate for those medically discharged was higher (13%<sup>p</sup>) than for those who exited for other reasons (8%<sup>p</sup>) indicating a higher proportion of people who were medically discharged were unable to find work. It should be noted that employment outcome is not be the most appropriate outcome measure for personnel who medically discharge.

<sup>d</sup> Based on 2011 Census

56. The estimated economically inactive rate for those medically discharged (13%<sup>p</sup>) was higher than for those not medically discharged (8%<sup>p</sup>). Of the medically discharged personnel who were economically inactive; 37% of those surveyed mentioned not looking for work due to medical reasons, 34% were in education or training, 11% were looking after family, 3% said they were retired and 14% did not give a reason for not looking for work. The UK Armed Forces 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 10: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2013/14, by Medical Discharge, percent, 95% Confidence Intervals<sup>1,2,3</sup>**



1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate.

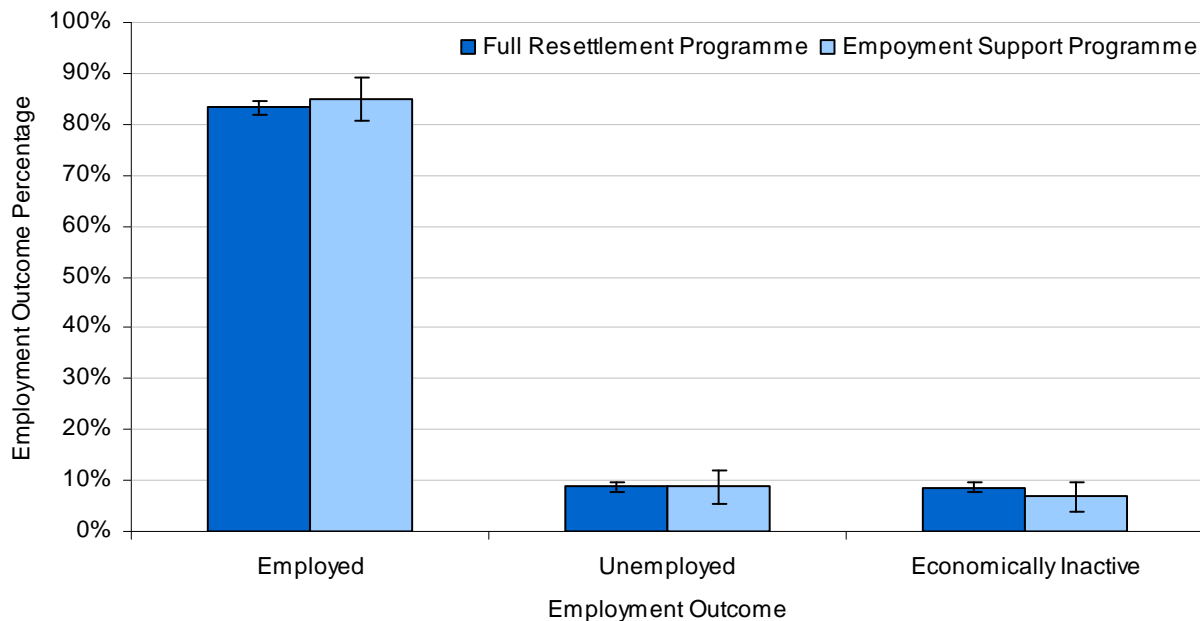
2. Data sources: JPA and Right Management

3. Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 38).

### Estimated Employment Outcomes by Career Transition Partnership programme type

- 57. 94%<sup>p</sup> of Service leavers who were eligible to resettlement were eligible to use the Full Resettlement Programme.
- 58. Personnel can opt to use the Employment Support Programme even if they are eligible to the Full Resettlement Programme. Of the 14,630<sup>p</sup> Service leavers who were eligible for either FRP or ESP and subsequently used the CTP services, 10%<sup>p</sup> used the Employment Support Programme services.
- 59. The estimated employment, unemployment and economically inactive rates within six months of leaving the UK Armed Forces for the users of the Employment Support Programme were similar to the users of the Full Resettlement Programme (Figure 10).

**Figure 11: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2013/14, by CTP programme, percent, 95% Confidence Intervals<sup>1,2,3</sup>**



1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate.
2. Data sources: JPA and Right Management
3. Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 38).

### Estimated Employment Outcomes, by Self-Employed

60. An estimated 760<sup>P</sup> (6%<sup>P</sup>) UK Regular Service personnel who left the UK Armed Forces in 2013/14 reported being self-employed within six months of leaving Service.
61. Of the 760<sup>P</sup> who were estimated to be self-employed, 25%<sup>P</sup> were aged between 40 and 44, 21%<sup>P</sup> were aged between 35 and 39, and 29%<sup>P</sup> had between 20 and 24 years Service. The majority of these individuals were 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.
62. 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 7: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2013/14, by Ethnic Origin<sup>1</sup>, CTP programme type, number, percent, 95% Confidence Intervals<sup>2,3,p</sup>**

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
All	14,630 p	12,220 p	84 p	(82 - 85) p	1,160 p	9 p	(8 - 10) p	1,250 p	9 p	(8 - 9) p
White	12,870 p	11,000 p	85	(84 - 87) p	180 p	8 p	(7 - 8) p	980 p	8 p	(7 - 9) p
Black & ethnic minority	1,600 p	1,020 p	64	(58 - 69) p	60 p	22 p	(17 - 27) p	300 p	19 p	(14 - 23) p
Unknown ethnic origin	150 p	-	-	-	-	-	-	-	-	-

1. Estimated employment outcomes are not presented for Service leavers who used CTP, but had unknown ethnic origin.

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 ~.

3. Data sources: JPA and Right Management

p Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 38).

**Table 8: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2013/14, by Medical Discharged, CTP programme type, number, percent, 95% Confidence Intervals<sup>1,2,p</sup>**

Characteristic	All	Employed			Unemployed			Economically Inactive		
	Number	Number	%	95% CI	Number	%	95% CI	Number	%	95% CI
All	14,630 p	12,220 p	84 p	(82 - 85) p	1,160 p	9 p	(8 - 10) p	1,250 p	9 p	(8 - 9) p
<b>Medically Discharged</b>										
Yes	1,840 p	580 p	76 p	(71 - 81) p	110 p	13 p	(9 - 17) p	240 p	13 p	(9 - 16) p
No	12,790 p	10,800 p	84 p	(83 - 86) p	970 p	8 p	(7 - 9) p	1,030 p	8 p	(7 - 9) p
<b>CTP Programme Type</b>										
Employment Support Programme	1,480 p	1,260 p	85 p	(81 - 89) p	120 p	9 p	(5 - 12) p	100 p	7 p	(4 - 10) p
Full Resettlement Programme	13,140 p	10,960 p	83 p	(82 - 85) p	1,040 p	9 p	(8 - 10) p	1,140 p	9 p	(8 - 10) p

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 ~.

2. Data sources: JPA and Right Management

p Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 38).

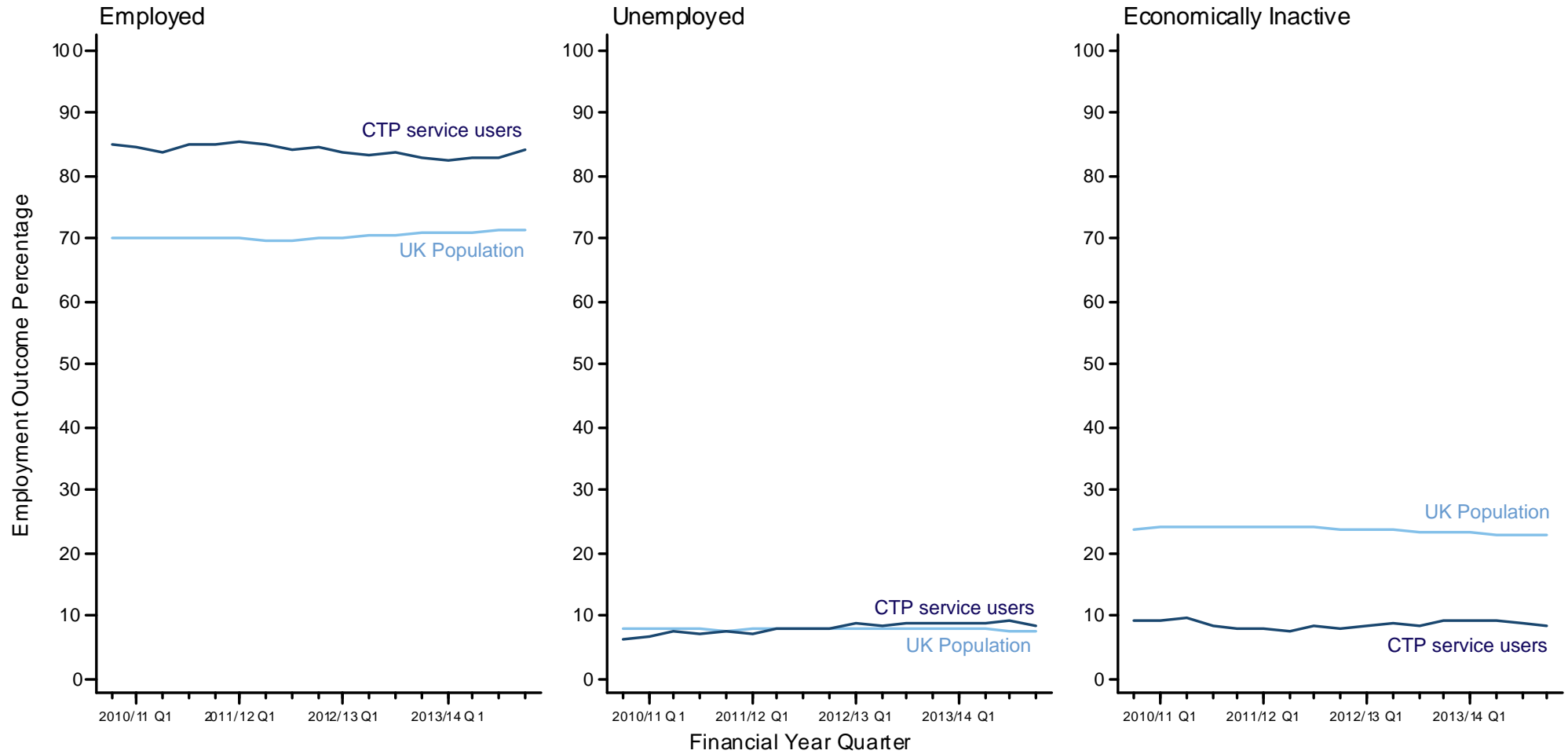
## SECTION 6: EMPLOYMENT OUTCOMES – COMPARISONS WITH UK NATIONAL EMPLOYMENT RATES

