



This 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 employment support provided by the Career Transition Partnership (CTP).

The CTP supports service leavers in their transition from military to civilian life 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).

This Statistical bulletin presents top-level employment outcomes for service leavers in each financial year between 2016/17 and 2020/21, with further detail on employment outcomes by key demographics, employed occupations and reasons for economic inactivity for 2020/21 service leavers.

Key Points

Of the 2020/21 UK regular service leavers who used a billable CTP service, and reported their employment outcomes six months after leaving service:

83% were employed

The most commonly report occupations were:

- Skilled Trade occupations (19%), Associate Professional and Technical occupations (18%), Elementary occupations (16%), Professional occupations (16%).

2020/21 saw a significant decrease in service leavers entering associate professional and technical occupations and a significant increase in those entering elementary occupations. This is likely to be driven by an increase in early service leavers and the impact of COVID-19 on certain industries.

6% were unemployed

Of all demographic groups, Non-UK Black Asian Minority Ethnic (BAME) service leavers were notably more likely to be unemployed (18%) than White service leavers (6%).

This finding appears to reflect disparities in employment status between ethnic groups in the wider UK population.

12% were economically inactive

The most common reasons for economic inactivity were:

- Being in education, training or volunteering (40%), No employment sought e.g. those on a career break (34%), Retired (7%), Medical Reasons (7%).

2020/21 service leavers reported a significantly higher rate of economic inactivity (12%) than 2019/20 service leavers (10%). This is likely due to the effects of COVID-19 and the subsequent reduction in employment availability, leading more service leavers to undertake education/training/volunteering, take a career break or look after family.

Medically discharged service leavers were notably less likely to be employed (74%), but more likely to be unemployed (10%) and economically inactive (18%), than those who were not medically discharged (84%, 5% and 11% respectively

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Background quality report: [Link to the Career Transition Partnership Ex-Service employment outcomes statistics index](#)

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Introduction

This report has been produced to gain a better understanding of the Career Transition Partnership¹ (CTP) resettlement services used by UK armed forces service leavers. 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.

These statistics are published in response to user demand. Interest has come from parliament, government departments, the third sector, academics, the media, and the general public. External interest in these statistics became more widespread following the introduction of the Armed Forces Covenant², which lays out the Government's commitment to ensure the armed forces community, which includes service leavers, are not disadvantaged in any way, including access to employment at the end of their military career.

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 Official Statistic, 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 the length of time served in the UK armed forces. Further information on programme eligibility can be found in the accompanying Background Quality Report. However, in summary:

- The Core Resettlement Programme (CRP) provides support to service leavers with six years' service or longer, and those who have been medically discharged (irrespective of length of service).
- The Employment Support Programme (ESP) provides support to service leavers with four or five years' service.
- The Future Horizons (FH) Programme supports Early service Leavers (ESLs) with less than four years' service.

Service leavers are offered a range of 'billable' services (where Right Management invoice the MOD for payment). Further details of the benefits and services available under each programme can be found in the Background Quality Report. Employment outcomes for service leavers who have used non-billable services, such as attending career fairs, are not included within these statistics, and are reported in Figure 1 on page 4 as 'did not use billable CTP services'.

In this report, reference to **UK regular service leavers** includes: Regulars and Gurkhas who have left the UK armed forces or have an unexplained outflow between 1 April 2020 and 31 March 2021. This excludes Full Time Reserve Service personnel, mobilised reservists and deaths.

There were three self-reported employment outcomes at time of follow up by Right Management, six months after leaving service;

Employed: Those in full-time or part-time paid employment.

Unemployed: Those not in paid employment, who were actively seeking employment.

Economically Inactive: Those not in paid employment, who were not actively seeking employment.

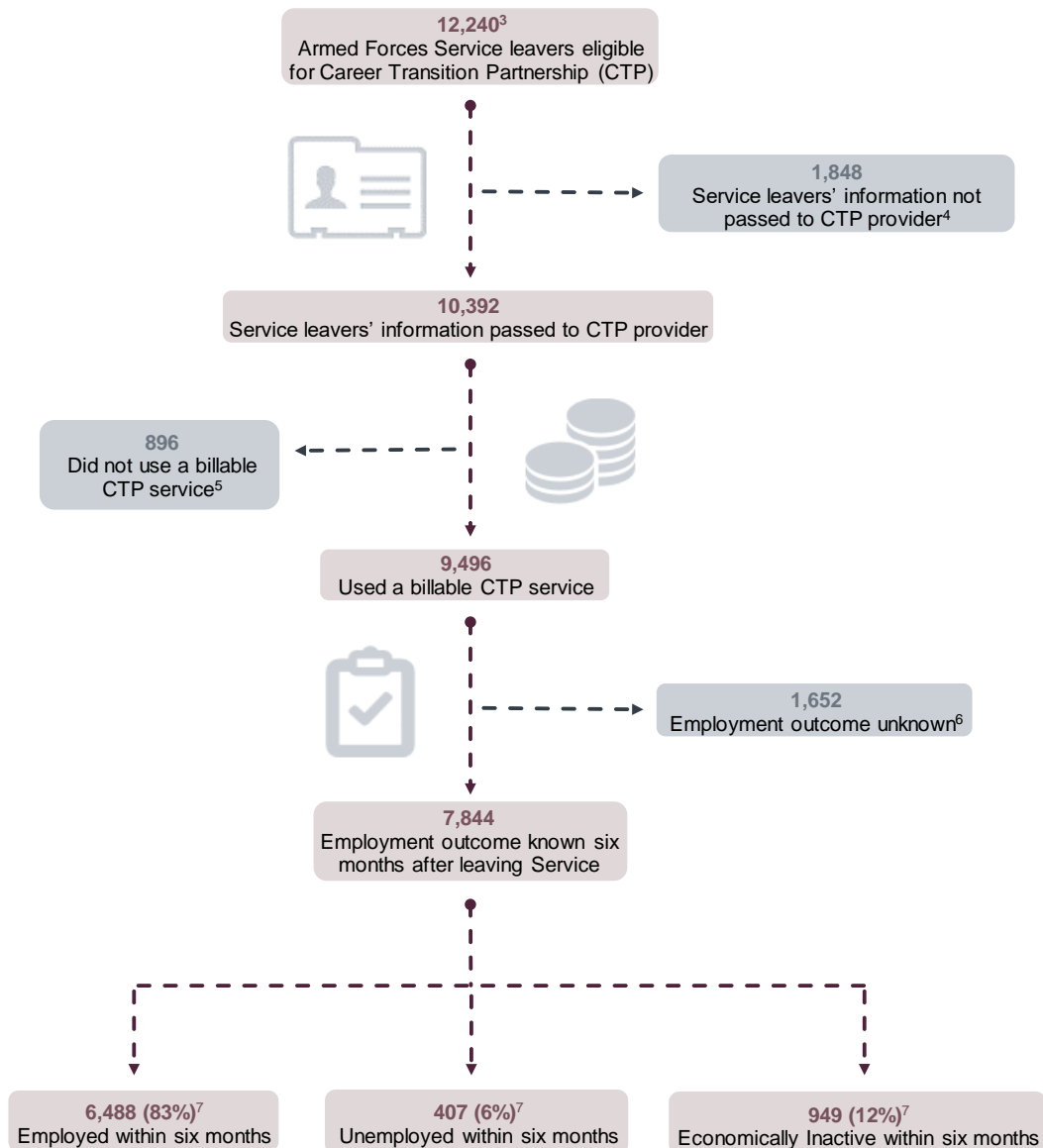
While statistics presented in this bulletin are compared to other government data to provide context within the general population, it is important to consider other factors, i.e. COVID-19, when comparing findings and trends to bulletins from previous years.

