



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 bulletin presents top-level employment outcomes for service leavers in each financial year between 2018/19 and 2022/23, with further detail on employment outcomes by key demographics, employed occupations and reasons for economic inactivity for 2022/23 service leavers.

Key Points

Of the 2022/23 UK regular service leavers who used a billable CTP service and reported their employment outcomes six months after leaving service:

89% were employed

2022/23 service leavers reported a **significantly higher rate of employment** (89%) than 2021/22 service leavers (88%^r), with a **decline in the rate of economic inactivity**, while the unemployment rate did not change. This is likely to be driven by the rise in the cost of living.

4% were unemployed

Of all demographic groups, Non-UK Ethnic Minority service leavers (14%) and UK Ethnic Minority service leavers (9%) were notably more likely to be unemployed than White (3%) service leavers. This finding appears to reflect disparities in employment status between ethnic groups in the wider UK population.

7% were economically inactive

2022/23 service leavers reported a **significantly lower rate of economic inactivity** (7%) than 2021/22 service leavers (9%^r). These effects are likely due to the increased cost of living meaning service leavers needed to take up employment alongside activities such as education and training or to seek employment where they previously may have chosen not to.



Medically discharged service leavers were notably less likely to be employed (80%), but more likely to be unemployed (8%) and economically inactive (13%), than those who were not medically discharged (90%, 3% and 7% respectively).

^r Employment, unemployment and economic inactivity rates for 2021/22 have been revised. See Revisions section for further information.

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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 2022 and 31 March 2023. 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.

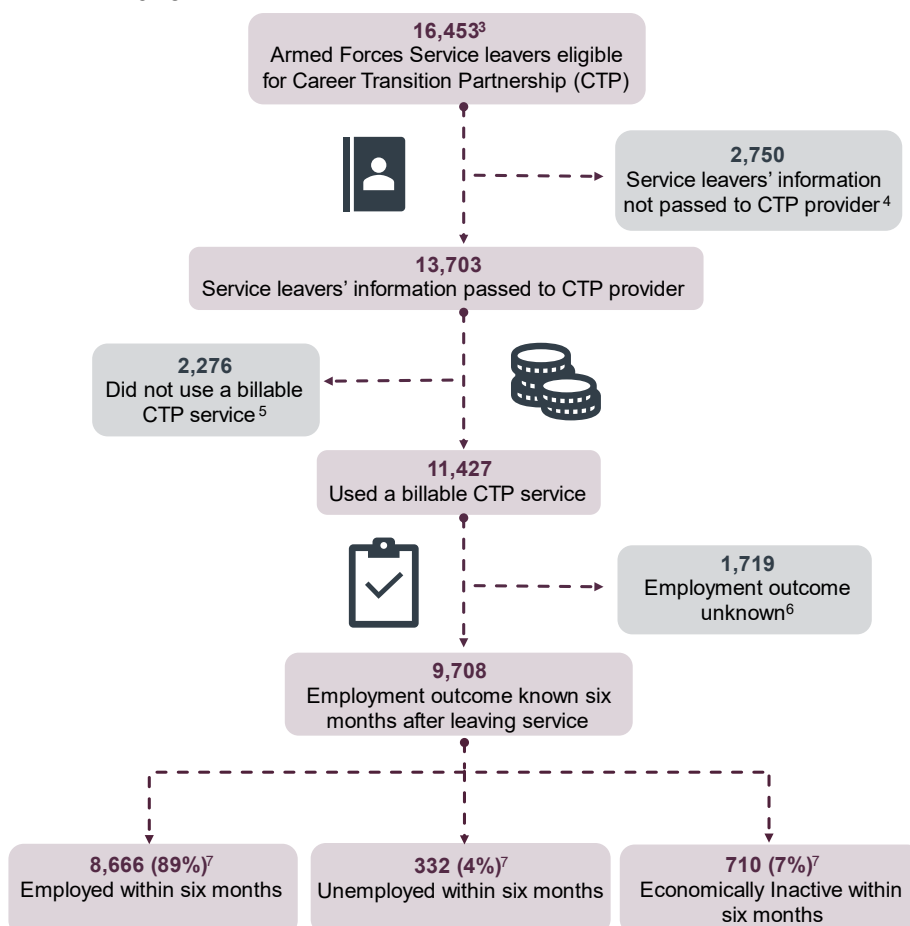
While statistics presented in this bulletin are compared to other government data to provide context within the general population, it is important to consider other factors, i.e. COVID-19 or wider socioeconomic factors, when comparing findings and trends to bulletins from previous years.