63. In this section the UK general population employment outcome estimates, from the Labour Force Survey<sup>e</sup> (LFS) have been compared with the estimated employment outcomes for UK Regular Service personnel who used the CTP services for financial year 2013/14 (Figure 12). The Labour Force Survey (LFS) is the UK's primary data source for employment figures and is published by the Office for National Statistics.
64. Please note there are differences in the way the employment outcome information is gathered for these two populations. Whilst the CTP population is collected six months after leaving the UK Armed Forces and therefore the individual would have been searching for work for up to six months, in the UK population an individual may have been searching for employment for a longer or shorter time period
65. It is also important to note that the UK estimates have not been adjusted to reflect the age and gender spread seen in the UK Armed Forces population, for example there are fewer women in the UK Armed Forces than in the general population.
66. The employment rate for Service leavers who used the CTP services was consistently higher than the employment rate for the UK population (aged 16 to 64) over the period 2009/10 to 2013/14. The average employment rate for the UK population was 70% compared to 84%<sup>p</sup> for Service leavers who used the CTP services from 2009/10 to 2013/14.
67. The average estimated unemployment rate for Service leavers who used the CTP services (8%<sup>p</sup>) was the same as that of the UK population (8%) over the period 2009/10 to 2013/14.
68. The average estimated economically inactive rate is consistently much higher in the UK population (24%) compared to Service leavers who used the CTP services (9%<sup>p</sup>) over the period 2009/10 to 2013/14.
69. The differences in the economically inactive and employment rates may be due to the differences in the population demographics, for example the UK population has a higher percentage of females.

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

**Figure 12: A comparison UK general population employment to UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, Q1 2009/10 to Q4 2013/14, four quarter rolling average, percent<sup>1,2,3,4</sup>**



1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate.  
 2. Data sources: LFS, JPA, and Right Management  
 3. Data is presented as four quarter rolling averages at each point including the present quarter and three preceding quarters. Therefore the first displayed data point is at Q4 2009/10, which is an average of the employment outcome percentages for Q1 2009/10, Q2 2009/10, Q3 2009/10, and Q4 2009/10. This is to match the LFS data.  
 4. Estimated employment outcomes for 2013/14 are provisional (see paragraph 28).

## SECTION 7: OCCUPATION SECTOR - 2013/14

70. This section presents details on the occupation sectors for personnel who left the UK Armed Forces in 2013/14, used the services provided by the CTP and were employed within six months of leaving. Table 9 presents comparisons with the UK population, taken from the Labour Force Survey<sup>e</sup>.

71. All figures in this section are provisional (see paragraph 28). As the Official Statistic only reports on occupational sectors for the current year any changes to 2013/14 will not be published. Any changes to the estimated overall employment outcomes for 2013/14 are likely to be small, and should not have a large effect on the occupational sector results.

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

- a. Skilled trade occupations (22%<sup>p</sup>)
- b. Associate professional & technical, Process plant and machine operatives (16%<sup>p</sup>)
- c. Elementary Occupations (10%<sup>p</sup>)

73. By comparison, the main occupation sectors for the employed UK population in 2013/14 were:

- a. Professional occupations (20%<sup>p</sup>)
- b. Associate professional and technical (14%<sup>p</sup>)
- c. Administrative and secretarial; Skilled trade occupations; Elementary occupations (11%<sup>p</sup>)

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 UK Armed Forces population.

**Table 9: A comparison of Labour Force Survey employment to UK Regular Service Personnel who used CTP services, Occupation Sector, 2013/14, percent, 95% confidence interval**

Occupation Sector <sup>1</sup>	UK <sup>2</sup>	CTP service users <sup>3</sup>	
	%	%	95% CI
All	100	100	n/a
Managers, directors and senior officials	10	9 p	(8-10) p
Professional occupations	20	9 p	(8-10) p
Associate professional & technical	14	16 p	(15-17) p
Administrative & secretarial	11	3 p	(2-4) p
Skilled trades occupations	11	22 p	(20-24) p
Caring, leisure and other service occupations	9	2 p	(2-3) p
Sales and customer service occupations	8	2 p	(1-3) p
Process plant and machine operatives	6	16 p	(14-17) p
Elementary occupations	11	10 p	(9-11) p
Non-Classifiable	n/a	11 p	(10-12) p

1 Standard Occupational Classification

2. Data source: LFS

3. Data sources: JPA and Right Management

p Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 71).

### Officers and Other Ranks

74. The main occupation sectors (excluding those that were non-classifiable) that Officers who used the CTP services were employed in were (Table 10):

- a. Professional occupations (27%<sup>p</sup>)
- b. Associate professional and technical (22%<sup>p</sup>)
- c. Managers, directors and senior officials (20%<sup>p</sup>)

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

- a. Skilled trades occupations (25%<sup>p</sup>)
- b. Process plant and machine operatives (18%<sup>p</sup>)
- c. Associated professional and technical (15%<sup>p</sup>)



**Table 10: UK Regular Service Personnel who used CTP services, Estimated Occupation Sector Outcomes by Officer or Other ranks, 2013/14, number, percent**

Occupation Sector	All	Officer		Other Ranks	
	Number	Number	%	Number	%
<b>All</b>	<b>12,220 p</b>	<b>1,460 p</b>	<b>100</b>	<b>10,760 p</b>	<b>100</b>
Managers, directors and senior officials	1,110 p	290 p	20 p	800 p	7 p
Professional occupations	1,100 p	390 p	27 p	680 p	6 p
Associate professional & technical	1,950 p	320 p	22 p	1,610 p	15 p
Administrative & secretarial	350 p	40 p	3 p	320 p	3 p
Skilled trades occupations	2,680 p	40 p	3 p	2,680 p	25 p
Caring, leisure and other service occupations	300 p	20 p	1 p	280 p	3 p
Sales and customer service occupations	240 p	- p	0 p	250 p	2 p
Process plant and machine operatives	1,900 p	30 p	2 p	1,900 p	18 p
Elementary occupations	1,260 p	30 p	2 p	1,240 p	12 p
Non-Classifiable	1,320 p	290 p	20 p	1,010 p	9 p

1 Standard Occupational Classification

2. Data sources: JPA and Right Management

p Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 71).