Results: Top level employment outcomes

This section presents a summary of the self-reported employment outcomes of regular service personnel and Gurkhas who left service in 2020/21 and used a billable CTP service, six months after leaving service. Further analysis includes employment outcomes by service leaver characteristics and reported occupations of employed service leavers, six months after leaving service. All underlying summary data for this report can be found in the accompanying supplementary tables.

Figure 1: Employment outcomes¹ for UK regular service leavers² in 2020/21, who used a billable Career Transition Partnership service, numbers

1 April 2020 to 31 March 2021



1. Employment outcome within six months of leaving service.

2. Includes regulars and Gurkhas who have left the UK armed forces or have an unexplained outflow between 1 April 2020 and 31 March 2021. Excludes Full Time Reserve Service personnel, mobilised reservists and deaths.

3. This figure does not match the figure reported in the UK armed forces Quarterly Service Personnel Statistics, since this report includes Gurkhas and excludes service leavers who have died: [Link to the UK armed forces Quarterly Service Personnel Statistics](#)

4. Eligible personnel whose records were not passed to CTP. This will include those who did not give permission for their information to be passed on to Right Management Ltd.

5. Includes service leavers who used 'non-billable' services, and those who may go on to use a billable service up to two years after leaving the armed forces. This also includes service leavers who had died after being registered with Right Management Ltd, had re-engaged into military service, or had actively declined to use a billable CTP service.

6. Includes non-responders at the six-month follow-up and responders who did not wish to disclose their employment status.

7. Percentages do not sum to 100% and are weighted to account for non-response bias. See 'Data, definitions and methods' section for further detail.

(Table 1, Supplementary Tables)

Sources: JPA and Right Management

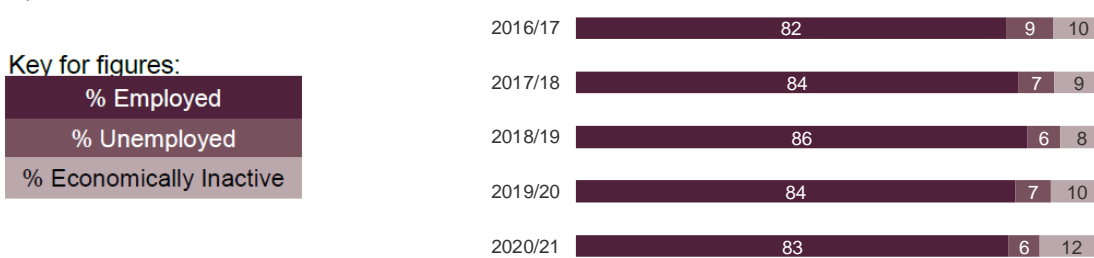
Results: Top level employment outcomes (continued)

The supplementary tables 1 to 7 present all the findings. This bulletin reports on the **significant differences** where the difference between two groups was determined to be statistically significant (z-test of proportions with a 95% confidence level). The effect size showed if the difference between two groups was large enough to be of interest. Therefore, significant differences with an effect size of ≥ 0.2 / -0.2 are reported as **notable differences**. These notable differences have been marked with an [s] in the supplementary tables 7a to 7c.

In 2020/21, 12,240 regular and Gurkha service personnel left the UK armed forces, of which 9,496 (78%) used a billable CTP service. Of those who used a billable CTP service, 7,844 (64% of all 2020/21 service leavers) provided their employment outcome at their six-month follow-up. This section of the report presents the self-reported employment outcomes of those 7,844 service leavers, referred to as ‘2020/21 service leavers’.

Of the 2020/21 service leavers, 83% were employed, 6% were unemployed and 12% were economically inactive six months after leaving service.

Figure 2: Employment outcomes for UK regular service leavers between 2016/17 and 2020/21, percentages¹
1 April 2016 to 31 March 2021



Sources: JPA and Right Management

1. The percentages presented in stacked bar charts do not sum to 100% and are weighted to account for non-response bias. See ‘Data, definitions and methods’ section for further detail.

The employment rate of 83% and the unemployment rate of 6% among 2020/21 service leavers were higher than the UK population during the same period (75%³ and 5%⁴ respectively). However, caution must be taken when making comparisons. The employment status of service leavers was recorded six months after they left service, whilst the UK population includes those that sought employment for longer than six months. For example, in 2020/21, approximately 25%⁴ of the unemployed UK population had been unemployed for more than twelve months.

In addition, there were demographic differences between the 2020/21 service leavers and the UK population, for example 90% of service leavers were male, compared with 49% of the UK population⁵. Males are more likely to be employed than females (See Employment outcomes by gender on page 8) and therefore, this disparity in gender across the populations may be driving the employment rate of service leavers to be higher than that of the UK population.

Trends over time

The employment rate of service leavers significantly increased every year between 2016/17 to 2018/19, however has decreased significantly each year since 2018/19 (Figure 2). The decrease in the latest financial year was driven by the significantly lower employment rate seen in service leavers during Q3 (79%) of 2020/21 compared to those who left during Q1, Q2 and Q4 (87%, 82% and 84% respectively). Q3 saw the highest proportion of early service leavers who are more likely to report economic inactivity, likely due to the economic effects of COVID-19 and the reduction in employment availability across the UK throughout much of 2020 and 2021⁶.

Alongside the reduction in employment rate, economic inactivity significantly increased with unemployment remaining stable due to more service leavers undertaking education/training/volunteering or taking a career break or looking after family. All increases and decreases were not notable; Defence Statistics will continue to monitor.

(Tables 2, 3, Supplementary Tables)

Sources: JPA and Right Management

Results: Top level employment outcomes (continued)

Most common occupations for employed service leavers

Approximately seven in ten (69%) of the employed 2020/21 service leavers reported that they were employed in one of the following four most common occupations, six months after leaving service:



Skilled Trade occupations (19%)

Includes occupations that require manual dexterity and other practical skills including agricultural and construction occupations. Most positions require a level of practical training including work-based training and apprenticeships.



