



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 2019/20 and 2023/24, with further detail on employment outcomes by key demographics, employed occupations and reasons for economic inactivity for 2023/24 service leavers.

## Key Points

Of the 2023/24 UK regular service leavers who used a billable CTP service and reported their employment outcomes six months after leaving service:

### 88% were employed

2023/24 service leavers reported a **significantly lower rate of employment** (88%) than 2022/23 service leavers (89%), with an **increase in the rate of unemployment**, while the economic inactivity rate did not significantly change. With the 2024 election cementing a political shift and new government, employers have been more cautious to hire staff which has driven unemployment.

### 5% were unemployed

The unemployment rate for 2023/24 service leavers (5%) was significantly higher than the rate for 2022/23 service leavers (4%).

There were **notable differences** in the unemployment rate between Non-UK Ethnic Minority service leavers (20%), UK Ethnic Minority service leavers (9%) and white service leavers (4%). This finding appears to reflect disparities in employment status between nationalities and ethnic groups in the wider UK population.

### 8% were economically inactive

The **rate of economic inactivity** (8%) for 2023/24 service leavers has **not significantly changed** since 2022/23 (7%).

The proportion of service leavers economically inactive due to Education/Training/Volunteering however has decreased from 40% in 2022/23 to 31% in 2023/24, possibly due to the continued rise in the cost of living driving the need for financial independence, limiting those that can afford to choose economic inactivity.



Medically discharged service leavers were notably less likely to be employed (77%), but more likely to be unemployed (9%) and economically inactive (15%), than those who were not medically discharged (90%, 4% and 6% respectively).

**The proportion of service leavers who used a billable CTP service that were medically discharged (13%) was the highest it has been since 2018/19** and is likely contributing to the higher unemployment rate.

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

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## Introduction

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This report has been produced to gain a better understanding of the Career Transition Partnership<sup>1</sup> (CTP) resettlement services used by UK armed forces service leavers. The CTP was an agreement between a contractor, Right Management Ltd, and the MOD from 1998 until 30 September 2024. From 1 October 2024, the contract passed to Reed in Partnership Ltd, however the 2023/24 report relates to services provided during the Right Management contract. The CTP 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 Covenant<sup>2</sup>, 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 MOD are invoiced 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 2023 and 31 March 2024. 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.

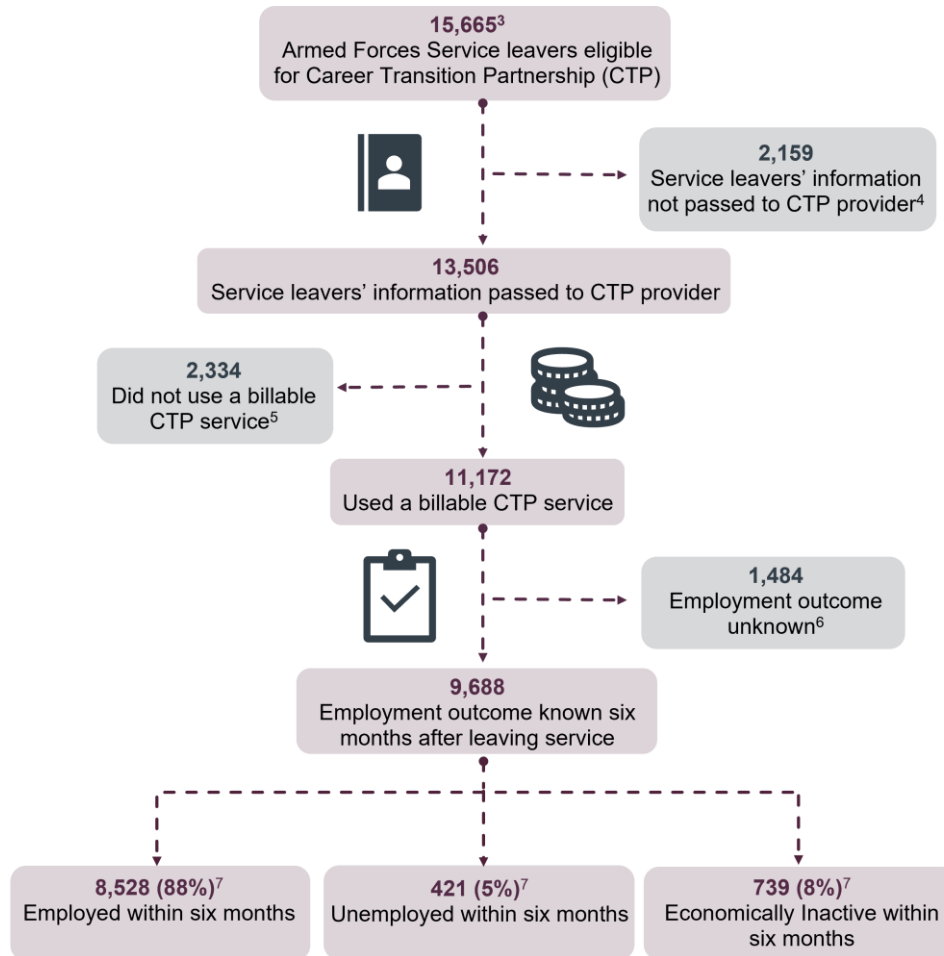
While statistics presented in this bulletin are compared to other government data to provide context within the general population, it is important to consider other factors, i.e. COVID-19 or wider socioeconomic factors, when comparing findings and trends to previous years' bulletins.