## Service

76. The main occupation sectors (excluding those that were non-classifiable) that Naval Service<sup>f</sup> personnel who used the CTP services were employed in were (Table 11):
- Skilled trades occupations (29%<sup>p</sup>)
  - Process plant and machine operatives (13%<sup>p</sup>)
  - Associate professional and technical, Professional occupations (10%<sup>p</sup>)
77. The main occupation sectors (excluding those that were non-classifiable) that Army personnel who used the CTP services were employed in were:
- Skilled trade occupations (22%<sup>p</sup>)
  - Process plant and machine operatives (19%<sup>p</sup>)
  - Associate professional and technical (15%<sup>p</sup>)
78. The main occupation sectors (excluding those that were non-classifiable) that RAF personnel who used the CTP services were employed in were:
- Skilled trades occupations (29%<sup>p</sup>)
  - Process plant and machine operatives (13%<sup>p</sup>)
  - Professional occupations; Associate professional and technical (10%<sup>p</sup>)

<sup>f</sup> Includes Royal Navy and Royal Marines

**Table 11: UK Regular service personnel who used CTP services, Estimated Occupation Sector Outcomes by service, 2013/14, number, percent**

Occupation Sector	All	Naval Service		Army		RAF	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>12,220 p</b>	<b>1,960 p</b>	<b>100</b>	<b>8,240 p</b>	<b>100</b>	<b>2,000 p</b>	<b>100</b>
Managers, directors and senior officials	1,110 p	130 p	6 p	690 p	8 p	130 p	6 p
Professional occupations	1,100 p	190 p	10 p	610 p	7 p	190 p	10 p
Associate professional & technical	1,950 p	190 p	10 p	1,220 p	15 p	190 p	10 p
Administrative & secretarial	350 p	130 p	6 p	200 p	2 p	130 p	6 p
Skilled trades occupations	2,680 p	570 p	29 p	1,820 p	22 p	580 p	29 p
Caring, leisure and other service occupations	300 p	60 p	3 p	200 p	2 p	60 p	3 p
Sales and customer service occupations	240 p	60 p	3 p	170 p	2 p	60 p	3 p
Process plant and machine operatives	1,900 p	250 p	13 p	1,550 p	19 p	260 p	13 p
Elementary occupations	1,260 p	60 p	3 p	1,020 p	12 p	60 p	3 p
Non-Classifiable	1,320 p	320 p	16 p	770 p	9 p	320 p	16 p

1 Standard Occupational Classification

2. Data sources: JPA and Right Management

3. Naval Service includes Royal Navy and Royal Marines

p Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 71).

## Gender

79. The three main occupation sectors that male personnel who used the CTP services were employed in were (Table 12):

- Skilled trades occupations (23%<sup>p</sup>)
- Process plant and machine operatives (20%<sup>p</sup>)
- Associate professional and technical (14%<sup>p</sup>)

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

- Administrative and secretarial (18%<sup>p</sup>)
- Associate professional and technical (17%<sup>p</sup>)
- Caring, leisure and other service occupations (14%<sup>p</sup>)

**Table 12: UK Regular service personnel who used CTP services, Estimated Occupation Sector Outcomes by Gender, 2013/14, number, percent**

Occupation Sector	All	Male		Female	
	Number	Number	%	Number	%
<b>All</b>	<b>12,220 p</b>	<b>11,440 p</b>	<b>100</b>	<b>760 p</b>	<b>100</b>
Managers, directors and senior officials	1,110 p	980 p	9 p	40 p	5 p
Professional occupations	1,100 p	820 p	7 p	100 p	13 p
Associate professional & technical	1,950 p	1,660 p	14 p	130 p	17 p
Administrative & secretarial	350 p	190 p	2 p	140 p	18 p
Skilled trades occupations	2,680 p	2,600 p	23 p	90 p	12 p
Caring, leisure and other service occupations	300 p	200 p	2 p	110 p	14 p
Sales and customer service occupations	240 p	210 p	2 p	50 p	7 p
Process plant and machine operatives	1,900 p	2,240 p	20 p	10 p	1 p
Elementary occupations	1,260 p	1,460 p	13 p	10 p	1 p
Non-Classifiable	1,320 p	1,070 p	9 p	80 p	11 p

1 Standard Occupational Classification

2. Data sources: JPA and Right Management

p Estimated employment outcomes for 2013/14 are provisional (see paragraphs 28 and 71).

## **SECTION 8: EMPLOYMENT OUTCOMES REDUNDANCY**

81. The statistics in this report represent those who were originally selected for redundancy as at the notification date for each tranche. Personnel selected may not leave the Services, due to appeals, or movements of personnel into different roles not affected by the UK Armed Forces Redundancy Programme. It is possible for personnel who were selected for redundancy, but did not leave, to be selected for redundancy in a later tranche. It is also possible for personnel selected for redundancy to outflow for a reason other than redundancy in the intervening time. For the purposes of this statistic all personnel who were selected for redundancy in each tranche and have left the MOD have been included in the redundancy cohort under that tranche.
82. Refer to Section 3: Data, Definitions and Methods and the Background Quality Report when interpreting the figures within this Section for details on methods and definitions.
83. The employment outcomes in this section are based on outcome data from service personnel who left Service after being selected for redundancy, used enough CTP services for Right Management to bill the MOD, and who were not recorded as re-engaged or extended by the CTP (Figures 13, 14 and 15).
84. The employment outcomes for personnel leaving the UK Armed Forces under the Tranche 2 and Tranche 3 Redundancy programmes have been updated to include personnel that have left Service or had not been at the six months post-discharge point to capture their employment outcome in the previous publications. The estimated employment outcomes for Tranche 1 and Tranche 2 are now fixed.

### **TRANCHE 1**

85. 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 June 2014) and used the services provided by the Career Transition Partnership.

#### **Tranche 1 Service Leavers**

86. 62% of Service leavers who were selected for Tranche 1 redundancies and who used the CTP were applicants and 38% were non-applicants. 90% of all Service leavers who left the UK Armed Forces under the Tranche 1 redundancy scheme, as at 30 June 2014, opted to use the services provided by the Career Transition Partnership (Figure 13).

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

87. As at 30 June 2014, there were 1,680 applicants for redundancy who left Service under Tranche 1 and used the Career Transition Partnership (CTP) services (Figure 13).
  - a. Within six months of leaving the UK Armed Forces, 84% of applicants were in employment; 3% were unemployed and 13% were economically inactive (Table 13).

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

88. As at 30 June 2014, there were 890 non-applicants for redundancy who left Service under Tranche 1 and used the Career Transition Partnership (CTP) services (Figure 13).
  - a. Within six months of leaving the UK Armed Forces, 74% of non-applicants were in employment; 12% were unemployed and 16% were economically inactive (Table 13).

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

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

**Table 13: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, as at June 2014, number, percent**<sup>1,2</sup>

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>2,570</b>	<b>2,070</b>	<b>81</b>	<b>140</b>	<b>6</b>	<b>360</b>	<b>14</b>
Applicant	1,680	1,410	84	50	3	220	13
Non-Applicant	890	660	74	90	12	140	16

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 ~.

2. Data sources: JPA and Right Management

### Redundancy Employment Outcomes: by Gender

90. One-in-ten Service leavers under Tranche 1 who used the Career Transition Partnership services were female, equivalent to 240 people.

91. The employment rate for females was lower (63%) than for males (82%). The unemployment rate was similar for males (6%) and females (5%). The economically inactive rate for females was 33% compared with 12% for males (Table 13), indicating a higher proportion of women chose not to work.

**Table 14: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, by Gender, as at June 2014, number, percent**<sup>1,2</sup>

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>2,570</b>	<b>2,070</b>	<b>81</b>	<b>140</b>	<b>6</b>	<b>360</b>	<b>14</b>
Male	2,330	1,920	82	130	6	280	12
Female	240	150	63	10	5	80	33
<b>Applicant</b>	<b>1,680</b>	<b>1,410</b>	<b>84</b>	<b>50</b>	<b>3</b>	<b>220</b>	<b>13</b>
Male	1,520	1,300	86	40	3	170	11
Female	160	100	65	~	4	50	32
<b>Non-Applicant</b>	<b>890</b>	<b>660</b>	<b>74</b>	<b>90</b>	<b>12</b>	<b>140</b>	<b>16</b>
Male	800	610	75	80	12	120	14
Female	90	50	59	-	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 ~.

2. Data sources: JPA and Right Management

### Redundancy Employment Outcomes: by Service

92. The Tranche 1 Service leavers who used the Career Transition Partnership were split in the following proportions: Naval Service (36%), Army (34%), and RAF (30%). Naval Service and Army had a higher proportion of applicants, whilst the RAF had a higher proportion of non-applicants.

93. The employment rate within six months of leaving Service under Tranche 1 (Table 15) was similar across the Naval Service (80%), Army (81%) and RAF (81%).

**Table 15: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, by Service, as at June 2014, number, percent <sup>1,2</sup>**

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>2,570</b>	<b>2,070</b>	<b>81</b>	<b>140</b>	<b>6</b>	<b>360</b>	<b>14</b>
Naval Service <sup>3</sup>	930	750	80	50	6	130	14
Army	870	700	81	50	7	120	13
RAF	770	620	81	30	5	120	15
<b>Applicant</b>	<b>1,680</b>	<b>1,410</b>	<b>84</b>	<b>50</b>	<b>3</b>	<b>220</b>	<b>13</b>
Naval Service <sup>3</sup>	630	550	87	10	2	70	11
Army	630	520	82	20	4	90	14
RAF	420	340	82	10	4	60	15
<b>Non-Applicant</b>	<b>890</b>	<b>660</b>	<b>74</b>	<b>90</b>	<b>12</b>	<b>140</b>	<b>16</b>
Naval Service <sup>3</sup>	300	190	64	40	18	60	21
Army	240	190	76	30	14	30	12
RAF	350	280	80	20	6	50	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 ~.

2. Data sources: JPA and Right Management

3. Naval Service includes Royal Navy and Royal Marines

### Redundancy Employment Outcomes: by Officer or Rank

94. One-in-five Service leavers under Tranche 1 who left the UK Armed Forces in and used the Career Transition Partnership (CTP) services, were Officers (equivalent to 560 Officers). The other 2,000 Service leavers who used the Career Transition Partnership (CTP) services were Ranks.