Associate Professional and Technical occupations (18%)

Includes occupations that provide technical support to Professionals and to Managers, Directors and Senior Officials. Most occupations will have an associated high-level vocational qualification.



Elementary occupations (16%)

Includes occupations that generally require a minimal level of general education and may incorporate short periods of work related-training. Occupations in this category include bar tenders, labourers, cleaners and factory/warehouse workers.



Professional occupations (16%)

Includes occupations whose main tasks require a high level of knowledge and experience in fields such as engineering, biological and natural sciences. Most occupations will require a degree or equivalent qualification.





Notable differences in occupation were found between demographic groups, as detailed throughout this bulletin. Occupations have been grouped in accordance with Office for National Statistics' (ONS) Standardised Occupational Classification 2020 (SOC). Major SOC groups are presented within this bulletin. Further information on occupations in all SOC groups can be found on the ONS website⁷.

The effects of the COVID-19 pandemic may have influenced the occupation outcomes of 2020/21 service leavers compared to previous years. For instance, many financial and professional recruitment programmes were paused, including dedicated military programmes, which only started to return in Q3 2021. Meanwhile, trade occupations continued to recruit due to vacancies and industry shortages, and government programmes (e.g. Kickstart Scheme and Skills Bootcamps) made certain occupations more appealing. Additionally, this year saw a higher proportion of early service leavers using CTP services, which may explain the increased uptake of elementary occupations due to the qualification status of the demographic.

Results: Top level employment outcomes (continued)

Most common reasons for economic inactivity





Nearly nine in ten (88%) of the economically inactive 2020/21 service leavers reported the following reasons for economic inactivity, six months after leaving service:

-  Education, training or volunteering (40%)
-  No employment sought (34%)
-  Retired (7%)
-  Medical reasons (7%)

Notable differences were found between demographic groups with regards to reason for economic inactivity, as detailed throughout this bulletin. 2020/21 saw a significant decrease in those reporting travelling as a reason for economic inactivity which is likely due to COVID-19 travel restrictions (1% in 2020/21, 6% in 2019/20).

Service leavers not using a billable CTP service

Service personnel are under no obligation to use billable CTP support after leaving service. In 2020/21, 896 service leavers had their details passed onto the CTP provider but had not used a billable service up to 6 months after leaving service. Of which, 239 service leavers shared their reasons with the CTP provider:

-  **79%** reported being employed or self-employed after leaving service, therefore not requiring CTP support.
-  **7%** reported being in education, training or volunteering as the reason for declining billable CTP support.
-  **4%** reported being self-sufficient^a as the reason for declining billable CTP support.
-  **4%** reported emigration to outside of the UK as the reason for declining billable CTP support.

Please note, service leavers can access CTP support up to two years before and two years after leaving service. The 896 service leavers who had their details passed onto the CTP provider may go on to access billable CTP support at a later date.

- a. Includes service leavers who were seeking employment but decided they did not require CTP support.

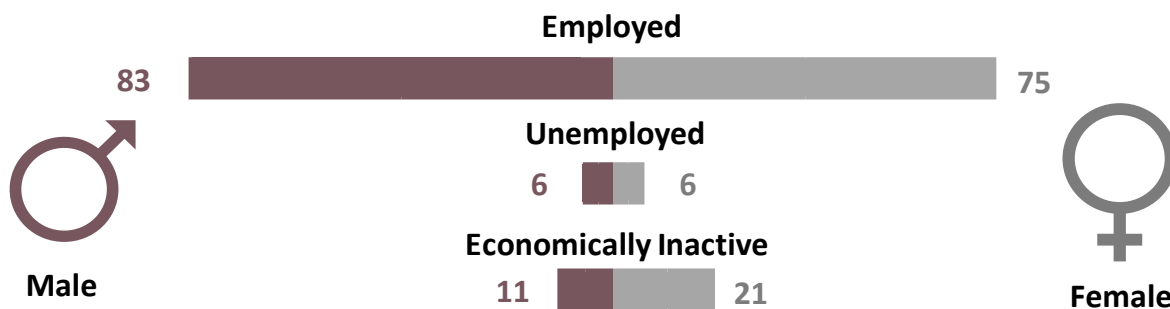
Results: Employment outcomes by gender

Key message:

There were a number of notable gender differences observed for male and female service leavers in terms of employment status, occupation and reasons for economic inactivity. However, any observations generally reflected wider gender employment differences in the UK.

Figure 3: Employment status of UK regular service leavers in 2020/21, by gender, percentages¹

1 April 2020 to 31 March 2021



Sources: JPA and Right Management






1. Percentages in the stacked bar charts do not sum to 100% and are weighted to account for non-response bias. See 'Data, definitions and methods' section for further detail.

Females were notably less likely to be employed (75%) and notably more likely to be economically inactive (21%) than male service leavers (83% and 11% respectively). Unemployment was not significantly different between males and females (both 6%), meaning the employment difference was driven by economic inactivity. This finding reflects the wider gender differences in employment status within the general UK population, however employment rates for service leavers were higher than the general UK population for both genders⁸.

Occupations of employed service leavers:

The four most commonly reported occupations by male service leavers match those for all service leavers, as detailed on page 6. However, males were more likely to report employment in Elementary Occupations (17%) than Professional Occupations (15%). Females however were more likely to report employment in Caring, Leisure and other Service occupations (19%) and Administrative and Secretarial occupations (11%) than Skilled Trade occupations (4%) and Elementary occupations (10%).

The following notable differences were observed between groups:

-  Males were more likely to report being employed in Skilled Trade occupations than females (20% and 4% respectively).
-  Males were more likely to report employment in Elementary occupation than females (17% and 10% respectively).
-  Males were more likely to be employed as Process, Plant and Machine operatives than females (11% and 2% respectively).
-  Females were more likely to be employed in Caring, Leisure and other Service occupations than males (19% and 3% respectively).
-  Females were more likely to be employed in Administrative and Secretarial occupations than males (11% and 4% respectively).

The above findings reflect wider UK gender differences within the UK workforce⁹.

Results: Employment outcomes by gender (continued)

Reasons for economic inactivity:

The four most commonly reported reasons for economic inactivity by male service leavers were the same as those for all service leavers, as detailed on page 7. However, females were more likely to report 'looking after family' (20%) and 'awaiting visa/citizenship' (6%) than 'retired' (1%) or 'medical reasons' (5%).

The following notable differences were observed between groups:



Females were more likely to report 'looking after family' than males (20% and 4% respectively)



Males^s were more likely to report 'retired' than females^s.

