Background Quality Report

Career Transition Partnership annual statistics: UK service personnel employment outcomes, 2017/18 to 2021/22

The purpose of a background quality report is to inform users of the statistics about the quality of the data used to produce the publication, and any statistics derived from that data. It also discusses existing uses of the statistics and user requirements.

This assessment relates to the annual 'Career Transition Partnership Statistics' published by Defence Statistics on Thursday 16 February 2022.

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2 Introduction & Statistical Presentation

This annual Official Statistic provides summary statistics on the estimated employment outcomes for UK Regular service personnel (including Gurkhas) who left the UK armed forces between 2017/18 and 2021/22 and used the services provided by the Career Transition Partnership (CTP). The figures provide estimated employment outcomes for service personnel within six months of leaving the UK armed forces.

The findings in this Statistical Bulletin are presented by top level employment outcomes and the following demographic groups: gender, ethnicity, service, Officer/Rank groups, length of service, age at exit and medical discharge status.

All underlying data are presented in the supplementary tables (in Excel and Open Data Source (ODS) formats) in five sections:

a) **Section 1:** Top level employment outcomes (supplementary tables 1 to 3). This section presents top-level employment outcomes (the number and percentages employed, unemployed and economically inactive) for regular and Gurkha personnel who left the UK armed forces in 2021/22 and used billable CTP services, six months after leaving service. Trends over time are also presented by financial year and financial quarters between 2017/18 and 2021/22.

b) **Section 2:** Employment outcomes by demographic groups (supplementary table 4). This section presents a summary of employment outcomes for 2021/22 service leavers, by demographic groups.

c) **Section 3:** Employed occupations by demographic groups (supplementary tables 5 to 5h). This section presents a summary of occupations in which service leavers were employed six months after leaving the armed forces, by demographic groups.

d) **Section 4:** Reasons for economic inactivity (supplementary tables 6 to 6f). This section presents a summary of reasons for economic inactivity for service leavers who reported being economically inactive six months after leaving the armed forces, by demographic groups.

e) **Section 5:** Significant differences (supplementary tables 7a to 7c). This section presents a summary of significant differences between demographic groups by employment outcome, occupations, and reasons for economic inactivity.

These Official Statistics were first released in June 2013 and subsequently published on a quarterly basis. Following the quarterly release in December 2014, Defence Statistics proposed a reduction in the frequency of these statistics from quarterly reports to annual reports. The first annual report was released in June 2015, covering the five-year period 2009/10 to 2013/14, with annual updates in 2016 to 2023 each presenting the previous five financial years.

Ad-hoc interrogation of the data used to compile these statistics is regularly undertaken by Defence Statistics in order to answer Freedom of Information (FOI) requests, Parliamentary Questions (PQs) and internal queries from within the Ministry of Defence.

The Career Transition Partnership (CTP)[1] is an agreement between a contractor (Right Management Limited[2], since 1998) and the MOD. The CTP also incorporates two service charities, the Forces Employment Charity (REFA)[3] and the Royal British Legion Industries[4]. The CTP exists to support service leavers in their transition from the military to civilian employment. Service leavers differ in age and military experience, and all have different qualifications and aspirations. However, the adjustment from the military environment to the civilian world is an issue common to all.

The CTP philosophy is that resettlement preparation is for life, not just to get the first job after leaving the military. Support is typically provided from two years before leaving the armed forces, through to two years after. The aim is to provide a personalised service that meets the need of the individual service leaver, be that further education, retirement, self-employment, full-time employment or part time employment. For employment, this support includes providing the tools for service leavers to market themselves confidently to employers and to get the most out of life outside the forces. This ranges from creating a CV and learning interview skills through to researching and accessing vocational training and applying for jobs. The services provided by the CTP fall into the following four categories: Guidance, Career Transition, Vocational Training and Job Finding Support.

