



Ministry  
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Dear [REDACTED]

Thank you for your email received on 20 October 2021 requesting the following information:

My query is, is there any publications specific to British Army leavers and the comparison of employment rates between males and females available for me to access?

Following clarification, which was received on 15 November 2021, we have agreed to supply information on Army personnel who left between 1 April 2016 and 31 March 2020.

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 information in scope of your request is held.

Employment outcomes have been collated for all UK regular Army personnel who left service between 1 April 2016 and 31 March 2020 and used a billable service under the Career Transition Partnership Table 1 shows their employment outcomes by gender and financial year.

**Table 1: Employment outcomes for UK regular Army<sup>1</sup> personnel six months after leaving service<sup>2</sup>, by gender, numbers and percentages<sup>3</sup>**

1 April 2016 to 31 March 2020

Employment Outcome	2016/17		2017/18		2018/19		2019/20	
	n	%	n	%	n	%	n	%
<b>Total</b>	<b>7,707</b>		<b>7,568</b>		<b>6,996</b>		<b>7,533</b>	
<b>Employed</b>								
Army	4,986	82	5,055	84	4,725	85	5,157	83
of which: Male	4,625	82	4,702	84	4,401	85	4,746	84
of which: Female	361	76	353	75	324	74	411	75
<b>Unemployed</b>								
Army	551	10	438	7	390	7	444	8
of which: Male	521	10	403	7	363	7	404	8
of which: Female	30	8	35	7	27	6	40	9
<b>Economically Inactive</b>								
Army	572	9	559	9	475	8	626	10
of which: Male	487	9	473	8	390	8	527	9
of which: Female	85	18	86	18	85	20	99	18
<b>Unknown</b>								
Army	1,598	-	1,516	-	1,406	-	1,306	-
of which: Male	1,468	-	1,409	-	1,312	-	1,220	-
of which: Female	130	-	107	-	94	-	86	-

**Sources: Joint Personnel Administration (JPA) and Adapt**

1. Includes Army and Gurkha personnel.

2. Service leavers that used a billable service under the Career Transition Partnership. Further information can be found in the background notes.

3. Percentages are weighted to account for non-responders and have also been calculated using ONS definitions resulting in the percentages not summing to 100%. Further information can be found in the background notes.

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 2019 to 31 March 2020) was published on 28 January 2021, which can be found with previous publications at: <https://www.gov.uk/government/collections/career-transition-partnership-ex-service-personnel-employment-outcomes-statistics-index> The next statistical bulletin (from 1 April 2020 to 31 March 2021) is due to be published on 27 January 2022.

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.

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 MOD administrative database for service personnel, the Joint Personnel Administration (JPA) System, was used to identify Army regular and Gurkha service personnel who left the UK Armed Forces between 1 April 2016 and 31 March 2020. The JPA system was also used to identify the gender of each service leaver.

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 service leavers who were employed, six months after leaving service.

This response presents employment outcomes for UK regular and Gurkha service leavers who served in the Army and had used a billable CTP service. This response does not include Full Time Reserve Service personnel or mobilised reservists.

Although there was a high response rate from service leavers across all four years of service leavers (ranging between 81% and 82%), response rates were lower for Army service leavers, service leavers who were of Other (non-Officer) Rank, and service leavers under thirty years of age. The data was weighted by service, rank and age group in order to correct for any bias caused by over or under-representation for each financial year. In this response, numbers are presented as unweighted counts and percentages have been weighted.

Each financial year presents a new cohort of service leavers, and therefore the values used to calculate weighting differ each year. A detailed explanation of the methodology and values used for weighting for each financial year can be found in the Background Quality Reports of the respective timeframes.

Employment rates were calculated in line with the Office for National Statistic's definition:

- a) 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.
- b) 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.

The Office for National Statistic's definition can be found at:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/methodologies/aquidetolabourmarketstatistics>

Since 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%.

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/>.

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