^s Figure has been suppressed in line with JSP 200 (October 2017)

These reasons for economic inactivity reflect wider UK gender differences, where females were significantly more likely to report 'looking after family/home' and significantly less likely to be 'retired' than males¹⁰.

(Tables 4, 5b, 6b, Supplementary Tables)

Sources: JPA and Right Management

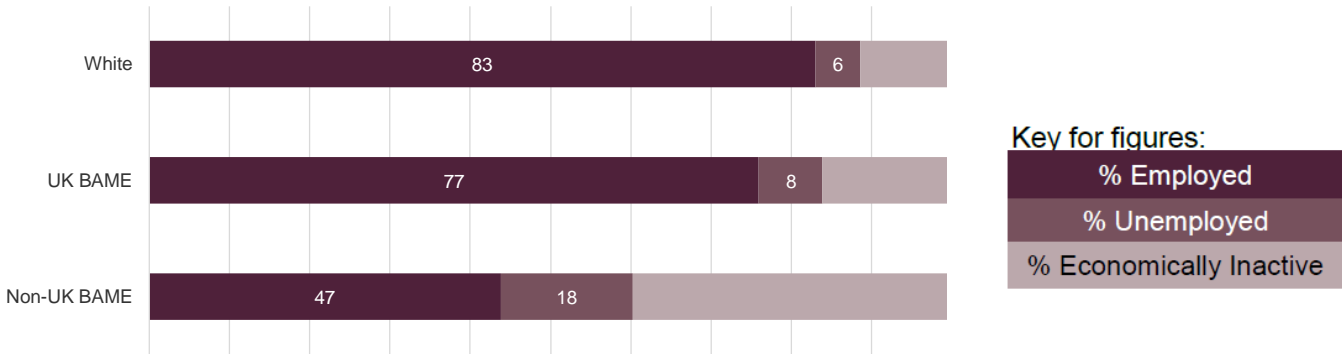
Results: Employment outcomes by ethnicity

Key message:

BAME service leavers were more likely to be unemployed six months after leaving service than White service leavers. This appears to reflect disparities between ethnic groups in the UK in terms of employment status. However, for those employed, there were no notable differences between groups in term of occupation at the major SOC level.

Figure 4: Employment status of UK regular service leavers in 2020/21, by ethnicity¹, percentages²

1 April 2020 to 31 March 2021



Sources: JPA and Right Management

1. UK BAME refers to Black, Asian and Minority Ethnic service leavers with a nationality of English, Scottish, Welsh or Irish. Please note, that Irish service leavers have all been reported under UK BAME since it was not possible to determine whether they were from Northern Ireland or the Republic of Ireland. Non-UK BAME refer to Black, Asian and Minority Ethnic foreign and Commonwealth service leavers who do not have a nationality of English, Scottish, Welsh or Irish.
2. Percentages in the stacked bar charts do not sum to 100% and are weighted to account for non-response bias. See 'Data, definitions and methods' section for further detail.

White service leavers and UK Black, Asian and Minority Ethnic (BAME) service leavers were notably more likely to be employed than Non-UK BAME service leavers (83%, 77% and 47% respectively).

Conversely, non-UK BAME service leavers were notably more likely to be unemployed than white service leavers (18% and 6% respectively).

Non-UK BAME service leavers (43%) were also notably more likely than White and UK BAME service leavers to be economically inactive (12% and 16% respectively).

The ONS also found that within the UK population, the employment rate was higher for those who reported their ethnicity as White (76%) than those who reported their ethnicity as Mixed, Indian, Pakistani, Bangladeshi, Chinese, Black/African/Caribbean or other (68%)¹¹. The ONS statistics do not differentiate between UK and non-UK BAME demographics.

Results: Employment outcomes by ethnicity (continued)

Occupations of employed service leavers:

The most commonly reported occupations by both White and BAME service leavers were the same as those for all service leavers as detailed on page 6. However, BAME service leavers were more likely to report employment as Process, Plant and Machine operatives (13%) than Professional Occupations (12%).

There were no notable differences between groups.

Reasons for economic inactivity:

The four most commonly reported reasons for economic inactivity by white service leavers were the same as those for all service leavers, as detailed on page 7. BAME service leavers were more likely to report 'awaiting visa/ citizenship' (29%) than 'retired' (1%).

The following notable differences were observed between groups:



BAME service leavers were more likely to report 'awaiting visa/citizenship' than white service leavers (29% and <1% respectively).



White service leavers were more likely to report 'education/ training/ volunteering' than BAME service leavers (42% and 24% respectively).



White^s service leavers were more likely to report 'retired' than BAME^s service leavers.

^s Figure has been suppressed in line with JSP 200 (October 2017)

(Tables 4, 5d, 6d, Supplementary Tables)

Sources: JPA and Right Management

Results: Employment outcomes by service

Key message:

There were a number of differences observed in terms of employment status, occupation and reasons for economic inactivity for service leavers from each of the three services, though few differences were notable. The most notable differences were observed amongst those who were economically inactive six months after leaving service.

Figure 5: Employment status of UK regular service leavers in 2020/21, by service¹, percentages²

1 April 2020 to 31 March 2021



Key for figures:

% Employed

% Unemployed

% Economically Inactive

Sources: JPA and Right Management

1. 'Royal Navy' includes Royal Navy and Royal Marine service leavers.

2. Percentages in the stacked bar charts do not sum to 100% and are weighted to account for non-response bias. See 'Data, definitions and methods' section for further detail.

Army service leavers were less likely to be employed six months after leaving service (81%) than Royal Navy and RAF service leavers (both 85%). However, these differences were not notable.

Occupations of employed service leavers:

The four most commonly reported occupations by Royal Navy and Army service leavers were the same as those for all service leavers, as detailed on page 6. RAF service leavers were more likely to report employment as Managers, Directors and Senior Officials (9%) than Elementary occupations (7%).

There were only two notable differences observed between groups within all occupations:



RAF service leavers were more likely to report employment in Associate Professional and Technical occupations than Army service leavers (26% and 15% respectively).



Royal Navy service leavers and Army service leavers were more likely to report employment in Elementary occupations than RAF Service leavers (14%, 20% and 7% respectively).

Results: Employment outcomes by service (continued)

Reasons for economic inactivity:

Three of the four most commonly reported reasons for economic inactivity by Royal Navy and RAF service leavers were the same as those for all service leavers, as detailed on page 7, however both were more likely to report 'looking after family' (5% and 11% respectively) than 'medical reasons' (4% and 5% respectively). Army service leavers were more likely to report 'looking after family' (6%) than 'retirement' (4%).

The following notable differences were observed between groups:



Royal Navy service leavers and Army service leavers were more likely to report 'education, training or volunteering' than RAF service leavers (41%, 43% and 24% respectively).