There are three main CTP support programmes:

a) Formerly known as the 'Full Resettlement Programme' (FRP), the **Core Resettlement Programme (CRP)** will normally commence with attendance on a three-day Career Transition Workshop (CTW). Service personnel will then gain access to the CTP interactive website 'myPlan' and will also be appointed a Career Consultant who will help with advice and guidance and support their resettlement progress. They will also have access to the bespoke online CTP job-board 'RightJob', and the support of a consultant is available for up to two years post after leaving the armed forces. Various other workshops for example, Self-Employment Awareness, New Horizons in Retirement and vocational training courses are also available. Those service leavers who are being medically discharged are also entitled to this 'core' support. The MOD may determine, based on individual circumstances, that a service leaver being medically discharged is entitled to career support via the CTP Assist team, which aims to help those individuals pinpoint a rewarding and realistic change of career. For many, this support plays a fundamental part in the individual's future planning – it is about identifying who they are, and what they want to do, and working with them to find the future outcome that works for them – whatever their injury or illness.

b) The **Employment Support Programme (ESP)** includes an interview with a Career Consultant, attendance on a one-day Job Finding workshop, access to 'myPlan' and 'RightJob' and the support of a Consultant for up to two years after leaving the armed forces.

c) The **Future Horizons (FH)** includes an interview with an Employment Advisor, access to 'myPlan' and 'RightJob' and ongoing employment support up to two years post after leaving the armed forces.

Within each programme service leavers are offered a range of 'billable' services (where Right Management will invoice the MOD for payment):

a) The types of benefits available to service leavers under both the CRP and ESP include transition workshops, one-to-one career guidance, housing advice, financial briefs and job finding support. Service leavers can access this resettlement support two years either side of their discharge date. After this period, employment support is available to service leavers for the remainder of their working lives from the [RFEA, the Forces Employment Charity](#)[3], a charity embedded within MOD's resettlement framework.

b) Under the FH, the MOD is billed for all personnel who opt-in and receive a 1:1 interview and ongoing employment support. FH offers a needs assessment with appropriate referral or signposting to help tackle any barriers to employment and support after leaving the armed forces to ensure service leavers gain sustainable employment, education or further training. FH support is available to eligible personnel for up to two years after leaving the armed forces.

c) In addition to the billable services, all service leavers can receive housing advice and financial briefs. Those on the CRP are entitled to attend online webinars hosted by CTP, access graduated resettlement time (GRT), subsistence allowance, including travel warrants and a training grant. Service leavers on both the CRP and ESP can also access Enhanced Learning Credits (ELC) in line with the ELC policy set out in [JSP 822](#)[5].

Service leavers accessing CTP support through any of the programmes may also use 'non-billable' services, such as attending career fairs.

Who is eligible for CTP support?

Length of service is the key criteria used to determine CTP programme eligibility for most service leavers;

a) The CRP is offered to service leavers with at least six years' service at their time of exit.

b) Service leavers who will have served between four and six years at exit are entitled to access CTP support through the ESP.

c) Early service leavers (ESLs) who will have served fewer than four years at exit are entitled to access CTP support through the FH.

However, the following reasons for leaving the armed forces are also taken into consideration:

a) Service personnel who were medically discharged from service will automatically be eligible to receive CTP support through the CRP, regardless of length of service. In Table 4 of this report, service leavers who used the CRP have been split into two categories; those who were medically discharged, and other CRP users.

b) Prior to 1 August 2020, service personnel who were discharged for disciplinary reasons or were deemed unsuitable for service were automatically provided with CTP support through the FH, regardless of length of service. As of 1 August 2020, a change in policy to [JSP 534](#)[6] allowed service personnel discharged for aforementioned reasons to qualify for the CTP programme appropriate for their length of service. Service leavers who were discharged for disciplinary reasons or deemed unsuitable for service with less than four years' service prior to 1 August 2020 are reported as 'FH-Other. Due to delays in implementation of the new policy, some of these service leavers who left after 1 August 2020 are still being reported under 'FH-Other'.

Since 1 October 2013 **all** regular and Gurkha service personnel have been eligible for the Career Transition Partnership resettlement provision.

Prior to 1 October 2013 ESLs with fewer than four years' service were not eligible to receive CTP support, nor were service personnel who left the UK armed forces for disciplinary reasons or who were deemed unsuitable for service. CTP support was provided only through the CRP and ESP programmes.

Who is included within these statistics?

All service leavers during each financial year between 2017/18 and 2021/22 are identified within these statistics. However, employment outcomes are only reported on for those who have used a 'billable' CTP service prior to leaving the armed forces, or up to six months after leaving the armed forces. Any service leaver who used a billable CTP service between six months and two years after leaving the armed forces will be excluded from employment outcome analysis in this report.

Whilst the CTP eligibility criteria changed from 1 October 2013, Defence Statistics only began reporting on service leavers accessing CTP support through the FH from 1 October 2015. Therefore, all reporting prior to 1 October 2015 only includes service leavers eligible to receive support through the CRP and ESP. Since 1 October 2015 **all** regular and Gurkha service personnel are included.