**Table 16: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, by Officer or Rank, as at June 2014, number, percent <sup>1,2</sup>**

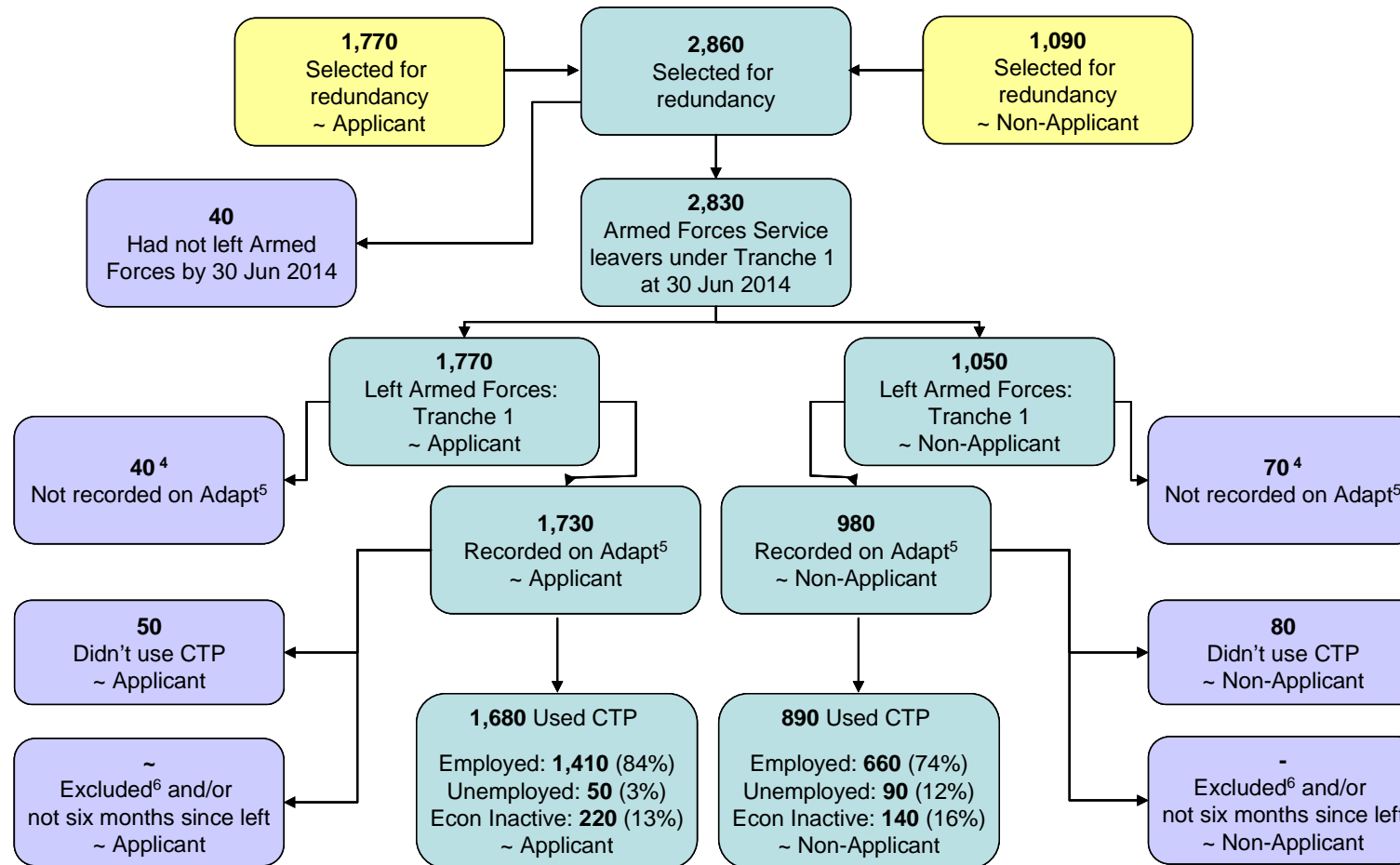
Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>2,570</b>	<b>2,070</b>	<b>81</b>	<b>140</b>	<b>6</b>	<b>360</b>	<b>14</b>
Officer	560	430	75	20	5	120	21
Rank	2,000	1,650	82	110	6	240	12
<b>Applicant</b>	<b>1,680</b>	<b>1,410</b>	<b>84</b>	<b>50</b>	<b>3</b>	<b>220</b>	<b>13</b>
Officer	370	270	75	10	5	80	22
Rank	1,310	1,140	87	40	3	140	11
<b>Non-Applicant</b>	<b>890</b>	<b>660</b>	<b>74</b>	<b>90</b>	<b>12</b>	<b>140</b>	<b>16</b>
Officer	200	150	77	10	5	40	19
Rank	690	510	73	80	14	110	15

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

2. Data sources: JPA and Right Management

95. The employment rate for Tranche 1 Service leavers within six months of leaving the UK Armed Forces who used the Career Transition Partnership (CTP) services, for Ranks was 82% compared with 75% for Officers (Table 16). The economically inactive rate was 12% amongst Ranks and 21% amongst Officers indicating a higher proportion of Officers were not looking for work.

**Figure 13: UK Regular Service Personnel who used CTP services, Tranche 1 Redundancy, Estimated Employment Outcomes, as at June 2014, number, percent**<sup>1,2,3</sup>



1. Outflow from the UK Regular Forces including Gurkhas but excludes, Full Time Reserve Service personnel and mobilised reservists. Outflows include personnel leaving the Services and deaths. Figures do not include promotion from ranks to officers or flows between Services, or flow to long term absentee.

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 ~.

3. Data sources: JPA and Right Management

4. Eligible personnel whose records were either not passed to CTP by MOD, or where Defence Statistics have been unable to match the Service number on Adapt.

5. Adapt is Right Management's administrative database.

6. 'Excluded' personnel did not leave on estimated discharge date passed to Right Management and therefore still in Service at six-month point when contacted

## TRANCHE 2

96. 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 March 2015) and used CTP services.

### Tranche 2 Service Leavers

97. 96% of all Service leavers who have left the UK Armed Forces under the Tranche 2 redundancy scheme were recorded on Adapt, Right Management's administrative database (Figure 14).

98. Within six months of leaving the UK Armed Forces the estimated employment rate for personnel who left under the Tranche 2 Redundancy Programme was lower (76%) when compared to Tranche 1 (81%) and other Service Leavers in 2013/14 (84%). The only demographic group which did not show a lower estimated employment rate was Officers.

### Redundancy Employment Outcomes: Applicants

99. There were 2,510 applicants for redundancy who left Service, at least six 6 months ago, under Tranche 2 and used the Career Transition Partnership (CTP) services (Figure 14).

100. Within six months of leaving the UK Armed Forces, 77% of applicants were in employment; the unemployment rate was 15% and 9% were economically inactive (Table 17).

### Redundancy Employment Outcomes: Non-Applicants

101. There were 900 non-applicants for redundancy who left Service, at least six months ago, under Tranche 2 and used the Career Transition Partnership (CTP) services (Figure 14).

102. Within six months of leaving the UK Armed Forces, 73% of non-applicants were in employment; the unemployment rate was 19% and 10% were economically inactive (Table 17).

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

103. The Tranche 2 employment rate for applicants was 77% compared with 73% for non-applicants. The Tranche 2 unemployment rate for Applicants was 15% compared with 19% for Non-applicants. Applicants, although having less time from the point they are selected to prepare for civilian employment, may be more motivated and pro-active than non-applicants. They also may have started to prepare before receiving notification as they will have volunteered to leave Service. This may be driving the higher employment rates amongst applicants.

**Table 17: UK Regular Service Personnel who used CTP services, Tranche 2 Redundancy, Estimated Employment Outcomes, number, percent** <sup>1,2</sup>