Both Royal Navy and RAF service leavers were more likely to report being 'retired' than Army service leavers (9%, 21% and 4% respectively). RAF service leavers were also more likely to report being retired than Royal Navy service leavers.



Royal Navy service leavers were more likely to report 'travelling abroad' than RAF service leavers (4% and 0% respectively)

(Tables 4, 5a, 6a, Supplementary Tables)

Sources: JPA and Right Management

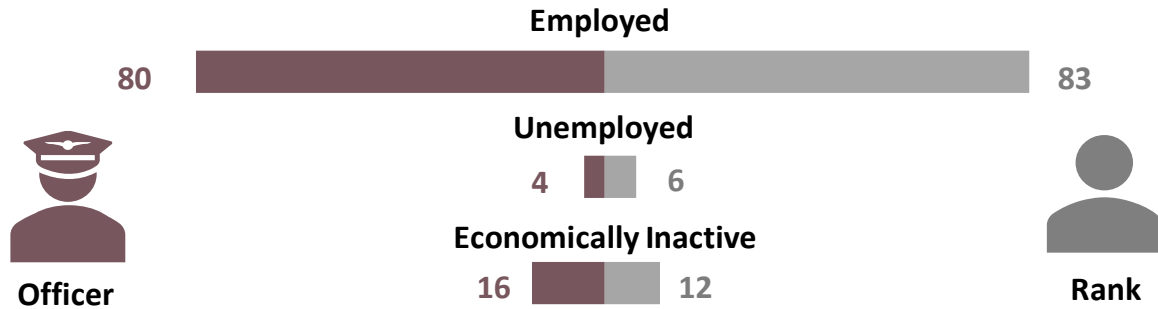
Results: Employment outcomes by rank

Key message:

There were no notable differences between Officers and Other Ranks in terms of employment status six months after leaving service. However, there were many notable differences in occupation and reason for economic inactivity, which may reflect the age profile of these cohorts. With regards to regular service leavers (excluding Gurkhas), Officers have a mean age at exit of 43 years whilst Other Ranks have a mean age at exit of 28 years¹².

Figure 6: Employment status of UK regular service leavers in 2020/21, by rank, Percentages¹

1 April 2020 to 31 March 2021



Sources: JPA and Right Management

1. Percentages in the stacked bar charts do not sum to 100% and are weighted to account for non-response bias. See 'Data, definitions and methods' section for further detail.




Officers were more likely to be economically inactive (16%) than Other Ranks (12%). However, this difference was not notable.

Occupations of employed service leavers:





The four most commonly reported occupations by Other Ranks were the same as those for all service leavers, as detailed on page 6. Officers were more likely to report employment as Managers, Directors and Senior Officials (20%) and Administrative and Secretarial occupations (7%) than Skilled Trade occupations or Elementary occupations (5% and 2% respectively).

The following notable differences within all occupations were observed between groups:

Officers were more likely than Other Ranks to report being employed:

-  In Associate Professional and Technical occupations (27% and 17% respectively).
-  In Professional occupations (34% and 13% respectively).
-  As Managers, Directors and Senior Officials (20% and 5% respectively).

Other Ranks were more likely than Officers to report being employed:





-  In Skilled Trade occupations (21% and 5% respectively).
-  As Process, Plant and Machine operatives (12% and 2% respectively).
-  In Elementary occupations (18% and 2% respectively).
-  In Sales and Customer Service occupations (6% and 2% respectively).

Results: Employment outcomes by rank (continued)

Reasons for economic inactivity:

Three of the four most commonly reported reasons for economic inactivity by Officers and Other Ranks were the same as those for all service leavers, as detailed on page 7. However, Officers were more likely to report 'looking after family' (7%) than 'medical reasons' (2%). Other Ranks were more likely to report 'looking after family' (6%) than 'retired' (4%).

The following notable differences were observed between groups:

-  Other Ranks were more likely to report 'education, training or volunteering' than Officers (44% and 21% respectively).
-  Officers were more likely to be 'retired' than Other Ranks (26% and 4% respectively).
-  Other ranks were more likely to report 'medical reasons' than Officers (7% and 2% respectively).
-  Other ranks were more likely to report 'awaiting visa/citizenship' than Officers (4% and 0% respectively).

(Tables 4, 5c, 6c, Supplementary Tables)

Sources: JPA and Right Management

Results: Employment outcomes by age at exit and length of service

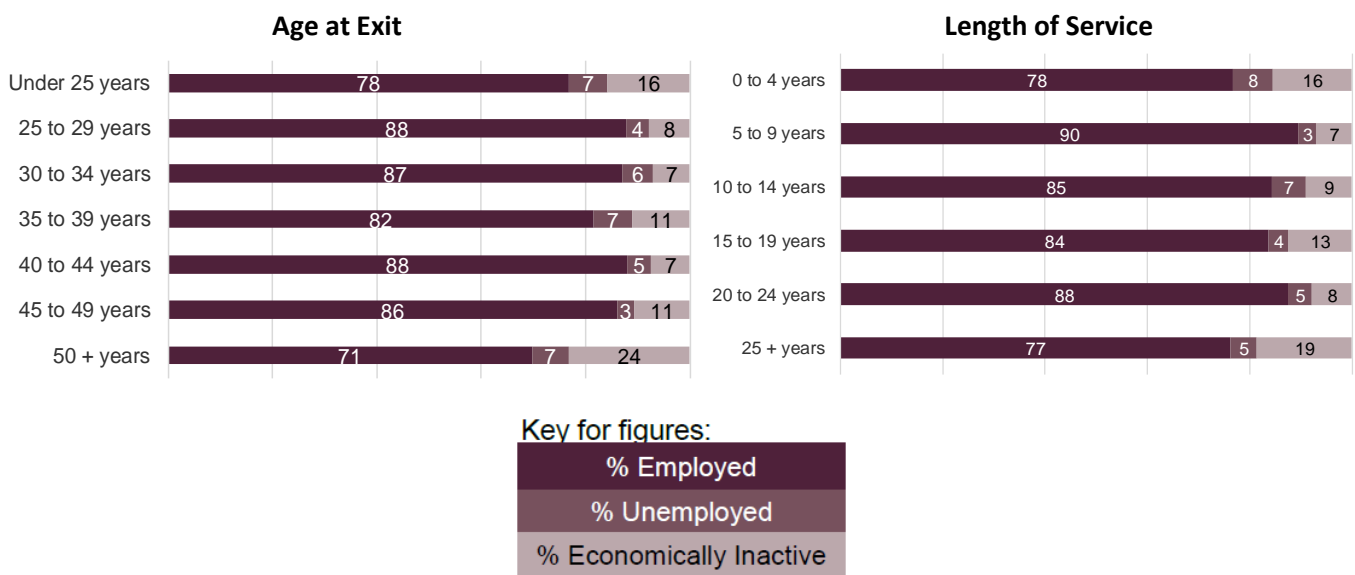
Key message:

There was a strong correlation between length of service and age at exit, such that service leavers with shorter lengths of service were generally younger than those with longer lengths of service. As such, this section presents employment outcomes by age at exit only.