Redundancies

Previous Statistical Bulletins provided updates on employment outcomes for those selected for redundancy between September 2011 and June 2014. As there is no further data for the redundancy programme, this information is no longer presented. The 2016/17 Statistical Bulletin was the last bulletin in this series that provided details of the redundancy programme and latest employment outcomes.

3 Statistical Processing

3.1 Source Data

The MOD administrative database for service personnel, the Joint Personnel Administration (JPA) System, was used to identify all UK armed forces service leavers during the financial year. The JPA system was also used to identify the service, gender, ethnicity, length of service, rank and age of each service leaver. The MOD routinely publishes a range of [Quarterly Military Personnel Statistics](#)[7], including numbers of service personnel leaving the UK armed forces. It is important to note that annual numbers of UK armed forces service leavers presented within this report do not match the figures presented in the statistics referenced above, since these statistics include Gurkhas and exclude those who have died.

The MOD's authoritative deaths database, held by Defence Statistics Health, was used to determine UK armed forces service personnel that had died during the financial year in order to exclude them from analysis. Information held on the death's database is compiled from several sources from which [UK Armed Forces Deaths Statistics](#)[8] are compiled.

The MOD's Medical Discharge database, held by Defence Statistics Health, was used to identify personnel who were medically discharged from service. The MOD publishes annual [Medical Discharge Statistics](#)[9] from these data.

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 those service leavers who used a billable service and to compile employment and occupation outcome estimates for service leavers, six months after leaving the armed forces since 1 October 2015.

Right Management invoice the MOD for billable services. This information was used to determine service leavers who had used a billable service prior to 1 October 2015.

Prior to 1 April 2019, the UK general population employment outcome estimates were taken from the Labour Force Survey (LFS)[10]. However, due to discontinuation of the source, employment outcome estimates since 1 April 2019 have been taken from NOMIS[11], which is sourced from the Annual Population Survey. These have been compared with the estimated employment outcomes for UK Regular service personnel who used the CTP services. NOMIS is the UK's primary data source for official labour market statistics and is published by the Office for National Statistics (ONS)[12].

3.2 Data collection

Determining employment outcomes for service leavers who used billable CTP services

Service leavers who have used a billable service are reviewed by Right Management six months after leaving the armed forces. Service leaver employment-status information is collected directly from service leavers by a tracking team for CTP through calls and emails. This data is manually recorded on Adapt and automatic download reports are run on a monthly basis to compile the data. A minimum of four definite attempts are made, over the six-month period, to contact such service leavers using a variety of means. This includes phone, email or text before they are classed as being a 'Non-Responder'.

For the financial years prior to 2014/15 the employment outcomes reported were based on a random 20% sample of CTP users who were contacted to ask about employment outcomes. The sample was stratified by the Resettlement Advice Centre (RAC). The proportions of the random sample identified as employed, unemployed and economically inactive were then scaled up to estimate the number of service leavers who had used billable CTP services that were employed, unemployed and economically inactive.

For the financial year 2015/16, there were two data collection methods to determine employment outcomes:

   a)   For those who left service between 1 April 2015 and 30 September 2015, employment outcomes reported were based on a random 20% sample of CTP users (as outlined above).

   b)   For those who left service between 1 October 2015 and 31 March 2016, and used billable CTP services, an attempt was made by Right Management to contact all users to determine employment outcomes.

The employment outcomes from these methods were then scaled up to estimate the number of all service leavers that had used billable CTP services that were employed, unemployed and economically inactive.

Since the financial year 2016/17, actual responses at the six-month review were used to compile employment outcomes.

3.3 Data validation

The main sources of potential error in the Career Transition Partnership statistics are as follows:

- Incorrect transcription of service leaver feedback when contacted.
- Incomplete or inaccurate data from the Adapt, NOTICAS or JPA systems.
- Data processing errors resulting in incorrect data outputs.
- Incorrect interpretation of free text fields translated during SOC2020 coding.
- Manual error during production of report tables and commentary.

Data validation on service leaver employment-status information is carried out by the CTP Quality Team within Right Management, namely CTP Data Researcher and Data Analyst, who ensure the data is complete and unique. The data is cleansed and scrutinised by the Quality Team; further investigations are carried out where necessary to establish accurate employment status for service leavers. Final validation checks are carried out by the Quality and Performance Manager prior to the report being sent to the Defence Statistics Health.