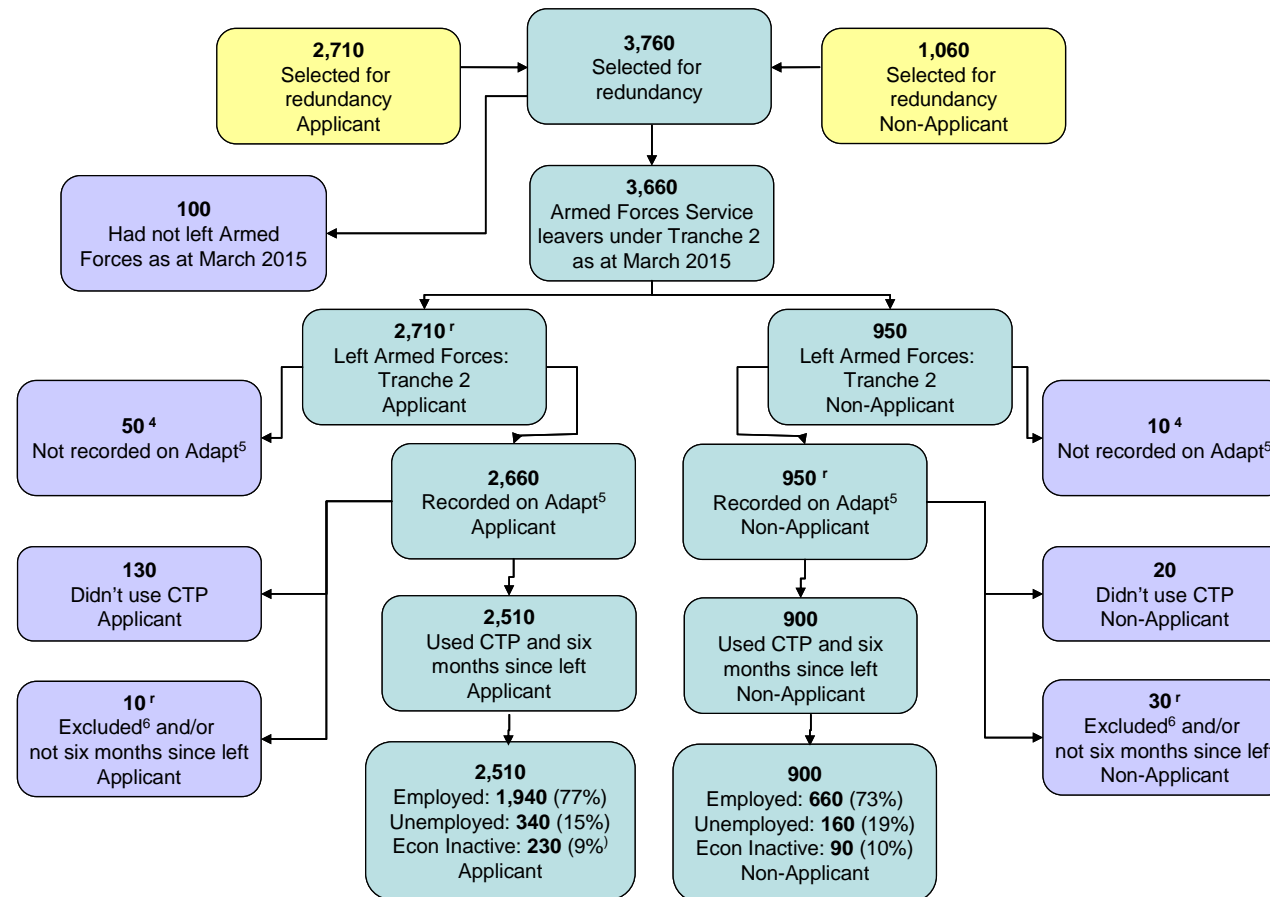
Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
All	3,420	2,600	76	490	16	320	9
Applicant	2,510	1,940	77	340	15	230	9
Non-Applicant	900	660	73	160	19	90	10

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 ~.

2. Data sources: JPA and Right Management

'r' These figures have been revised since the last publication

**Figure 14: UK Regular Service Personnel who used CTP services, Tranche 2 Redundancy, Estimated Employment Outcomes, as at March 2015, number, percent**<sup>1,2,3,4</sup>



1. Outflow from the UK Regular Forces including Gurkhas but excludes, Full Time Reserve Service personnel and mobilised reservists. Outflows include personnel leaving the Services and deaths. Figures do not include promotion from ranks to officers or flows between Services, or flow to long term absentee.

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 ~.

3. Data sources: JPA and Right Management

4. Eligible personnel whose records were either not passed to CTP by MOD, or where Defence Statistics have been unable to match the Service number on Adapt.

5. Adapt is Right Management's administrative database.

6. 'Excluded' personnel did not leave on estimated discharge date passed to Right Management and therefore still in Service at six-month point when contacted

'r' These figures have been revised since the last publication



## Redundancy Employment Outcomes: by Service

104. The Tranche 2 Service leavers, who used the Career Transition Partnership, were: Naval Service (5%), Army (76%), and RAF (19%).
105. The employment rate within six months of leaving Service under Tranche 2 varied across the three Services: Naval Service (72%), Army (76%), and RAF (79%) (Table 18).

**Table 18: UK Regular Service Personnel who used CTP services, Tranche 2 Redundancy, Estimated Employment Outcomes, by Service, number, percent**<sup>1,2,3</sup>

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>3,420</b> r	<b>2,600</b>	<b>76</b>	<b>490</b>	<b>16</b>	<b>320</b>	<b>9</b>
Naval Service <sup>3</sup>	160	110	72	20	16	20	15
Army	2,600	1,970	76	410	17	220	8
RAF	660	520	79	60	11	70	11
<b>Applicant</b>	<b>2,510</b>	<b>1,940</b>	<b>77</b>	<b>340</b>	<b>15</b>	<b>230</b>	<b>9</b>
Naval Service <sup>3</sup>	110	80	73	10	13	20	16
Army	1,940 r	1,490 r	77	290	16	160	8
RAF	460	370	81	40	10	50	10
<b>Non-Applicant</b>	<b>900</b>	<b>660</b>	<b>73</b>	<b>160</b>	<b>19</b>	<b>90</b>	<b>10</b>
Naval Service <sup>3</sup>	40	30	68	10	23	-	13
Army	670	480	73	130	21	60	9
RAF	190	150	76	20	14	20	12

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 ~.

2. Data sources: JPA and Right Management

3. Naval Service includes Royal Navy and Royal Marines

'r' These figures have been revised since the last publication

## Redundancy Employment Outcomes: by Gender

106. 6% of Service leavers under Tranche 2 who have used the Career Transition Partnership services are female, equivalent to 220 people.
107. The employment rate for females was lower (57%) than for males (78%). The economically inactive rate was 31% compared with 8% for males (Table 19), indicating a higher proportion of women chose not to work. The unemployment rate was the same for females as it was for males (16%).
108. Amongst the female redundancy applicants, the employment rate was slightly higher at 59% compared with 52% for the non-applicants. The unemployment rate and economically inactive rate were lower in applicants (16% and 30% respectively) than non-applicants (19% and 36% respectively).
109. Amongst the male redundancy applicants, the employment rate was 79% compared with 74% for the non-applicants. The unemployment rate was higher in non-applicants (19%) than applicants (15%). In males the economically inactive rate (8%) was the same for non-applicants and applicants.

**Table 19: UK Regular Service Personnel who used CTP services, Tranche 2 Redundancy, Estimated Employment Outcomes, by Gender, number, percent**<sup>1,2</sup>

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>3,420</b> r	<b>2,600</b>	<b>76</b>	<b>490</b>	<b>16</b>	<b>320</b>	<b>9</b>
Male	<b>3,200</b>	2,480	77	470	16	250	8
Female	<b>220</b>	120	57	20	16	70	31
<b>Applicant</b>	<b>2,510</b>	<b>1,940</b>	<b>77</b>	<b>340</b>	<b>15</b>	<b>230</b>	<b>9</b>
Male	<b>2,340</b> r	1,840	79	320	15	180	8
Female	<b>180</b>	100	59	20	16	50	30
<b>Non-Applicant</b>	<b>900</b>	<b>660</b>	<b>73</b>	<b>160</b>	<b>19</b>	<b>90</b>	<b>10</b>
Male	<b>870</b> r	640	74	150	19	70	8
Female	<b>40</b>	20	52	-	19	10	36

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 ~.

2. Data sources: JPA and Right Management

'r' These figures have been revised since the last publication

### Redundancy Employment Outcomes: by Officer or Rank

110. 17% of Service leavers under Tranche 2 who left the UK Armed Forces, and used the CTP services, were Officers (equivalent to 570 Officers). The other 2,850r Service leavers who used the CTP services were Ranks.

**Table 20: UK Regular Service Personnel who used CTP services, Tranche 2 Redundancy, Estimated Employment Outcomes, by Officer or Rank, number, percent**<sup>1,2</sup>

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>3,420</b> r	<b>2,600</b>	<b>76</b>	<b>490</b>	<b>16</b>	<b>320</b>	<b>9</b>
Officer	<b>570</b>	430	75	70	14	80	14
Rank	<b>2,850</b> r	2,180	77	430	16	240	8
<b>Applicant</b>	<b>2,510</b>	<b>1,940</b>	<b>77</b>	<b>340</b>	<b>15</b>	<b>230</b>	<b>9</b>
Officer	<b>430</b>	320	76	40	12	60	14
Rank	<b>2,080</b>	1,620	78	290	15	170	8
<b>Non-Applicant</b>	<b>900</b>	<b>660</b>	<b>73</b>	<b>160</b>	<b>19</b>	<b>90</b>	<b>10</b>
Officer	<b>140</b>	100	71	20	19	20	12
Rank	<b>760</b>	560	73	130	19	70	9

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 ~.

2. Data sources: JPA and Right Management

'r' These figures have been revised since the last publication

111. The employment rate for Tranche 2 Service leavers within six months of leaving the UK Armed Forces for Ranks was 77% compared with 75% 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. The unemployment rate was slightly higher for Ranks (16%), than for Officers (14%).