There were many notable differences observed between age groups in terms of employment status, occupation and reasons for economic inactivity six months after leaving service. Considering all of the notable differences in this findings section, age at exit appears to have the biggest influence on different employment outcomes, when compared with other demographic groups.

Figure 7: Employment status of UK regular service leavers in 2020/21, by age at exit and length of service, percentages¹

¹ 1 April 2020 to 31 March 2021



Sources: JPA and Right Management

1. Percentages in the stacked bar charts do not sum to 100% and are weighted to account for non-response bias. See 'Data, definitions and methods' section for further detail.

Service leavers 25 to 29 years of age and 40 to 44 years of age at exit had the highest employment rate of all age groups (both 88%) and were notably more likely to be employed than service leavers under 25 (78%) and service leavers aged 50 years or older (71%). Economic inactivity was highest amongst those aged 50 years and older (24%), notably higher than all other age groups except those aged under 25 years (16%).

Service leavers aged under 25 showed a significant decrease in employment rate between 2018/19 (85%) and 2019/20 (79%) and a further decrease in 2020/21 (78%) which was not significant. ONS data showed a similar trend in the general population, following a decrease in 2019/20 with signs of recovery in late 2020/21⁶.

(Tables 4, 5e, Supplementary Tables)

Sources: JPA and Right Management


Results: Employment outcomes by age at exit and length of service (continued)


Occupations of employed service leavers:

The numbers in the age groupings presented in the Supplementary Tables were too small to enable a useful comparison of occupation by age; service leavers have therefore been categorised into three broad age categories: leavers aged under 30, leavers aged 30 to 39 and leavers aged 40 and over.


All age groups of service leavers reported three of the four most commonly reported occupations the same as those for all service leavers detailed on page 6. However, service leavers aged under 30 were more likely to report employment in Process, Plant and Machine Operatives (12%) than Professional Occupations (8%) and service leavers aged 30 to 39 and 40 and over were more likely to report employment in Managers, Directors and Senior Officials occupations (10% and 13% respectively) than Elementary occupations (7% and 4% respectively).


Age groups showed different results for most common occupation:


 Service leavers aged under thirty were most likely to report employment in Elementary occupations and Skilled Trade occupations (26% and 23% respectively).


 Service leavers aged 30 and over were most likely to report employment in Associate Professional and Technical occupations (23% of those aged 30 to 39, 25% of those aged over 40) and Professional occupations (23% of those aged 30 to 39, 25% of those aged 40 and over).


The following notable differences within all occupations were observed between groups:


 Service leavers aged under 30 were more likely to report being employed in Elementary occupations than service leavers aged 30 and over (26% of those aged under 30, 7% of those aged 30 to 39, 4% of those aged 40 and over).

 Service leavers aged 30 and over were more likely to report being employed as Managers, Directors and Senior Officials than service leavers aged under 30 (2% of those aged under 30, 10% of those aged 30 to 39, 13% of those aged 40 and over).

 Service leavers aged 30 and over were more likely to report being employed in Professional occupations than service leavers aged under 30 (8% of those aged under 30, 23% of those aged 30 to 39, 25% of those aged 40 and over).

 Service leavers aged under 30 were more likely to report being employed in Skilled Trade occupations than service leavers aged 30 and over (23% of those aged under 30, 17% of those aged 30 to 39 and 12% of those aged 40 and over). Service leavers aged 30 to 39 were also more likely to report being employed in Skilled Trade occupations than those aged 40 and over.

 Service leavers aged 30 and over were more likely to report employment in Associate Professional and Technical occupations than those aged under 30 (12% of those aged under 30, 23% of those aged 30 to 39, 25% of those aged 40 and over).

 Service leavers aged under 30 were more likely to report employment in Sales and Customer Service occupations than those aged 30 and over (8% of those aged under 30, 3% of those aged 30 to 39, 2% of those aged 40 and over).

Results: Employment outcomes by age at exit and length of service (continued)

Reasons for economic inactivity:

The most commonly reported reasons for economic inactivity varied greatly by age at exit, with a high number of notable differences observed between different age groups. All age groups reported 'education, training or volunteering' and 'no employment sought', and all but those aged 25 to 29 also reported 'medical reasons', in line with the top four reasons for economic inactivity for all service leavers. However, those aged under 50 were more likely to report 'looking after family' or 'awaiting visa/citizenship' than 'retired'. In 2020/21, there was also a significant increase in the number of 30 to 44 year olds reporting 'looking after family' as the reason for economic inactivity, which is likely to be due to the effects of COVID-19 and home-schooling.

The most notable differences observed between groups were:



'Education, training or volunteering' was the most common reason for economic inactivity reported by service leavers in all age groups under 35, with percentages broadly decreasing with age. Specifically, those aged under 25 were notably more likely to report this reason for economic inactivity than service leavers in all age groups aged 35 and over (for example, 58% of those aged under 25 compared with 25% of those aged 35 to 39).



Service leavers aged 50 and over were more likely to report being 'retired' (46%) than service leavers in all younger age groups. No service leavers under 40 reported retirement as a reason for economic inactivity.



Service leavers aged under 25 were less likely to report 'looking after family' (1%) as a reason for economic inactivity than those aged 30 to 34 (17%), 35 to 39 (25%) and 40 to 44 (19%). Service leavers aged 30 to 44 were also more likely to report this reason for economic inactivity than those aged 50 and over^s.



Service leavers aged 45 to 49 were more likely to report 'no employment sought' (55%) as a reason for economic inactivity than those aged under 25 years (31%), 25 to 29 years (28%) and 30 to 34 years (26%).



Service leavers aged under 25 were less likely to report 'awaiting visa/citizenship' (3%) as a reason for economic inactivity than those aged 25 to 29 (14%) but more likely than those aged over 40 (0%). Those aged 25 to 29 were more likely to report 'awaiting visa/citizenship' (14%) as a reason for economic inactivity than those aged 30 to 34^s and those aged over 40 (0%).

