



Ministry  
of Defence

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Dear [REDACTED]

Thank you for your email received on 14 May 2020 requesting the following information:

*“As stated, I am looking specifically at the Future Horizons users and would like to request a breakdown of these two cohorts, including employment outcomes;*

1. How many were from or planning to settle in Scotland?
2. How many were Trained?
3. How many were untrained?

*Ideally, I would like an electronic copy of this information.”*

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA).

A search for the information has now been completed within the Ministry of Defence, and I can confirm that some of the information in the scope of your request is held. Information is not available on the number of Future Horizon (FH) users who were planning to settle in Scotland. Information on the number of FH users who were from Scotland has been identified using the correspondence address as held by Right Management.

Some of the information falls entirely within the scope of the absolute exemptions provided for at section 40 (Personal Data) of the FOIA and has been withheld.

Section 40(2) has been applied to the information in order to protect personal information as governed by the Data Protection Act 2018 and GDPR. In line with Joint Service Publication 200 Disclosure Control (March 2016); figures have been rounded to the nearest 5 and; all numbers fewer than 3 have been suppressed and presented as ‘~’ to reduce the possible inadvertent disclosure of individual identities. Totals and sub-totals have been rounded separately and so may not equal the sums of their rounded parts. Section 40 is an absolute exemption and there is therefore no requirement to consider the public interest in making a decision to withhold the information.

**Table 1** presents a summary of employment status for Future Horizons users with a correspondence address in Scotland, using a billable CTP service, by trained and untrained for service personnel who left the armed forces between 1 April 2018 and 31 March 2019.

**Table 1: Employment outcomes<sup>1</sup> for UK Regular service personnel<sup>2</sup> with a correspondence address in Scotland<sup>3</sup>, who used a billable CTP Future Horizons service, by trained and untrained, numbers<sup>4</sup> and percentages<sup>5</sup>**

1 April 2018 - 31 March 2019

	All Number	Responders' Employment Status						Employment Outcome Unknown <sup>6</sup> Number
		Employed		Unemployed		Economically Inactive		
		Number	%	Number	%	Number	%	
<b>All Future Horizons (FH) Users</b>	<b>160</b>	<b>120</b>	<b>84</b>	<b>10</b>	<b>9</b>	<b>10</b>	<b>9</b>	<b>15</b>
Trained	50	40	87	5	11	~	2	5
Untrained	105	80	82	5	7	10	12	10
<b>Early Service Leavers<sup>7</sup></b>	<b>90</b>	<b>70</b>	<b>84</b>	<b>5</b>	<b>4</b>	<b>10</b>	<b>12</b>	<b>10</b>
Trained	15	15	93	0	0	~	7	0
Untrained	75	55	82	5	5	10	13	10
<b>Other FH Users<sup>8</sup></b>	<b>70</b>	<b>50</b>	<b>83</b>	<b>10</b>	<b>14</b>	~	<b>9</b>	<b>10</b>
Trained	40	30	85	5	15	0	0	5
Untrained	30	20	80	5	13	~	8	5

**Data Sources: JPA and Right Management**

1. Employment outcome within six months of leaving service.

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

3. Service Leavers with a Scottish postcode in their correspondence address as held by Right Management.

4. Unweighted numbers are presented.

5. Percentages for employment outcomes have been weighted to account for non-responder bias, and calculated based on unrounded numbers. Percentages have also been calculated using ONS definitions resulting in the percentages not summing to 100%.

6. Includes users of a billable CTP service for which there is no employment outcome recorded, i.e. non-responders and responders who did not want to disclose their employment status.

7. Service Leavers with less than four years' service.

8. Service Leavers who left the armed forces for disciplinary reasons or were deemed unsuitable, irrespective of the number of years of service. This includes those with less than four years' service.