### TRANCHE 3

112. In June 2013, 4,450 personnel were notified of their selection for redundancy in Tranche 3, of whom 84% were applicants. Applicants for Tranche 3 were due to have left the Service by December 2013 with non-applicants due to have left by June 2014. This section presents summary information on the employment outcomes for Tranche 3 service leavers as at March 2015.
113. Tranche 3 of the UK Armed Forces Redundancy Programme concerned the Army only.
114. The estimated employment rate for personnel who left under the Tranche 3 Redundancy Programme was comparable to Tranche 1, slightly higher than Tranche 2, and slightly lower than the overall estimated employment rate for Service Leavers in 2013/14 that used the CTP services.

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

115. 81%<sup>P</sup> of applicants for Tranche 3 who had left service and used CTP services were employed within six months of leaving the UK Armed Forces. The estimated employment rate for non-applicants was lower than that for applicants. 76%<sup>P</sup> of non-applicants for Tranche 3 who had left service and used CTP services were employed within six months of leaving the UK Armed Forces (Figure 15) (Table 21).

**Table 21: UK Regular Service Personnel who used CTP services, Tranche 3 Redundancy, Estimated Employment Outcomes, by Applicant an Non-Applicant, as at February 2015, number, percent<sup>1,2</sup>**

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
All	3,920 p	3,150 p	80 p	420 p	12 p	340 p	9 p
Applicant	3,360 r,p	2,730 r,p	81 p	340 r, p	11 p	300 r, p	9 p
Non-Applicant	560 p	420 p	76 p	90 p	17 p	50 p	9 p

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 ~.

2. Data sources: JPA and Right Management

'r' These figures have been revised since the last publication

p Data is provisional and subject to change (see paragraphs 28, 29 and 84)

#### Officers and Other Ranks

116. The employment rate for Officers (77%<sup>r, P</sup>) was lower than that of Ranks (81%<sup>P</sup>) for applicants leaving under Tranche 3 (Table 22). This is due to a higher proportion of applicant Officers (16%<sup>P</sup>) who were economically inactive in comparison to Ranks (8%<sup>P</sup>). The proportion of Ranks (11%<sup>P</sup>) who were unemployed was also slightly higher than that of Officers (9%<sup>P</sup>) for applicants.
117. In comparison the estimated employment rate for non-applicant Officers (82%<sup>p</sup>) was higher than for non-applicant Ranks (75%<sup>P</sup>) (also seen in Tranche 1). The estimated unemployment rate for non-applicant Ranks (18%<sup>P</sup>) was much higher than that for non-applicant Officers (5%<sup>P</sup>). Like for applicants a higher proportion of non-applicant Officers (14%<sup>P</sup>) were economically inactive in comparison to non-applicant Ranks (8%<sup>P</sup>).

**Table 22: UK Regular Service Personnel who used CTP services, Tranche 3 Redundancy, Estimated Employment Outcomes, by Officer or Rank, as at February 2015, number, percent**<sup>1,2</sup>

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>3,920 p</b>	<b>3,150 p</b>	<b>80 p</b>	<b>420 p</b>	<b>12 p</b>	<b>340 p</b>	<b>9 p</b>
Officer	210 p	160 p	77 p	10 p	8 p	30 p	16 p
Rank	3,710 p	2,990 p	81 p	410 r, p	12 p	310 p	8 p
<b>Applicant</b>	<b>3,360 r, p</b>	<b>2,730 r, p</b>	<b>81 p</b>	<b>340 r, p</b>	<b>11 p</b>	<b>300 r, p</b>	<b>9 p</b>
Officer	190 r, p	140 p	77 r, p	10 p	9 p	30 p	16 p
Rank	3,170 r, p	2,580 r, p	81 p	320 p	11 p	260 p	8 p
<b>Non-Applicant</b>	<b>560 p</b>	<b>420 p</b>	<b>76 p</b>	<b>90 p</b>	<b>17 p</b>	<b>50 p</b>	<b>9 p</b>
Officer	20 p	20 p	82 p	~ p	5 p	~ p	14 p
Rank	540 p	400 p	75 p	90 p	18 p	40 p	8 p

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 ~.

2. Data sources: JPA and Right Management

'r' These figures have been revised since the last publication

p Data is provisional and subject to change (see paragraphs 28, 29 and 84)

## Gender

118. Male applicants leaving under Tranche 3 redundancy programme had a higher employment rate (82%<sup>p</sup>) within six months of leaving the UK Armed Forces compared than Females (60%<sup>p</sup>). This difference can be seen in both applicants and non-applicants. This is mainly due to a higher proportion of females (29%<sup>p</sup>) who were economically inactive than males (8%<sup>p</sup>). The proportion of females (16%<sup>p</sup>) who were unemployed was also higher than that of males (12%<sup>p</sup>).

**Table 23: UK Regular Service Personnel who used CTP services, Tranche 3 Redundancy, Estimated Employment Outcomes, by Gender, as at February 2015, number, percent**<sup>1,2</sup>

Characteristic	All	Employed		Unemployed		Economically Inactive	
	Number	Number	%	Number	%	Number	%
<b>All</b>	<b>3,920 p</b>	<b>3,150 p</b>	<b>80 p</b>	<b>420 p</b>	<b>12 p</b>	<b>340 p</b>	<b>9 p</b>
Male	3,700 p	3,020 p	82 p	400 p	12 p	280 p	8 p
Female	220 p	130 p	60 p	20 p	16 p	60 p	29 p
<b>Applicant</b>	<b>3,360 r, p</b>	<b>2,730 r, p</b>	<b>81 p</b>	<b>340 r, p</b>	<b>11 p</b>	<b>300 r, p</b>	<b>9 p</b>
Male	3,160 r, p	2,610 r, p	83 r, p	310 p	11 p	240 r, p	8 p
Female	200 p	120 p	60 p	20 p	16 p	60 p	28 r, p
<b>Non-Applicant</b>	<b>560 p</b>	<b>420 p</b>	<b>76 p</b>	<b>90 p</b>	<b>17 p</b>	<b>50 p</b>	<b>9 p</b>
Male	540 p	410 p	76 p	90 p	17 p	40 p	8 p
Female	20 p	10 p	60 p	~ p	14 p	10 p	30 p

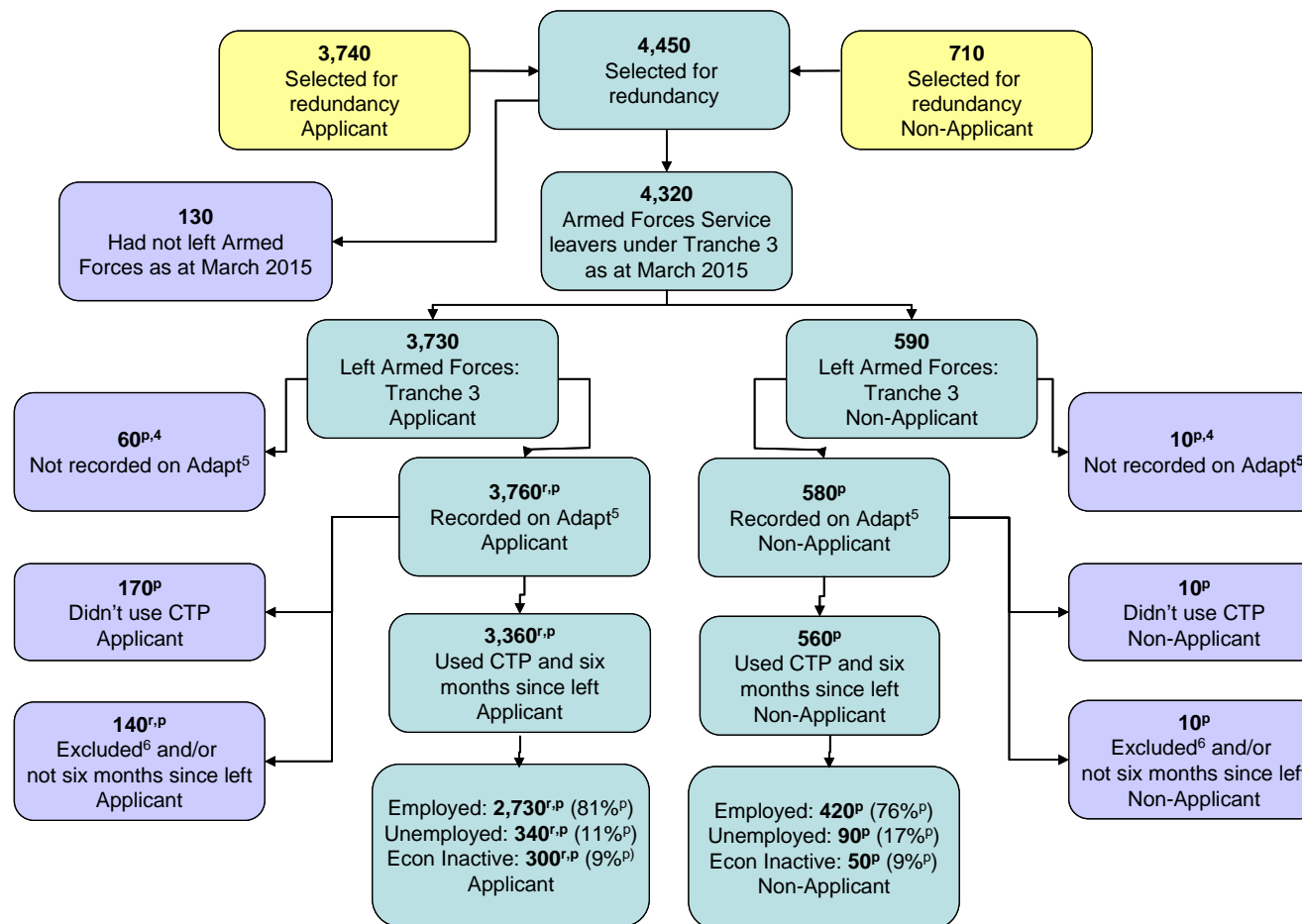
1. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5"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