To ensure that potential errors are identified and resolved, Defence Statistics Health implement a series of data quality checks throughout the report production. When required, these checks involve close liaison with relevant contacts, including Right Management, to ensure the accuracy of the figures published. Aggregated data is validated by a Statistical Officer and Higher Statistical Officer within the Ministry of Defence to ensure the primary data sources are correctly joined and discrepancies are clarified with Right Management. Further information on the JPA data sources can be found in the Quarterly Service Personnel[7] and Biannual Diversity statistics[13]. Information on the Medical Discharge[9] and Deaths[8] statistics can also be found in their respective Background Quality Reports.

Automated quality assurance checks are implemented while creating the excel tables to ensure correct and consistent totals within and across the tables. Employment outcomes are also compared to those of the UK general population as presented by the Office for National Statistics to check alignment, with further understanding sought if they do not. After compilation, data is compared to the previous statistical output and is signed off by both a C1 and B Grade.

3.4 Data compilation

Using the JPA data and Defence Statistics' Death (NOTICAS) data, a cohort was identified of personnel who left the UK armed forces during 2021/22 (who had not died) and were therefore eligible to have accessed CTP services for employment support. This cohort was linked to the Adapt database to determine service leavers whose details were passed to Right Management by the MOD. The unique service number attributed to each service leaver is used to link personnel records across the multiple data sources.

Prior to 1 October 2015, Defence Statistics used Right Management's invoice list to determine those who had used a billable CTP service. Since 1 October 2015 Defence Statistics used Right Management's Adapt database to determine service personnel who have used a billable CTP service.

Length of service for personnel has been calculated using entry date and exit date as recorded on JPA. For those medically discharged however, exit date is identified as their medical discharge date as recorded on DMCIP or FMed 23.

The 19/20 bulletin presented a change in methodology in identifying users of Future Horizons, which has been repeated for the 20/21 bulletin. Previously, leavers who were discharged for disciplinary reasons or deemed unsuitable for service with less than four years' service were categorised as FH-Other. The updated methodology prioritises service length, as detailed on page 3, and categorises those with less than four years' service as FH-ESL regardless of why

they left the services. For this reason, FH-ESL and FH-Other for 2019/20, 2020/21 and 2021/22 are not directly comparable to previous years.

Employment rates were calculated in line with the [Office for National Statistic's definition](#)[14]:

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.

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%.

Since the financial year 2016/17, employment outcomes have been included for service leavers who have re-engaged with the UK or overseas military or were employed part-time but were seeking full-time employment (in this bulletin, these service leavers have been included in the employed category). In previous financial years these cohorts were excluded.

Due to changes in data sources and methodology, employment outcomes for service leavers since 2016/17 cannot be compared with earlier outcomes.

Accounting for non-responders

The response rate for 2021/22 service leavers was high (83%). Despite this, investigations were conducted to determine any non-responder bias as response rates were lower for:
- RAF service leavers,
- Service leavers who were of Other (non-Officer) Rank

This means that the characteristics of responders did not reflect the distribution of characteristics among all 2021/22 service leavers. Therefore, responses were weighted by service, Officers/Others 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. The weights were calculated by:

$$\frac{\text{Population size within weighting class (p)}}{\text{Number of responses within weighting class (r)}}$$

Weighting in this way assumes that missing data are missing at random (MAR) only within the weighting classes. This means we assume that within a single weighting class the employment outcomes of non-respondents do not differ (on average) to the employment outcomes of respondents.

Table 1: Weightings used for CTP 2021/22 analysis

Weighting class			Weighting applied
Royal Navy	Officers	Younger than 30 years of age	1.13
Royal Navy	Other Ranks	Younger than 30 years of age	1.19
Royal Navy	Officers	30 years of age or older	1.21
Royal Navy	Other Ranks	30 years of age or older	1.25
Army	Officers	Younger than 30 years of age	1.06
Army	Other Ranks	Younger than 30 years of age	1.21
Army	Officers	30 years of age or older	1.24
Army	Other Ranks	30 years of age or older	1.26
RAF	Officers	Younger than 30 years of age	1.80
RAF	Other Ranks	Younger than 30 years of age	1.21
RAF	Officers	30 years of age or older	1.30
RAF	Other Ranks	30 years of age or older	1.19

Royal Navy includes Royal Navy and Royal Marines

The impact of weighting employment outcomes was minimal. There were no changes to the employment rates, overall or by demographic groups. However, some percentages calculated from very small numbers, e.g. the percentage of employed Ethnic Minority service leavers in each occupation, experienced minimal change (by no more than 2 percentage points).