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 2022/23 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 2022/23, who used a billable Career Transition Partnership service, numbers

1 April 2022 to 31 March 2023



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 2022 and 31 March 2023. 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.
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. Tri-Service Resettlement Policy was amended on 31 May 2022 so all personnel records would be passed to CTP. Implementation of this was still ongoing in this period (see Background Quality Report for further information).
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 opted out of CTP services 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.

Results: Top level employment outcomes (continued)

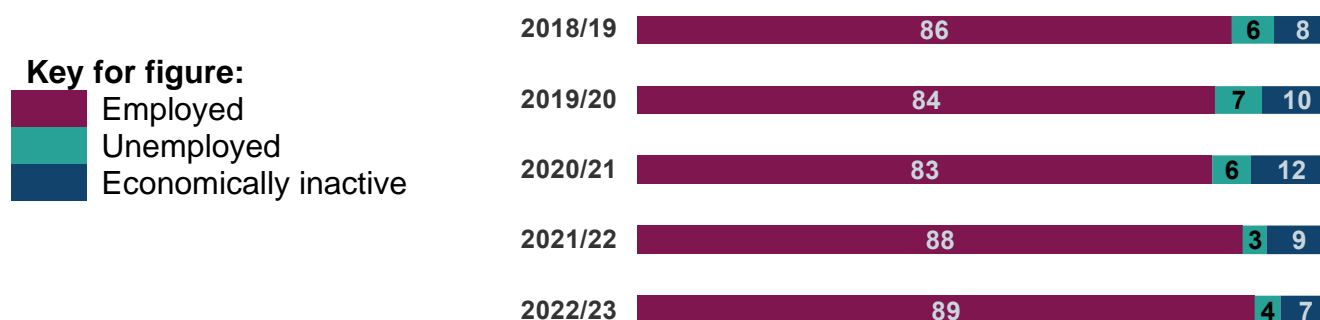
The supplementary tables 1 to 7 present all the findings. This bulletin reports on the **significant differences** where the difference between two groups was determined to be statistically significant (z-test of proportions with a 95% confidence level). The effect size shows if the difference between two groups was large enough to be of interest. Therefore, significant differences with a standardized difference of ≥ 0.2 / ≤ -0.2 or relative risk ≥ 2 or ≤ 0.5 are reported as **notable differences**. These notable differences have been marked with an [s] in the supplementary tables 7a to 7c.

In 2022/23, 16,453 regular and Gurkha service personnel left the UK armed forces, of which 11,427 (69%) used a billable CTP service. Of those who used a billable CTP service, 9,708 (59% of all 2022/23 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 9,708 service leavers, referred to as '2022/23 service leavers'.

Of the 2022/23 service leavers, 89% were employed, 4% were unemployed and 7% were economically inactive six months after leaving service.

Figure 2: Employment outcomes for UK regular service leavers between 2018/19 and 2022/23, percentages^{1,r}

1 April 2018 to 31 March 2023



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 among 2022/23 service leavers (89%) was higher than the UK population (76%³) during the same period. There are demographic differences between the 2022/23 service leavers and the wider UK population with 90% of service leavers being male compared to 50% of the UK population of working age⁴, and males are more likely to be employed than females (See Employment outcomes by gender on page 8). Calculating the employment rate for the UK population if 90% were male enables us to carry out a more like-for-like comparison. With the gender breakdown adjusted to match the 2022/23 service leavers population (90% males), the employment rate for the UK population would be 78%, which is still lower than for 2022/23 service leavers.

There was no evidence that the unemployment rate in 2022/23 service leavers differed compared with the UK population rate of 4%⁵, even when adjusting for gender. It is worth noting 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 2022/23, approximately 24%⁴ of the unemployed UK population had been unemployed for more than twelve months.

^r Employment, unemployment and economic inactivity rates for 2020/21 and 2021/22 have been revised. See Revisions section for further information.

Results: Top level employment outcomes (continued)

Trends over time

The employment rate of service leavers decreased significantly between 2018/19 and 2019/20 (Figure 2), and has increased significantly each year since 2020/21. In 2021/22, the unemployment rate (3%^r) was at the lowest rate since 2018/19 (6%) prior to the COVID-19 pandemic, and there was no significant change in unemployment rate between 2021/22 (3%^r) and 2022/23 (4%). The dip in employment was likely due to the economic effects of COVID-19 and the reduction in employment availability across the UK throughout much of 2020 and 2021; in recent years the effects of the COVID-19 pandemic have subsided and employment opportunities have increased⁶.

The economic inactivity rate of service leavers dropped significantly between 2020/21 (12%^r) and 2021/22 (9%^r), and again between 2021/22 (9%^r) and 2022/23 (7%), likely due to the cost-of-living crisis making economic inactivity a less viable option.