2. Data sources: JPA and Right Management

'r' These figures have been revised since the last publication

p Data is provisional and subject to change (see paragraphs 28, 29 and 84)

**Figure 15: UK Regular Service Personnel who used CTP services, Tranche 3 Redundancy, Estimated Employment Outcomes, as at March 2015, number, percent, 95% confidence intervals<sup>1,2,3,4</sup>**



1. Outflow from the UK Regular Forces including Gurkhas but excludes, Full Time Reserve Service personnel and mobilised reservists. Outflows include personnel leaving the Services and deaths. Figures do not include promotion from ranks to officers or flows between Services, or flow to long term absentee.

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 ~.

3. Data sources: JPA and Right Management

4. Eligible personnel whose records were either not passed to CTP by MOD, or where Defence Statistics have been unable to match the Service number on Adapt.

5. Adapt is Right Management's administrative database.

6. 'Excluded' personnel did not leave on estimated discharge date passed to Right Management and therefore still in Service at six-month point when contacted

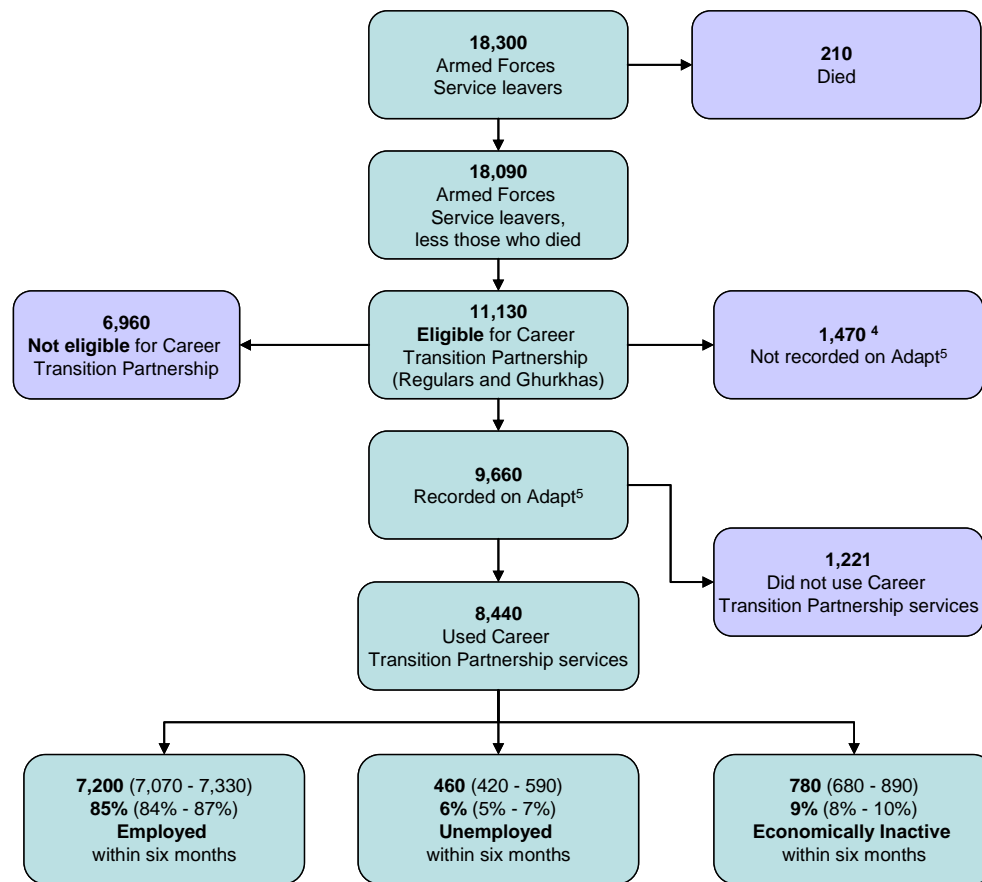
p Data is provisional and subject to change (see paragraphs 28, 29 and 84)

r These figures have been revised since the last publication

## Annex A

### FLOW DIAGRAMS

Figure 16: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2009/10, number, percent, 95% Confidence Intervals <sup>1,2,3</sup>



1. Outflow from the UK Regular Forces including Gurkhas but excludes, Full Time Reserve Service personnel and mobilised reservists. Outflows include personnel leaving the Services and deaths. Figures do not include promotion from ranks to officers or flows between Services, or flow to long term absentee.

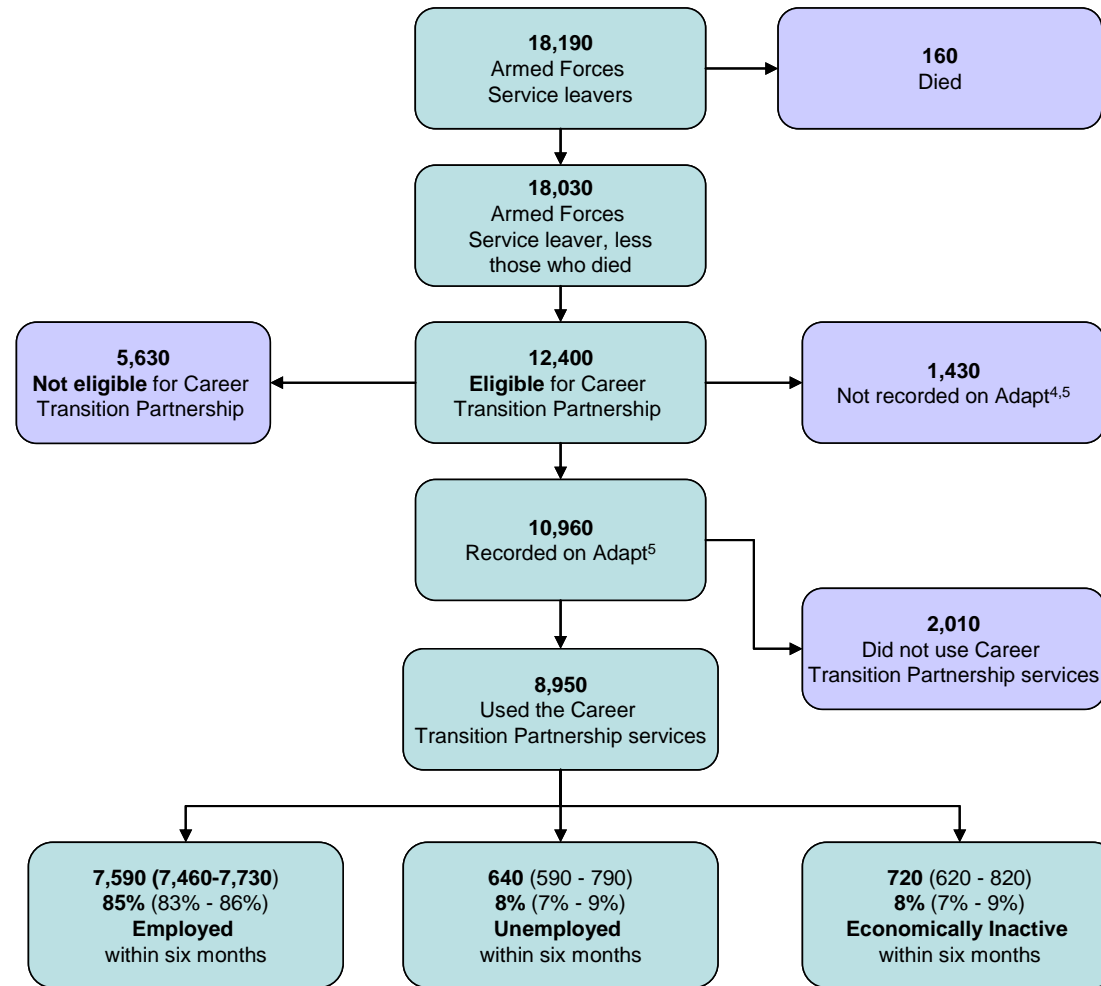
2. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5"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

3. Data sources: JPA and Right Management

4. Eligible personnel whose records were either not passed to CTP by MOD, or where Defence Statistics have been unable to match the Service number on Adapt.