Determining occupations and reasons for economic inactivity

Right Management supplied free-text occupation information for all users of a billable CTP service who reported as being employed six months after leaving the armed forces. This information was coded by Defence Statistics, in line with the ONS Standard Occupational Classification 2020[15] (SOC2020). Occupation information is presented within these statistics in line with these SOC groupings.

Responses for 2020/21 are the first employment outcomes to be coded in line with SOC2020 standards, with responses for 2019/20 and earlier coded to SOC2010 standards. There may be differences in Occupation Outcomes due to changes to updated classifications[15].

Of the 7,292 2021/22 service leavers who reported as being employed six months after leaving the armed forces, there were 685 service leavers for which it was not possible to code their occupation, due to missing or incomplete free text information.

Statistical methods

a) Z test

The z test difference between two proportions was used to identify any significant differences between the percentages of employed, unemployed and economically inactive service leavers in different demographic groups, and differences between groups with regards to occupation (for those employed) and reasons for economic inactivity. 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.

b) Measure of effect

When comparing two estimated proportions from large samples, a significant difference is more likely to be found even if the difference is only trivial. The measure of effect enables us to confirm that any difference observed were large enough to note. The effect size is independent of the sample size.

The standardized difference (d)[16] for categorical responses, assuming each response option is a separate binary outcome, has been used:

$$d = \frac{(\hat{p}1 - \hat{p}2)}{\sqrt{\frac{[\hat{p}1(1-\hat{p}1)+\hat{p}2(1-\hat{p}2)]}{2}}}$$

$\hat{p}1$ = estimated percentage for group one
$\hat{p}2$ = estimated percentage for group two

Cohen's rule of thumb has been applied to identify small (d>=0.2), medium (d>=0.5) and large (d>=0.8) effects.

The supplementary tables 1 to 6 present all of the findings. However, the bulletin primarily reports on the notable differences where the difference between two groups was determined to be statistically significant (z-test of proportions with a 95% confidence level), with an effect size of >=0.2 / -0.2. These notable differences have been marked with an '*m' in the supplementary tables 7a to 7c.

c) Pearson product moment correlation coefficient

Correlation is a measure of the linear relationship between two variables. We say that two variables are correlated if the movement (a rise) in one variable is accompanied by the movement (a rise or fall) in the other. The Pearson product moment correlation coefficient was calculated to determine if age at exit and length of service were correlated. A correlation coefficient takes any value between -1 and +1:

- A positive correlation (a correlation coefficient greater than 0, up to and including +1) apply when the value of one variable increases, the value of the other variable also increases. As the strength of the positive correlation increases, the correlation coefficient approaches +1.
- A negative correlation (a correlation coefficient less than 0, up to and including -1) apply when the value of one variable increases, the value of the other variable also decreases. As the strength of the negative correlation increases, the correlation coefficient approaches -1.
- A correlation coefficient equal to 0 means that there is no positive or negative correlation between the 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 (Figure 1). This means that as the value of one variable increases, the value of the other variables also increases.

Figure 1: Correlation between length of service and age at exit for UK armed forces service leavers[1]

1 April 2021 to 31 March 2022
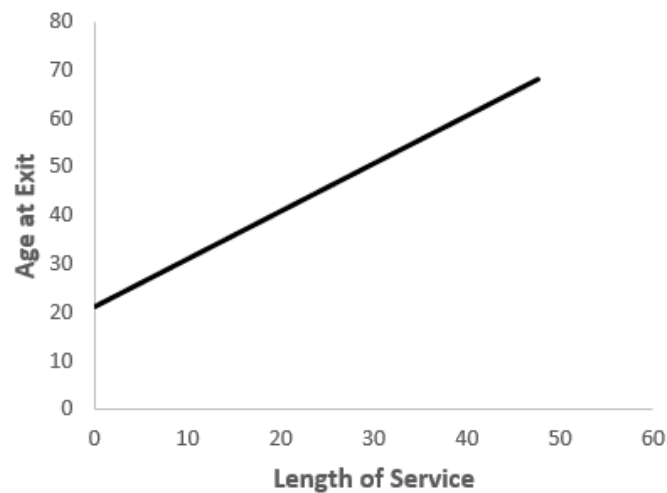
Sources: JPA and Right Management
1. Includes regulars and Gurkhas who have left the UK armed forces to civil life or have an unexplained outflow between 1 April 2021 and 31 March 2022 and have an employment outcome of employed, unemployed or economically inactive. Excludes Full Time Reserve Service (FTRS) personnel, mobilised reservists and deaths.