Most common occupations for employed service leavers

Over one half (57%) of the employed 2022/23 service leavers reported that they were employed in one of the following three most common occupations, six months after leaving service:



Associate Professional and Technical occupations (20%)

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.



Professional occupations (19%)

Includes occupations whose main tasks require a high level of knowledge and experience in the natural sciences, engineering, life sciences, social sciences, humanities and related fields. Most occupations require a degree or equivalent qualification, with some occupations requiring postgraduate qualifications and/or a formal period of experience-related training.



Skilled Trade occupations (18%)

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 apprenticeship

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 top three occupations differ from 2021/22 in that Professional occupations are included in the top three in 2022/23 and Elementary occupations are not included. The increased uptake of professional occupations for 2022/23 service leavers may be attributable to service leavers benefitting from the CTP dedicated employer engagement team, who have focused on promoting the benefits of military talent and increased employer led placement pathways for professional occupations. The reduction in numbers entering Elementary occupations compared with 2021/22 may be due to a lower proportion of early service leavers (Future Horizons programme users) in 2022/23 compared with 2021/22, as this group commonly gain employment within this category.

^r Employment, unemployment and economic inactivity rates for 2020/21 and 2021/22 have been revised. See Revisions section for further information.

Results: Top level employment outcomes (continued)

Most common reasons for economic inactivity

Approximately eight in ten (79%) of the economically inactive 2022/23 service leavers reported the following reasons for economic inactivity, six months after leaving service:



Education, training or volunteering (40%)



No employment sought (26%)



Retired (12%)

Notable differences were found between demographic groups with regards to reason for economic inactivity, as detailed throughout this bulletin.

Service leavers not using a billable CTP service

Service personnel are under no obligation to use billable CTP support after leaving service. In 2022/23, 2,276 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, 153 service leavers shared their reasons with the CTP provider:



83% reported being employed or self-employed after leaving service, therefore not requiring CTP support.



5% reported being self-sufficient^a as the reason for declining billable CTP support.



5% reported to have emigrated 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 2,276 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.

(Tables 1, 2, 3, 5 and 6, Supplementary Tables)

Sources: JPA and Right Management

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 2022/23, by gender, percentages¹

1 April 2022 to 31 March 2023



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 (83%) and notably more likely to be economically inactive (14%) than male service leavers (90% and 7% respectively). Unemployment was not significantly different (both 4%), meaning the employment difference was driven by economic inactivity. This finding reflects the wider gender differences in employment status within the UK population, however employment rates for service leavers were higher than the UK population for both genders (90% versus 79% for males and 83% versus 72% for females)⁸.

Occupations of employed service leavers:

The three most commonly reported occupations by male service leavers match those for all service leavers, as detailed on page 6. Females, however, were more likely to report employment in Caring, Leisure and other Service occupations (13%) than Skilled Trade occupations (4%).

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 be employed as Process, Plant and Machine operatives than females (13% and 4% respectively).
-  Females were more likely to be employed in Caring, Leisure and other Service occupations than males (13% and 3% respectively).
-  Females were more likely to be employed in Administrative and Secretarial occupations than males (10% and 3% 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' (22%) than 'retired' (3%).

The following notable differences were observed between groups:



Females were more likely to report 'looking after family' than males (22% and 3% respectively)



Males were more likely to report being 'retired' than females (14% and 3% respectively)

These reasons for economic inactivity reflect wider UK gender differences in those aged 16 to 64, where females were significantly more likely to report 'looking after family/home' and significantly less likely to be 'retired' than males¹⁰.

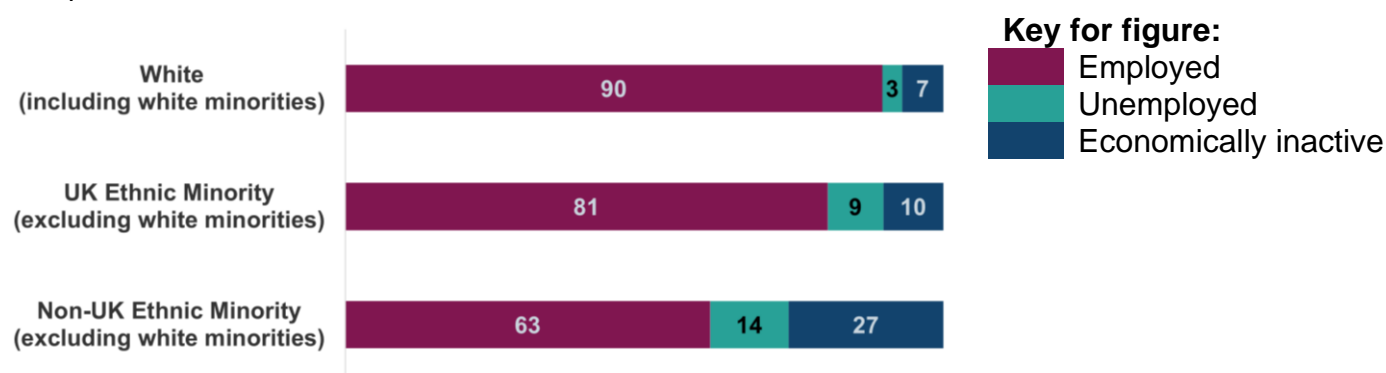
Results: Employment outcomes by ethnicity