5. Adapt is Right Management's administrative database.

**Figure 17: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2010/11, number, percent, 95% Confidence Intervals**<sup>1,2,3</sup>



1. Outflow from the UK Regular Forces including Gurkhas but excludes, Full Time Reserve Service personnel and mobilised reservists. Outflows include personnel leaving the Services and deaths. Figures do not include promotion from ranks to officers or flows between Services, or flow to long term absentee.

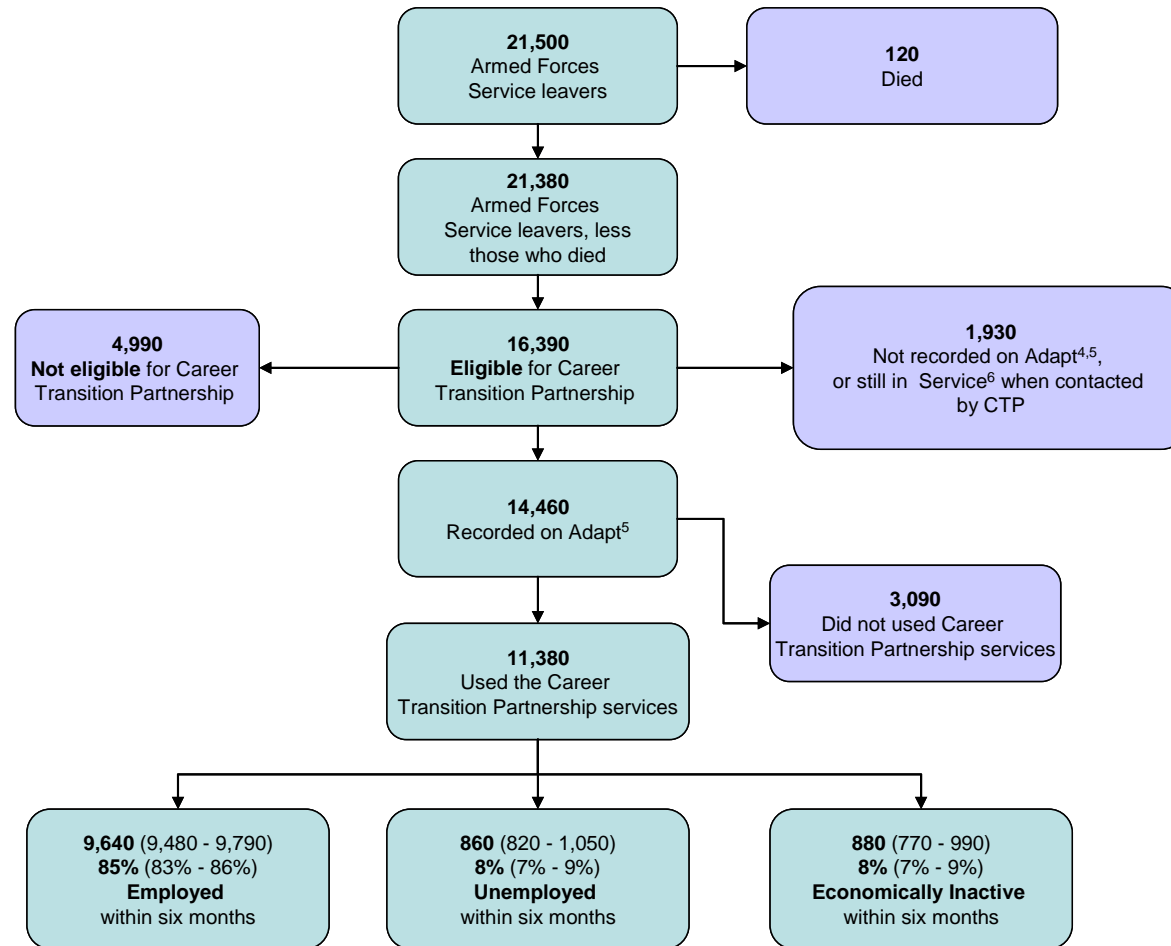
2. The rates cannot be summed together, as the unemployment rate is calculated on a different population to the employment and economically inactive rate. Totals and sub-totals have been rounded and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5"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

3. Data sources: JPA and Right Management

4. Eligible personnel whose records were either not passed to CTP by MOD, or where Defence Statistics have been unable to match the Service number on Adapt.

5. Adapt is Right Management's administrative database.

**Figure 18: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2011/12, number, percent, 95% Confidence Intervals<sup>1,2,3,4</sup>**



1. Outflow from the UK Regular Forces including Gurkhas but excludes, Full Time Reserve Service personnel and mobilised reservists. Outflows include personnel leaving the Services and deaths. Figures do not include promotion from ranks to officers or flows between Services, or flow to long term absentee.

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 ~.

3. Data sources: JPA and Right Management

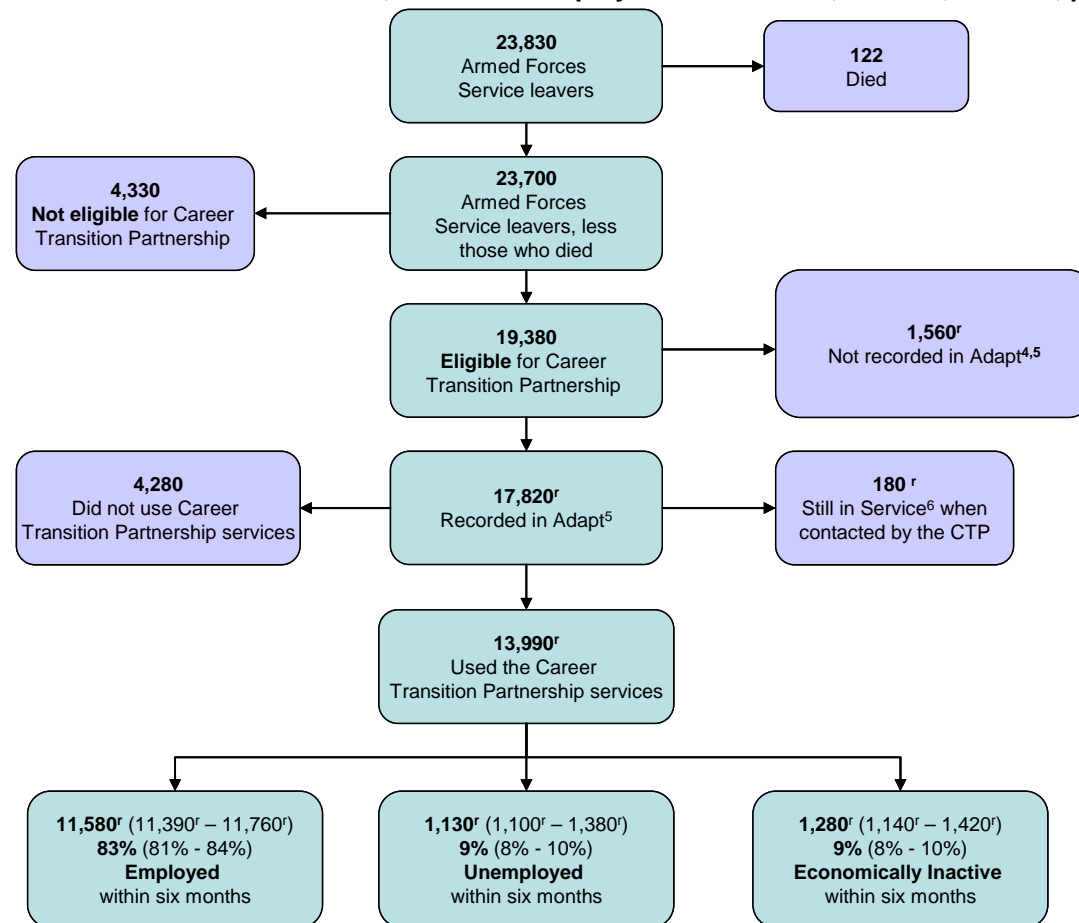
4. Eligible personnel whose records were either not passed to CTP by MOD, or where Defence Statistics have been unable to match the Service number on Adapt.

5. Adapt is Right Management's administrative database.

6. 'Still in Service' - Personnel did not leave on estimated discharge date passed to Right Management and therefore still in Service at six-month point when contacted; however personnel still left in 2011/12



**Figure 19: UK Regular Service Personnel who used CTP services, Estimated Employment Outcomes, 2012/13, number, percent, 95% Confidence Intervals <sup>1,2,3</sup>**



1. Outflow from the UK Regular Forces including Gurkhas but excludes, Full Time Reserve Service personnel and mobilised reservists. Outflows include personnel leaving the Services and deaths. Figures do not include promotion from ranks to officers or flows between Services, or flow to long term absentee.

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 ~.

3. Data sources: JPA and Right Management

4. Eligible personnel whose records were either not passed to CTP by MOD, or where Defence Statistics have been unable to match the Service number on Adapt.

5. Adapt is Right Management's administrative database.

6. Personnel did not leave on estimated discharge date passed to Right Management and therefore still in Service at six-month point when contacted; however personnel still left in 2012/13

'r' These figures have been revised since the last publication