4 Quality Management

4.1 Quality Assurance

The MOD's quality management process for Official Statistics consists of three elements: (1) Regularly monitoring and assessing quality risk via an annual assessment; (2) Providing a mechanism for reporting and reviewing revisions/corrections to Official Statistics; (3) Ensuring BQRs are publishing alongside reports and are updated regularly.

4.2 Quality Assessment

The Career Transition Partnership annual statistics: UK service personnel employment outcomes Official Statistic was last assessed in 2022 and was deemed to be of low quality risk.

5 Relevance

5.1 User needs

These statistics have been provided in response to interest in employment outcomes for UK service leavers and concerns raised by the Chief Statistician over the quality of numbers previously released in Parliamentary Questions, Freedom of Information requests and internal reports. It is the primary means by which this information is made available in the public domain.

The known key users of the statistic have been internal MOD, other public bodies, armed forces charities and the media. They are used to hold MOD to account, monitor and to inform policy development in relation to the employment support provided to service leavers. The employment rate is used as an indication of effectiveness of the CTP resettlement services. They will also be used for monitoring of the UK Armed Forces Covenant[18], a component of the Armed Forces Act, by better targeting the needs of veterans and ensuring service personnel are not disadvantaged in terms of health or welfare.

The statistics are also used by the general public as reference in FOI requests however the use is unknown.

The scope of the publication to meet all user needs will be under continuous review from feedback from users.

Strengths and weaknesses in relation to user needs

This statistical series provides the first robust estimates of employment outcomes for service leavers who used the CTP services. There is a lot of user demand for the employment rate of veterans, and the publication of this statistical series goes towards meeting this demand.

Potential users have asked for figures of employment outcomes by service, gender, rank, ethnicity, medical discharge, CTP programme used, age at exit, and length of service. The Statistical Notice meets this demand. Previously, MOD has been asked to provide the industry sectors which those employed entered however, due to the data collected it was not possible to meet the ask.

The statistical series uses employment definitions which are broadly comparable with UK employment statistics. This is an improvement on figures which were previously in the public domain and utilised terminology and methodology which was inconsistent with national approaches to measuring employment outcomes.

6 Accuracy and Reliability

6.1 Overall Accuracy

This report presents the most accurate and reliable statistics on the employment outcome six months after leaving for service leavers, who used a billable CTP service. However, there are some concerns which may affect the accuracy of the estimates:

There were issues with the data and methodology used to compile these statistics for service leavers prior to 1 October 2015. JPA data were linked to multiple data sources to compile the cohort of service leavers who had used a billable service, potentially resulting in a higher risk of mismatched or unmatched data. Also, employment outcomes were estimated based on a 20% sample of data from those who used a billable service.

Since 1 October 2015, JPA data have only been linked to the Adapt system which has resulted in a more accurate picture of the process. Employment outcomes have also been calculated using a higher sample of data e.g. 82% of billable CTP users in 2021/22, as Right Management attempt to contact all service leavers who used a billable service. The percentages presented are weighted to account for non-response bias (see section 3.4: data compilation). Therefore the 2021/22 CTP statistics are considered to be a more reliable summary of CTP users and employment outcomes

The presented estimated employment outcomes do not include data for all service leavers who were entitled and used CTP support as the following are not included: FTRS and MPGS, personnel who used a non-billable service and those who used a billable service six months after leaving service.

Some of the data collection processes may affect the accuracy of the employment outcome estimates. The fact that individuals already recorded as employed prior to the six-month point are not re-contacted may lead to an over-estimate of the employment rate. The fact that Right Management may not be aware of the correct exit date and contact individuals too early or too

late may result in the employment status recorded not representing the actual status at the six month point.

Data coverage

Data

There are often differences between the projected exit date recorded on Adapt and service personnel's actual exit date as recorded on the JPA system. The information held on Adapt is informed through an initial resettlement update from JPA. However, if an individual's exit date changes, the update is made to JPA but the Adapt data will only be updated if the individual provides Right Management with this new information. This may result in service leavers being contacted at a different time point to six months after their actual exit date. The MOD is working with Right Management to implement methods improving alignment between exit dates held on JPA and Adapt for the 2022/23 bulletin.

There are known quality concerns with entry data and ethnicity as recorded on JPA:
Length of service (as recorded on the JPA system) has been used as the key criteria to determine service leavers' eligibility for the CRP, ESP or FH. This has been calculated using entry and exit dates. If personnel have transferred from another service, have served under an alternative assignment type (e.g. reserve forces), are re-entrants or have transferred from Other Ranks to Officers, their entry date may correspond to any of these events. The resulting time served may reflect their current period of service, include previous service, or it may be the time that has elapsed since they first joined the UK armed forces, irrespective or any break in service.