Key message:

Both UK and Non-UK Ethnic minority service leavers were notably more likely to be unemployed six months after leaving service than White (including white minorities) service leavers. This appears to reflect disparities between ethnic groups in the UK in terms of employment status. However, for those employed, there was only one notable difference between groups in terms of occupation at the major SOC level (Ethnic Minority service leavers were more likely to be employed in Elementary occupations than White service leavers).

Figure 4: Employment status of UK regular service leavers in 2022/23, by ethnicity¹, percentages²

1 April 2022 to 31 March 2023



Sources: JPA and Right Management

1. UK Ethnic Minority (excluding white minorities) refers to service leavers of all ethnic groups except the white ethnic group who have UK nationality. UK nationality includes any individuals whose nationality is recorded on JPA as Anguilla, Bermuda, British, British Hong Kong, British Overseas Territories, British Antarctic Territory, British Indian Ocean Territory, British Virgin Islands, Cayman Islands, Falkland Islands, Gibraltar, Montserrat, Pitcairn Islands, Saint Helena, Ascension and Tristan da Cunha, South Georgia and the South Sandwich Islands or Turks and Caicos Islands.¹¹ Non-UK Ethnic Minority (excluding white minorities) refers to foreign and commonwealth service leavers of all ethnic groups except the white ethnic group who do not have UK nationality.

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 ethnic minority service leavers were notably more likely to be employed than Non-UK ethnic minority service leavers (90%, 81% and 63% respectively). Also, white service leavers were notably more likely to be employed (90%) than UK ethnic minority service leavers (81%).

Both UK and Non-UK ethnic minority service leavers were notably more likely to be unemployed than white service leavers (9%, 14% and 3% respectively).

Non-UK ethnic minority service leavers were notably more likely to be economically inactive than white service leavers and UK ethnic minority service leavers (27%, 7% and 10% respectively).

The ONS also found that within the UK population, the employment rate was higher for those who reported their ethnicity as White (77%) than those who reported their ethnicity as any other ethnic group: Mixed, Indian, Pakistani, Bangladeshi, Chinese, Black/African/Caribbean or other (69%)¹². The ONS statistics do not differentiate between UK and non-UK ethnic minority demographics.

Results: Employment outcomes by ethnicity (continued)

Occupations of employed service leavers:

The most commonly reported occupations by White service leavers were the same as those for all service leavers as detailed on page 6. However, ethnic minority service leavers were more likely to report Elementary occupations (19%) rather than Skilled Trade occupations (15%).



Ethnic minority service leavers were more likely to be employed in Elementary occupations than White service leavers (19% and 11% respectively).

Reasons for economic inactivity:

The three 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. Ethnic minority service leavers were more likely to report 'awaiting visa/ citizenship'^c than 'retired' (4%).

The following notable difference was observed between groups:



White service leavers were more likely to report 'education, training or volunteering' (42%) than Ethnic minority service leavers^c.



White service leavers were more likely to report 'retired' than Ethnic Minority service leavers (14% and 4% respectively).



Ethnic Minority service leavers were more likely to report 'awaiting visa or citizenship'^c than White service leavers^c.

^c Figure has been suppressed in line with JSP 200 (October 2022)

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 notable differences were only observed for employment outcomes and reasons for being economically inactive six months after leaving service.

Figure 5: Employment status of UK regular service leavers in 2022/23, by service¹, percentages²

1 April 2022 to 31 March 2023



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 (89%) than Royal Navy service leavers (91%). Army service leavers were also more likely to be unemployed than Royal Navy service leavers (4% and 3% respectively). However, these differences were not notable.

Occupations of employed service leavers:

The three most commonly reported occupations by Royal Navy, Army and RAF service leavers were the same as those for all service leavers, as detailed on page 6.

There were only two occupations with notable differences observed between groups:



RAF service leavers were more likely to report employment in Associate Professional and Technical occupations than Army service leavers (29% and 16% respectively).



Royal Navy service leavers and Army service leavers were more likely to report employment in Elementary occupations than RAF Service leavers (11%, 14% and 5% respectively).

Results: Employment outcomes by service (continued)

Reasons for economic inactivity:

The three 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. Army service leavers were more likely to report 'medical reasons' (8%) than 'retirement' (5%).