Under Section 16 (advice and assistance) you may wish to note the following:

### Career Transition Partnership

The Career Transition Partnership (CTP) annual statistical bulletin provides summary statistics on employment outcomes, six months after leaving Service, for UK regular and Gurkha Service personnel who left the UK Armed Forces and accessed billable employment support provided by the CTP. The latest available statistical bulletin (from 1 April 2014 to 31 March 2014) was published on 27 February 2020:

<https://www.gov.uk/government/collections/career-transition-partnership-ex-service-personnel-employment-outcomes-statistics-index>

The CTP is an agreement between a contractor (Right Management, Limited since 1998) and the MOD, and exists to support Service leavers in their transition from military to civilian life/employment through a range of career and employment support services including workshops, one-to-one guidance and job finding support. There are three main employment outcomes: employed, unemployed and economically inactive (not in employment, but not actively looking for work).

All Service personnel leaving the UK Armed Forces are eligible for CTP resettlement support. Personnel who died were excluded from the eligibility criteria for the purpose of this response,

although in practice, their next of kin are eligible for resettlement support. CTP support is available to eligible personnel two years before leaving the UK Armed Forces, through to two years after. The level of CTP support offered is dependent on a combination of the length of time served in the UK Armed Forces and the reason for exit.

The Future Horizons (FH) programme provides employment support to Service Leavers who had served less than four years or who had left for disciplinary reasons irrespective of the number of years served.

Early Service Leavers (ESL), refer to personnel who served less than four years in the armed forces.

CTP employment outcomes are only sought from those who used billable CTP services. Service Leavers who accessed only non-billable services such as career fairs were excluded. This response also excludes Service Leavers who did not use a billable service six months post-discharge but who may have gone on to use a billable CTP service up to two years post-discharge.

The employment rates were calculated in line with the Office for National Statistics's definition:

- The employment rate and the economically inactive rate were calculated as the ratio of those personnel with the respective employment outcomes, relative to the total number of personnel employed, unemployed and economically inactive. These rates have then been applied to the total number of personnel who used a billable CTP service to estimate the number of personnel employed and economically inactive.
- The unemployment rate has been calculated as the ratio of unemployed personnel, relative to the total number of personnel employed and unemployed. This rate has then been applied to the total number of personnel who used a billable CTP service, less the estimated proportion who were economically inactive, to estimate the number of personnel unemployed.

As the unemployment rate was calculated using a different population to the employment rate and the economically inactive rate, the employment, unemployment and economically inactive rates will not sum to 100%. Therefore, percentages presented do not sum to 100%.

Right Management's administrative database, Adapt, contains the details of all Service Leavers who have registered with Right Management for employment support. The data held on this system was also used to identify CTP FH users with a correspondence address in Scotland. Please note, the correspondence addresses used are as recorded on Adapt at the time of extract, however may not be the correct up to date address for the Service Leaver.

Please also note 5 FH users did not have a valid postcode and so the numbers in this response are to be treated as a minimum.

Identified postcodes were attributed the country code for Scotland within the National Statistics Postcode Lookup (NSPL), sourced from the Office of National Statistics (ONS) as at May 2020 (<https://geoportal.statistics.gov.uk/datasets/national-statistics-postcode-lookup-may-2020>).

#### Joint Personnel Administration System

The MOD administrative database for Service personnel, the Joint Personnel Administration (JPA) System, was used to identify trained and untrained personnel who left the UK Armed Forces between 1 April 2018 and 31 March 2019.

Trained personnel comprise of those who have completed Phase 1 and 2 training for Royal Navy/Marines, the Royal Air Force and who have completed Phase 1 training for the Army:

- Phase 1 training includes all new entry training to provide basic military skills.
- Phase 2 training includes initial individual specialisation, sub-specialisation and technical training following Phase 1 training prior to joining the trained strength.

Untrained personnel are those who have yet to complete Phase 2 training for Royal Navy/Royal Marines, the Royal Air Force and the those who have yet to complete Phase 1 training for the Army.

If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail [CIO-FOI-IR@mod.gov.uk](mailto:CIO-FOI-IR@mod.gov.uk)). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely

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