Service leavers' ethnicity is compiled based on a self-declared, non-mandatory field on JPA. In 2021/22 there were 290 service leavers who had not declared their ethnicity and were therefore excluded from any analysis pertaining to ethnicity. UK ethnic minority personnel refer 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 ethnic minority ' since it was not possible to determine whether they were from Northern Ireland or the Republic of Ireland. Non-UK ethnic minority refer to Black, Asian and Minority Ethnic foreign and commonwealth service leavers who do not have a nationality of English, Scottish, Welsh or Irish.

Methodology

UK employment outcomes and occupation sectors have been compared against the estimated employment outcome and occupation sectors for UK Regular service personnel who used the CTP services. The UK information has not been adjusted to take account of the age and gender spread seen in the UK armed forces.

In 2021/22, 1,341 service leavers were recorded on Adapt but had not used a billable CTP service six months after leaving service. Right Management were able to contact 223 of these service leavers and establish their reason for not accessing CTP support, as presented in the Statistical Bulletin. It is worth noting that service leavers can access CTP support up to two years before and two years after they leave the UK armed forces.

6.4 Data Revisions

Data revisions are handled in accordance with the [MOD's Official Statistics Revisions and Corrections Policy](#)[19].

There have been no revisions made since the publication of the previous Background Quality Report on 27 January 2022.

7 Timeliness and Punctuality

7.1 Timeliness

Defence Statistics Health aims to publish the report within 10 months after the end of the financial year, however limitations on resource and/or data availability have resulted in the publication date being delayed by a month in the past. The timeliness of the publication release is driven by:

    a. A required six-month gap after leaving the UK armed forces before service leavers can be surveyed by the contractor to establish their employment outcome.

    b. Collation and delivery of the data by the contractor. This includes time required to follow-up service personnel who were hard to contact.

    c. The time required for Defence Statistics to link datasets and compile the Statistical Bulletin.

7.2 Punctuality

All Statistical Notices were published on time to a pre-announced release date. The release date for the 2020/21 statistics were announced on the GOV.UK Official Statistics Release Calendar[20] at least one month in advance in accordance with the guidelines set out in the Code of Practice for Official Statistics.

8 Coherence and Comparability

The Official Statistic presents estimated employment outcomes from 2017/18 through to 2021/22, including quarterly estimates, with confidence intervals around each of the estimates. However, due to changes in data and methodology (see section 6.1) used prior to 2016/17, comparisons should only be made between the latest five financial years (2017/18, 2018/19, 2019/20, 2020/21, 2021/22). This bulletin does not compare to data prior to 2016/17.

Comparisons are made to the UK population employment outcome estimates. A methodology update in the 2021/22 bulletin introduced the adjustment of CTP employment estimates to reflect the gender spread seen in the UK population using NOMIS[11] data, in order to increase the accuracy of comparison. It should be noted the CTP estimates have not been adjusted to reflect the age spread seen in the UK general population. Additionally, this report looks at employment outcomes of a cohort after a certain amount of time from leaving their previous employment (i.e., 6 months) whereas UK estimates are based on the status of the population at a point in time.

The definitions for demographic groups are consistent with other MOD Official Statistics, though the overall number of 2021/22 service leavers does not match service outflow figures for all regular service personnel as published in the MOD's Quarterly Service Personnel Statistics[7], since the CTP statistics include Gurkhas and exclude those who have died.

It is possible that international armed forces provide similar services comparable to the CTP, however comparability would depend on the timeframe of the employment outcomes following service leave, the level of support provided to service leavers and similar employment and occupational definitions. It may not be beneficial to compare to other nations as their employment outcomes will in part be determined by their national employment picture.

9 Accessibility and Clarity

Accessibility

The estimated employment outcome statistics for CTP service users can be accessed on the Gov.UK website[21]. The Statistical Bulletin is published in an accessible PDF file with the data available in supplementary tables, in both accessible Excel and Open Data Source (ODS) formats. Defence Statistics are currently ensuring all published information is equally accessible by everyone.

The publication follows the standard structure for MOD Official Statistics including: summary of key points, introduction, findings, a short summary of data, definitions and methods, a glossary references, symbols, disclosure control, revisions and contact details.