The following notable differences were observed between groups:



Army service leavers were more likely to report 'education, training or volunteering' than both Royal Navy service leavers and RAF service leavers (49%, 32% and 24% respectively).



Both Royal Navy and RAF service leavers were more likely to report being 'retired' than Army service leavers (24%, 22% and 5% respectively).



Army service leavers (8%) and RAF service leavers^c were more likely to report 'medical reasons' than Royal Navy service leavers^c.

^c Figure has been suppressed in line with JSP 200 (October 2022)

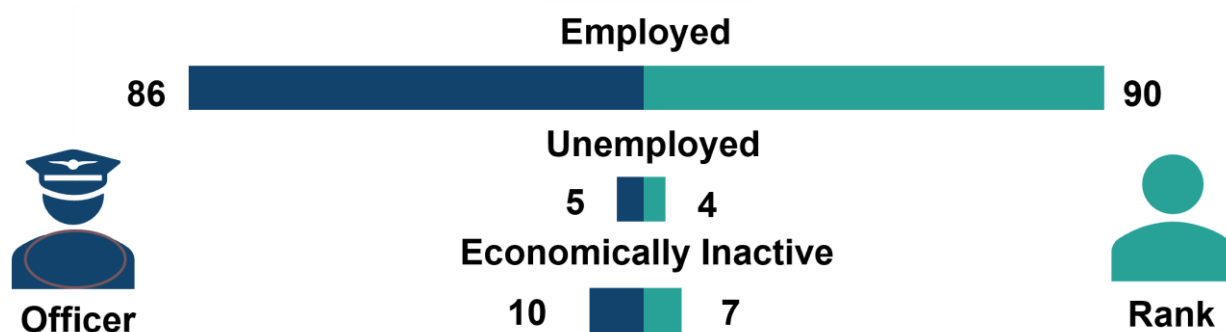
Results: Employment outcomes by rank

Key message:

There were many notable differences in employment status, occupation and reason for economic inactivity between Officers and Other Ranks, 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 42 years whilst Other Ranks have a mean age at exit of 29 years¹³.

Figure 6: Employment status of UK regular service leavers in 2022/23, by rank, percentages¹

1 April 2022 to 31 March 2023



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.



Other Ranks were more likely to be employed six months after leaving service than Officers (90% and 86% respectively), and Officers were more likely to be economically inactive (10%) than Other Ranks (7%). However, neither of these differences were notable.

Occupations of employed service leavers:






The three 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 (22%) than Skilled Trade occupations (3%).

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

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

-  In Professional occupations (39% and 16% respectively).
-  As Managers, Directors and Senior Officials (22% and 6% respectively).

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




-  In Skilled Trade occupations (21% and 3% respectively).
-  As Process, Plant and Machine operatives (13% and 2% respectively).
-  In Elementary occupations (13% and 2% respectively).
-  In Sales and Customer Service occupations (4% and 1% respectively).
-  In Caring, Leisure and Other Service occupations (4% and 1% respectively).

Results: Employment outcomes by rank (continued)

Reasons for economic inactivity:

The three most commonly reported reasons for economic inactivity by Officers were the same as those for all service leavers, as detailed on page 7. Other Ranks were more likely to report ‘medical reasons’ (8%) than ‘retired’ (7%).

The following notable differences were observed between groups:

-  Other Ranks were more likely to report ‘education, training or volunteering’ than Officers (46% and 17% respectively).
-  Officers were more likely to be ‘retired’ than Other Ranks (38% and 7% respectively).
-  Other Ranks were more likely to report ‘awaiting visa or citizenship’ than Officers (3% and 0% respectively).

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

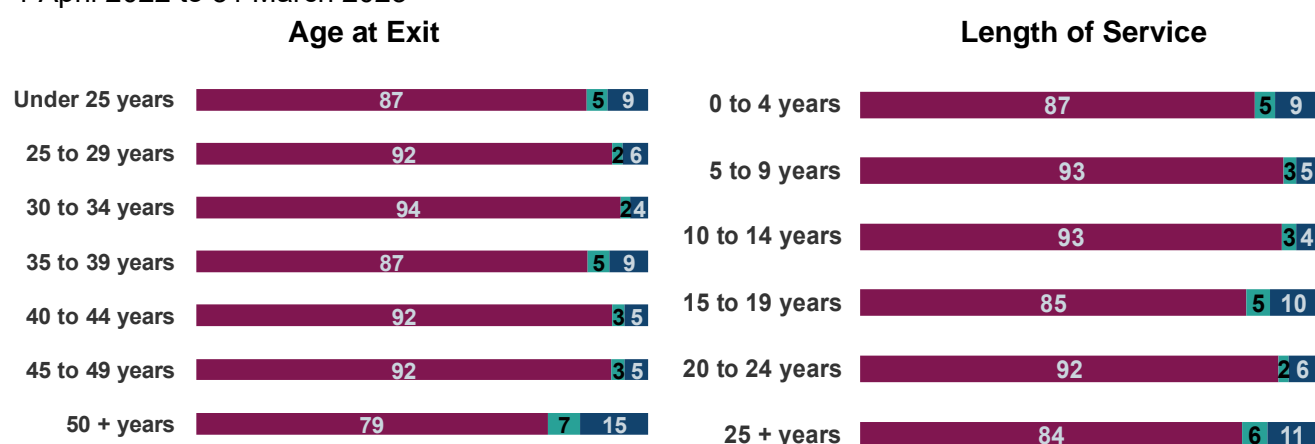
Key message:

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 describes notable differences by age at exit only in the text.

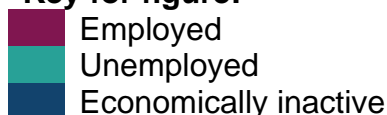
There were many notable differences observed between age groups in terms of employment status, occupation and reasons for economic inactivity six months after leaving service. Considering all of the notable differences in this findings section, age at exit appears to have the biggest influence on different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

Figure 7: Employment status of UK regular service leavers in 2022/23, by age at exit and length of service, percentages¹

1 April 2022 to 31 March 2023



Key for figure:



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.

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

Service leavers aged 30 to 34 years at exit had the highest employment rate of all age groups (94%). Employment was notably lower amongst those aged 50 years and older (79%) than all other age groups.

CTP have specifically targeted the junior rank (OR-4 and below) service leavers during the past 18 months by adapting the Core Workshops and delivery programme to increase junior rank only workshops, facilitate networking and highlight role specific content. Enhanced online tools have also been provided to support service leavers bringing their skills to market. This may have influenced the high employment rates in those aged 25 to 29 (92%) and 30 to 34 years (94%), groups which contain 92% and 75% junior ranks respectively.

The employment rate was notably lower for the under 25 age group (87%) than for 30 to 34 year olds, despite containing 99% junior ranks. Both unemployment and economic inactivity were notably higher in under 25s (5% and 9%) compared with 30 to 34 year olds (2% and 4% respectively). In under 25s the employment rate increased from 78% to 87% between 2020/21 and 2021/22, due to a high demand for Elementary occupations which has now levelled off, and many of this group choosing to return to full time education or training.

The rate of unemployment increased significantly in the group aged 50 years and older, from 4% in 2021/22 to 7% in 2022/23, while the rate of economic inactivity decreased from 21% in 2021/22 to 15% in 2022/23. These changes appear to be mainly driven by fewer service leavers in this group being economically inactive due to “no employment sought”, and more needing to seek employment. However, economic inactivity remained notably higher in those aged 50 years and over in 2022/23 than in all age groups between 25 and 49 years.

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

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.

The three most commonly reported occupations by service leavers aged 30 to 39 were the same as those for all service leavers detailed on page 6. Service leavers aged under 30 were more likely to report employment in Elementary Occupations (21%) than Professional Occupations (9%). Service leavers aged 40 and over were more likely to report employment in Managers, Directors and Senior Officials occupations (15%) than Skilled Trade occupations (11%).

Age groups showed different results for the most commonly reported occupations:



Service leavers aged under 30 were most likely to report employment in Skilled Trade occupations and Elementary occupations (23% and 21% respectively).



Service leavers aged 30 to 39 and 40 and over were most likely to report employment in Professional occupations (26% and 26% respectively).

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



Service leavers aged 30 to 39 years or 40 years and over were more likely to report being employed as Managers, Directors and Senior Officials than service leavers aged under 30 (3% of those aged under 30, 8% of those aged 30 to 39, 15% of those aged 40 and over). Service leavers aged 40 and over were also more likely to report this outcome than service leavers aged 30 to 39.



Service leavers aged 30 to 39 years or 40 years and over were more likely to report being employed in Professional occupations than service leavers aged under 30 (9% of those aged under 30, 26% of those aged 30 to 39, 26% of those aged 40 and over).



Service leavers aged 30 to 39 years or 40 years and over were more likely to report employment in Associate Professional and Technical occupations than those aged under 30 (14% of those aged under 30, 22% of those aged 30 to 39, 26% of those aged 40 plus).



Service leavers aged under 30 or 30 to 39 years were more likely to report being employed in Skilled Trade occupations than service leavers aged 40 and over (23% of those aged under 30, 20% of those aged 30 to 39 and 11% of those aged 40 and over).