^s Figure has been suppressed in line with JSP 200 (October 2017)

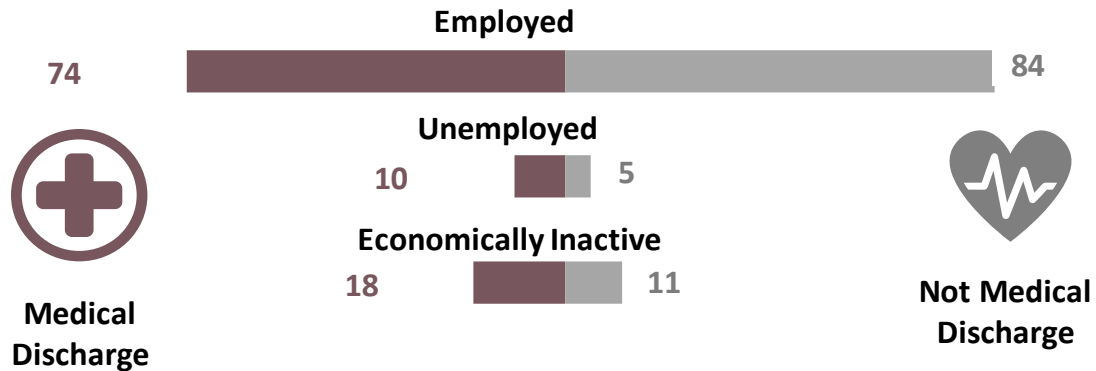
(Tables 5e, 6f, Supplementary Tables)

Sources: JPA and Right Management

Results: Employment outcomes for medically discharged service leavers

Figure 8: Employment status of UK service leavers in 2020/21, by medical discharge status, percentages¹

1 April 2020 to 31 March 2021



Sources: JPA and Right Management

1. Percentages do not sum to 100% and are weighted to account for non-response bias. See 'Data, definitions and methods' section for further detail.

Service leavers who were medically discharged were notably less likely to be employed (74%) and more likely to be unemployed (10%) and economically inactive (18%) than service leavers who were not medically discharged (84%, 5% and 11% respectively).

For service leavers who were medically discharged, gaining employment within six months may not have been a short-term goal. These service leavers may also have been entitled to enhanced career support from the CTP-assist team¹³. This support aims to assist individuals to find a future outcome that works for them.

Depending on their individual circumstances, the MOD may grant some medically discharged service leavers deferred CTP support for up to two years^c. This means those who have a long-term goal of gaining employment could be accessing CTP support up to four years after leaving the armed forces.

2020/21 service leavers who were medically discharged showed a higher employment rate (74%) than those in 2019/20 (70%). The COVID-19 pandemic saw many employers unable to offer the types of employment initiatives that are most beneficial to those medically discharged, such as civilian work attachments and industry taster visits. However, during 2021 more industries were able to resume these activities which may have contributed to the improved employment rates for these service leavers. Additionally, more employers resumed attendance on CTW+ workshops, which are aimed at individuals under CTP-Assist, to conduct mock interviews. Defence Medical Services, in conjunction with the Regular Forces Employment Association (RFEA) also initiated a programme of improvement for individuals on a medical pathway to improve their employment outcomes.

(Table 4, Supplementary Tables)

Sources: JPA and Right Management

c. Access to CTP support more than two years after leaving the armed forces would need to be authorised by the MOD and is linked to exceptional circumstances.

Data, definitions and methods

This section provides a brief summary of the data sources and methodology; more detailed information is available in the accompanying Background Quality Report.

Data sources

The Joint Personnel Administration (JPA) system was used to identify regular and Gurkha service personnel who left the UK armed forces each financial year between 2016/17 and 2020/21. Demographic information (such as gender, service, rank and ethnicity) was also extracted from the JPA system.

The MOD's authoritative databases on in-service deaths and medical discharges were used to identify and remove those who died from the service leavers cohort, and to identify those medically discharged from service.

Right Management's ADAPT system was used to identify service personnel who had their details passed on to Right Management, and of those, the service personnel who have used a billable CTP service. Employment outcomes were also extracted from the ADAPT system.

Data coverage

These statistics present employment outcomes for UK regular and Gurkha service leavers who have used a billable CTP service. This report does not include Full Time Reserve Service personnel or mobilised reservists.

Prior to 1 April 2019, the number of Early Service Leavers undertaking the Future Horizons programme was calculated by prioritising reason for exit over length of service, which resulted in lower numbers of early service leavers being presented in the *Future Horizons: Early Service Leavers* category. The methodology has been reviewed and, as of 1 April 2019, Future Horizons users were categorized primarily on service length to identify Early Service Leavers. Further information can be found in the Background Quality Report.

As of 1 August 2020, length of service is the only factor used to determine which CTP programme service leavers qualify for. Previously, those who were discharged for disciplinary reasons were automatically provided with CTP support through the Future Horizons programme regardless of their length of service. The change in policy now allows these service leavers to qualify for the CTP programme appropriate for their length of service; this change in policy will therefore have affected some service leavers in the 2020/21 cohort whereby some service leavers who were discharged for disciplinary reasons will appear in FH-Other and some will appear in their respective programme, depending on when they left service.

Since 1 Oct 2015, RM have attempted to contact all users of a billable CTP service to understand the employment outcome six months after leaving service. Since 2016/17 Right Management have achieved an average response rate of 82%. Further information is available in the Background Quality Report.

CTP Employment outcomes were only sought from those who used billable CTP services. Service leavers who accessed only non-billable services such as career fairs were excluded. These statistics also exclude service leavers who did not use a billable service six months after leaving the armed forces but who may have gone on to use a billable CTP service up to two years after leaving the armed forces.

Calculation of employment rates

The employment rates were calculated in line with the [Office for National Statistic'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.

Data, definitions and methods (continued)

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 throughout the bulletin in stacked bar charts do not sum to 100%.

Non-responder bias

Despite a high response rate for the 2020/21 service leavers (83%), investigations were conducted to determine any non-responder bias. Response rates were lower for Army service leavers and service leavers who were of non-officer ranks.

This means that the characteristics of responders did not reflect the distribution of characteristics among all 2020/21 service leavers. Therefore, responses were weighted by service, rank and age group in order to correct for any bias caused by over or under-representation. Numbers are presented as unweighted counts and percentages have been weighted. For further details on how the weights were calculated and applied to the data, please see the Background Quality Report.

Determining occupations and reasons for economic inactivity

Free-text occupation information for all users of a billable CTP service who reported as being employed six months after leaving the armed forces was coded and presented in line with ONS' 'major' Standard Occupational Classification (SOC) 2020 groupings. Since 2017/18, this publication has presented the lower level occupation that service leavers reported being in, six months post service. This more detailed occupation information was added following interest from the armed forces Pay Review Body (See Supplementary Tables, Table 5h). Right Management supplied categorised information for all users of a billable CTP service who reported as being economically inactive six months after leaving the armed forces.

Significance test

Percentages enabled comparisons to be made between various demographic characteristics. The z test difference between two proportions was used to identify if there were significant differences between percentages from the various responses. The significance test provided confidence to state that an observed difference between the percentages was a real difference and did not occur due to chance. Upper and lower confidence intervals were also calculated from the z test.