Clarity

Users with an interest in the key findings can read a short summary of main messages at the start of the report. The Statistical Bulletin presents visual key messages which highlight notable differences between groups with regards to employment outcomes, occupations (for those employed) and reasons for economic inactivity.

The supplementary tables (1 to 6f) present numbers, weighted percentages and 95% confidence intervals. Tables 7a to 7c list all the statistically significant differences between two groups (z-test of proportions, with a 95% confidence level), with the notable differences (those with an effect size of >=0.2 / -0.2) marked with an '[s]'.

10 Trade-offs between Output Quality Components

Coverage versus resources for data collection is the key trade-off for these statistics.

In order to increase coverage of the statistics and thus capture more people, to make the figures more representative, further resources (time, money and people) would be needed to widen the scope of the current data collection process.

11 Cost and Respondent Burden

The annual report takes approximately 35 days to produce each year. Further analysis and development work will require additional resource.

There are two key data sources required to produce this Statistical Bulletin, and three further sources. Three of these five sources are already collected as administrative systems (personnel data from the JPA system; medical discharges data and deaths data). There are marginal costs involved in obtaining this data. The primary data source is the survey of service leavers which is undertaken by the contractor Right Management. UK occupation comparison data collected from nomis sources is made available by the ONS.

The data collection process is undertaken by a tracking team from Right Management and the Career Consultants based across the country. They collect employment status information through a mix of phone, email and text message.

12 Confidentiality and Security

12.1 Confidentiality – Policy

Personal information collected by Right Management is protected by several safeguarding measures to prevent disclosure and unauthorised use. Further information can be found in the Resettlement Privacy Policy[22].

All Defence Statistics Health staff involved in the production of Career Transition Partnership statistics have signed a declaration that they have completed the Defence Information Management Passport training and they understand their responsibilities under the Data Protection Act and the Official Statistics Code of Practice. All staff involved in the production process have signed the Data Protection Act, and all MOD, Civil Service and data protection regulations are adhered to.

Defence Statistics Health also adhere to Joint Service Publication 200 (March 2016). Defence Statistics Health ensure that the CTP data is kept confidential by holding this data on a secure server. Only individuals who work on the reports have access to the data.

Defence Statistics Health adhere to the principles and protocols laid out in the Code of Practice for Official Statistics and comply with the UK Statistics Authority (UKSA)[23] protocols on pre-release access[24]. The Defence Statistics pre-release access lists are available on the GOV.UK website (https://www.gov.uk/government/statistics/defencestatistics-pre-release-access-list).

12.2 Confidentiality – Data Treatment

The data source used to compile the Official Statistics used service number as a unique identifier. The medical discharges data was linked using a pseudo-random unique identifier.

The tables in this report have been scrutinized to ensure individual identities have
not been revealed inadvertently. 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 '~'. 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.

12.3 Security

The files are all stored on a secure MOD network, with access to files limited to individuals in Defence Statistics Health. All MOD, Civil Service and data protection regulations are adhered to.

11 References

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ANNEX A

Office for National Statistics' definitions

These definitions have <u>not</u> been used within this CTP employment statistics report. However, since there is user interest in comparing the CTP employment statistics with national employment figures, the definitions used by the Office for National Statistics (ONS) are provided here for context:

> **Employment** Anyone doing one hour or more a week of paid work is counted in the employment figures. This includes people on government supported training programmes if they are engaging in any form of work, work experience or work-related training. The employment estimates also include unpaid family workers, who work in a family business and benefit from the profits of the business although they do not receive a formal wage or salary. People working without pay (for example, volunteers in charity shops) are not included in the employment figures.

> **Unemployment** People not in employment are counted as unemployed if they have been looking for work in the last four weeks and if they are able to start work within the next two weeks. It does not matter if the person is looking for a full-time job or a part-time job or whether the person is claiming Jobseeker's Allowance or any other benefits. The unemployment estimates also include people who are out of work, have found a job and are waiting to start it in the next two weeks.

> **Economically Inactive** People who are not in employment but are not counted as unemployed either because they have not been looking for work in the last four weeks or because they are unable to start work within the next two weeks. The economically inactive population includes retired people, those looking after the family or home, those unable to work due to illness or disability and those students who choose not to look for work.

A common misunderstanding is to assume that all full-time students are in the economically inactive category. This is incorrect. A full-time student with a part-time job will be recorded in the employment figures. Students who have been looking for a job within the last four weeks and who would be able to start work within the next two weeks would be counted as unemployed, even if they are only looking for part-time work.