Service leavers aged under 30 were more likely to report employment in Caring, Leisure and other Service occupations than service leavers aged 30 to 39 years or 40 years and over (5% of those aged under 30, 2% of those aged 30 to 39, 3% 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 to 39 years or 40 and over (7% of those aged under 30, 2% of those aged 30 to 39, 1% of those aged 40 and over).



Service leavers aged under 30 were more likely to report being employed in Elementary occupations than service leavers aged 30 to 39 years or aged 40 and over (21% of those aged under 30, 4% of those aged 30 to 39, 4% of those aged 40 and over).

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

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' as two of their top three reasons for economic inactivity, in line with the pattern for all service leavers. However, those aged over 50 also reported 'retired' (53%) as one of their top three reasons for economic inactivity while 'looking after family' was one of the top three outcomes for those aged 30 to 34 (18%), 35 to 39 years^c and 40 to 44 years (12%).

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, and those aged 25 to 29 years were notably more likely to report this reason for economic inactivity than service leavers in all age groups aged 35 and over (for example, 68% of those aged under 25 compared with 25% of those aged 35 to 39). In addition, service leavers aged 30 to 34 years were notably more likely to report this reason for economic inactivity than those aged 40 to 44 years or 50 and over, and service leavers aged 35 to 39 years, 40 to 44 years or 45 to 49 years were more likely to report this reason for economic inactivity than those aged 50 and over.



Service leavers aged 50 and over were more likely to report being 'retired' (53%) than service leavers in all younger age groups, and service leavers aged 45 to 49 years were more likely to report being 'retired'^c than those aged under 25 (0%) or 25 to 29 years (0%). 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'^c as a reason for economic inactivity than those aged 30 to 34 (18%), 35 to 39^s and 40 to 44 (12%). Service leavers aged 30 to 34, 35 to 39 and 40 to 44 were also more likely to report this reason for economic inactivity than those aged 50 and over^c and service leavers aged 35 to 39 years were more likely to report this reason for economic inactivity than 45 to 49 year olds^c.



Service leavers aged under 25 were less likely to report 'no employment sought' (19%) than service leavers in all groups aged 40 and over (39% for those aged 40 to 44, 47% for those aged 45 to 49 and 34% for those aged 50 and over). Those aged 45 to 49 (47%) were also more likely to report this outcome than those aged 25 to 29 years (20%), and those aged 40 to 44 years, 45 to 49 years and those aged 50 and over were more likely to report this outcome than those aged 30 to 34 years (13%).



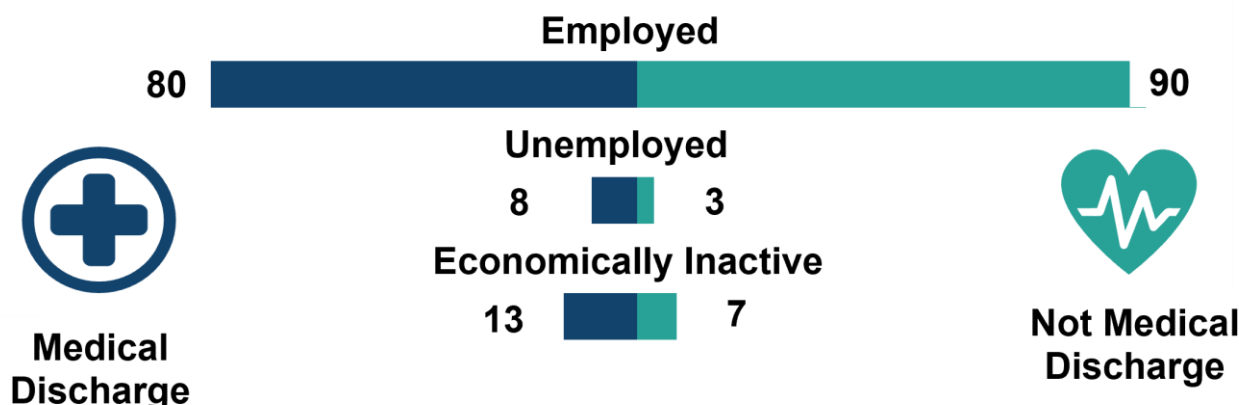
Service leavers aged 35 to 39 were more likely to report 'medical reasons' (26%) than those aged under 25 years (4%), 30 to 34 years (5%), 40 to 44 years (9%) and those aged 50 and over (3%). Also, those aged 25 to 29 years were more likely to report medical reasons (12%) than those aged 50 and over (3%).

^c Figure has been suppressed in line with JSP 200 (October 2022)

Results: Employment outcomes for medically discharged service leavers

Figure 8: Employment status of UK service leavers in 2022/23, by medical discharge status, percentages¹

1 April 2022 to 31 March 2023



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 (80%) and more likely to be unemployed (8%) or economically inactive (13%) than service leavers who were not medically discharged (90%, 3% and 7% 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 team¹⁴. 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^b. 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.