A significance level of 0.05 has been used throughout this report, however, where appropriate, a Bonferroni correction has been applied to allow for multiple testing (when more than two groups are being compared). A Bonferroni correction helps to reduce the likelihood of a difference being classed as significant when it is not (a false positive). To do this the level of significance (0.05) was divided by the number of tests being carried out. Statistical significance was then only assumed when the *p*-value was less than the corrected significance level.

Measure of effect

The measure of effect was calculated to quantify the difference between two groups where statistically significant differences were found. Only significant differences with an effect size equal to or greater than 0.2 or -0.2 (indicating a small to large effect size) were reported as notably different within this Statistical Bulletin.

Please see the Background Quality Report for further information on the statistical procedures applied.

Pearson product moment correlation coefficient

Correlation is a measure of the linear relationship between two variables. A Pearson correlation coefficient value of 0.92 between age at exit and length of service suggests that there is a strong positive correlation between the two variables. This means that as the value of one variable increases, the value of the other variables also increases. Further information can be found in the Background Quality Report.

Glossary:

ADAPT	Right Management's Administration System.
BAME	Black, Asian and Minority Ethnic service leavers.
Core Resettlement Programme (CRP)	A programme provided by CTP to provide support to service leavers who have served at least six years.
Career Transition Partnership (CTP)	The CTP provides resettlement services, for example transition back into employment, for those leaving the Royal Navy, Royal Marines, Army and Royal Air Force. Regardless of time served, all members of the armed forces can benefit from CTP support when leaving service.
CTP Future Horizons (FH)	A programme provided by CTP to provide employment support to service leavers who had served less than four years.
Early service leavers (ESL)	Early service leavers refer to personnel who served less than four years in the armed forces.
Economically inactive	People not in full-time or part-time paid employment, but not actively looking for work, such as students, carers, retired, travelling, looking after family, unwell, medically unfit for work and those awaiting visas/citizenship.
Effect size	Effect size illustrates the magnitude of the difference between two populations.
Employed	People in full-time or part-time paid employment.
Employment Support Programme (ESP)	A programme provided by CTP to provide support to service leavers who have served four or five years.
Gurkha	Recruited and employed in the British and Indian Armies under the terms of the 1947 Tri-Partite Agreement (TPA) on a broadly comparable basis. They remain Nepalese citizens but in all other respects are full members of HM Armed Forces. Since 2008, Gurkhas are entitled to join the UK Regular Forces after 5 years of service and apply for British citizenship.
Joint Personnel Administration (JPA)	Armed forces personnel data from April 2007 is held on the Joint Personnel Administration (JPA) System. It replaced the separate payment and administration teams from each of the single services.
Ministry of Defence (MOD)	The Ministry of Defence (MOD) is the United Kingdom government department responsible for the development and implementation of government Defence policy and is the headquarters of the British armed forces. The principle objective of the MOD is to defend the United Kingdom and its interests. The MOD also manages day to day running of the armed forces, contingency planning and Defence procurement.

Glossary (continued)

Medically discharged personnel	Service personnel suffering from a medical condition or fitness issue that affects their ability to perform their duties may be discharged from service on medical grounds.
Non-UK BAME	Non-UK BAME refer to Black, Asian and Minority Ethnic foreign and commonwealth service leavers who do not have a nationality of English, Scottish, Welsh or Irish.
Officer	An officer is a member of the armed forces holding the Queen's Commission to lead and command elements of the forces. Officers form the middle and senior management of the armed forces. This includes ranks from Sub-Lt/2nd Lt/Pilot Officer up to Admiral of the Fleet/Field Marshal/Marshal of the Royal Air Force, but excludes Non-Commissioned Officers.
Other Ranks	Other ranks are members of the Royal Navy, Royal Marines, Army and Royal Air Force who are not officers. Other ranks include Non-Commissioned Officers.
Service leavers	Service leavers are former UK armed forces personnel who exited the services during the financial year 2020/21.
Statistically significant	Refers to a result of a statistical test in which there is evidence of a change in proportions between groups.
Statistical tests	Refers to those tests which are carried out to see if any evidence exists for a proportional difference in response between groups.
UK BAME	UK BAME refers to Black, Asian and Minority Ethnic service leavers with a nationality of English, Scottish, Welsh or Irish. Please note that Irish service leavers have all been reported under 'UK BAME' since it was not possible to determine whether they were from Northern Ireland or the Republic of Ireland.
UK Regulars	Full time service personnel, including Nursing Services, but excluding FTRS personnel, Gurkhas, Naval activated Reservists, mobilised Reservists, Military Provost Guarding Service (MPGS) and Non Regular Permanent Service (NRPS). Unless otherwise stated, includes trained and untrained personnel.
Unemployed	People not in full-time or part-time paid employment, but actively seeking employment.
z-test	Statistical test based on a standardised distribution which allows comparison between populations/groups of different sizes.

References:

1. [Career Transition Partnership](#)
2. [Armed Forces Covenant](#)
3. [Office for National Statistics time series of UK population employment rate](#)
4. [Office for National Statistics time series of UK population unemployment rate](#)
5. [Office for National Statistics population estimates for the UK, England and Wales, Scotland and Northern Ireland, mid-2020 dataset](#)
6. [Labour Market overview, UK](#)
7. [Office for National Statistics Standard Occupational Classification \(SOC\) Hierarchy: SOC 2020](#)
8. [Office for National Statistics Labour Market Statistics](#)
9. [Employment by status and occupation](#)
10. [Economically inactivity by reason \(seasonally adjusted\)](#)
11. [Labour market status by ethnic group](#)
12. [UK armed forces biannual diversity statistics: 2021](#)

References (continued)

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Further Information

Symbols

[c] Figure has been suppressed in line with JSP 200.
r Revised.

Disclosure Control

Figures are presented unrounded. In line with JSP 200 (October 2017), the suppression methodology has been applied to ensure individuals are not inadvertently identified dependent on the risk of disclosure. Numbers fewer than three have been suppressed and presented as '[c]'. Where there was only one cell in a row or column that was fewer than three, the next smallest number has also been suppressed so that numbers cannot be derived from totals.

Revisions

There are no planned revisions of this bulletin. Amendments to figures may be identified in future analysis. To ensure continuity and consistency, figures will only be adjusted during the year where it is likely to substantially affect interpretation and use of the figures, otherwise required corrections will be released in future bulletins along with reasons for the corrections.

- i. Where the number of figures updated in a table is small, figures will be updated and those which have been revised will be identified with the symbol "r". An explanation for the revision will be given in the footnotes to the table.
- ii. Where the number of figures updated in a table is substantial, revisions to the table, together with the reason for the revisions will be identified in the commentary at the beginning of the relevant chapter / section, and in the commentary above the affected tables. Revisions will not be identified by the symbol "r" as this may make the table more difficult to read in cases there are a large number of revisions.

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