Employment rates for service leavers who were medically discharged decreased between 2018/19 (72%) and 2019/20 (70%) but have shown a continual increase since 2019/20. 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. In 2020/21, resumption of these activities and increased employer attendance at CTW+ were attributed to an increase in employment rates within medically discharged service leavers. Following recovery from the effects of COVID-19 pandemic, higher availability of longer work placements for medically discharged service leavers may have contributed to the further increases in employment rate since 2020/21.

Additionally, there has been a better understanding of the requirements of medically discharged personnel by employers through Armed Forces Networks which may also have resulted in improved employment outcomes.

b. 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 2018/19 and 2022/23. 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.

Since 1 Oct 2015, Right Management 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 84%. 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.

Data, definitions and methods (continued)

Calculation of employment rates

The employment rates were calculated in line with the [Office for National Statistics's definition](#):

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

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

Non-responder bias

Despite a high response rate for the 2022/23 service leavers (85%), investigations were conducted to determine any non-responder bias. Response rates were lower for Army service leavers, service leavers who were of non-officer ranks and service leavers aged under 30 years.

This means that the characteristics of responders did not reflect the distribution of characteristics among all 2022/23 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.

Data, definitions and methods (continued)

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 a standardised effect size equal to or greater than 0.2 or equal to or smaller than -0.2 , or a relative risk equal to or greater than 2 or equal to or smaller than 0.5 (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 0.93 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.
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.
Ethnic Minority (excluding white minorities)	All ethnic groups other than the white ethnic group. White ethnic minorities are included within the 'white' group.
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.

Glossary (continued)

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.
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 Ethnic Minority (excluding white minorities)	Non-UK Ethnic Minority refers to ethnic minority service leavers (see Ethnic Minority) who do not have a UK nationality. UK nationality includes any individuals whose nationality is recorded on JPA as Anguilla, Bermuda, British, British Hong Kong, British Overseas Territories, British Antarctic Territory, British Indian Ocean Territory, British Virgin Islands, Cayman Islands, Falkland Islands, Gibraltar, Montserrat, Pitcairn Islands, Saint Helena, Ascension and Tristan da Cunha, South Georgia and the South Sandwich Islands or Turks and Caicos Islands.
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 2022/23.
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.

Glossary (continued)

UK Ethnic Minority (excluding white minorities)	UK Ethnic Minority refers to ethnic minority service leavers (see Ethnic Minority) who have a UK nationality. UK nationality includes any individuals whose nationality is recorded on JPA as Anguilla, Bermuda, British, British Hong Kong, British Overseas Territories, British Antarctic Territory, British Indian Ocean Territory, British Virgin Islands, Cayman Islands, Falkland Islands, Gibraltar, Montserrat, Pitcairn Islands, Saint Helena, Ascension and Tristan da Cunha, South Georgia and the South Sandwich Islands or Turks and Caicos Islands.
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 between two proportions	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. [Labour Force Survey employment, unemployment and economic inactivity](#)
5. [Office for National Statistics time series of UK population unemployment rate](#)
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. [Economic inactivity by reason \(seasonally adjusted\)](#)
11. [British overseas territories citizen](#)
12. [Labour market status by ethnic group](#)
13. [UK armed forces biannual diversity statistics](#)
14. [CTP Assist](#)

References (continued)

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Further Information

Symbols

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

[r] Revised.

Disclosure Control

In line with JSP 200 (October 2022), the suppression methodology has been applied to ensure individuals are not inadvertently identified dependent on the risk of disclosure. In the majority of tables, figures are presented unrounded and 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. Where a higher risk of disclosure was identified due to a high proportion of numbers being suppressed, the rounding or grouping methodology has been applied. For the rounding methodology, all numbers have been rounded to the nearest five, with figures smaller than three being presented as '[c]', and percentages have been rounded to the nearest whole percent. Suppressed figures are marked *c* in the bulletin.

Revisions

Revised figures for the numbers and percentages of service leavers who were employed, unemployed, economically inactive and had an unknown employment status six months after leaving service for financial years 2020/21 and 2021/22 are presented in this bulletin. This is due to an error that was identified where those who had re-engaged with the UK or overseas military or who were employed part-time but were seeking full-time employment were classed as "Employment outcome unknown" instead of "Employed". These individuals have been re-classified as "Employed" and revised figures have been marked *r* in the bulletin and [r] in the Supplementary Tables. The revised employment, unemployment and economic inactivity rates are all within one percentage point of the previously published rates.

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.

Further Information (continued)

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