## 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 2023/24 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 outcomes<sup>1</sup> for UK regular service leavers<sup>2</sup> in 2023/24, who used a billable Career Transition Partnership service, numbers**

1 April 2023 to 31 March 2024



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 2023 and 31 March 2024. 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. Tri-Service Resettlement Policy was amended on 31 May 2022 to make registration for CTP services mandatory for all service leavers. This group includes service leavers whose details were not passed to the CTP provider but does not include those who 'opted out' of CTP services (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 the CTP provider, 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)

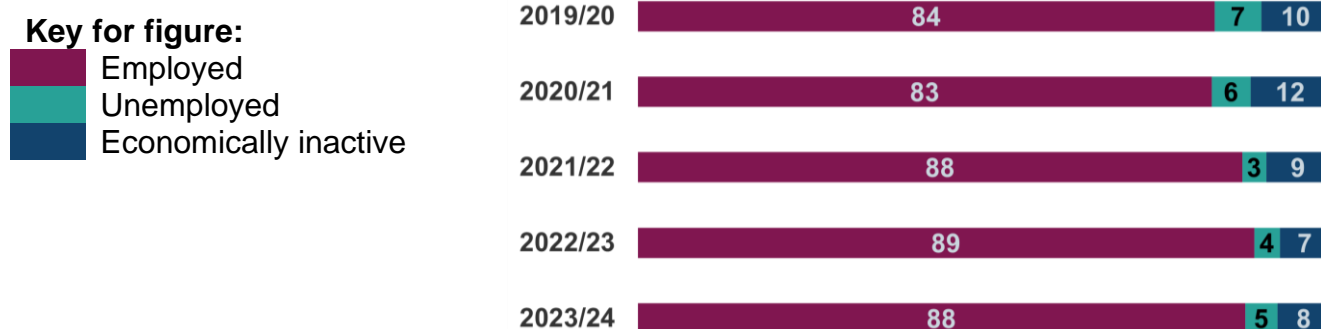
The supplementary tables 1 to 7 present all the findings. This bulletin reports on the **significant differences** where the difference between two groups was determined to be statistically significant (z-test of proportions with a 95% confidence level where numbers in groups were  $\geq 10$ , or Fisher's exact test where numbers in one or more of the groups were  $< 10$ ). 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  $\geq 0.2$  /  $\leq -0.2$  or relative risk  $\geq 2$  or  $\leq 0.5$  are reported as **notable differences**. These notable differences have been marked with an [s] in the supplementary tables 7a to 7c.

In 2023/24, 15,665 regular and Gurkha service personnel left the UK armed forces, of which 11,172 (71%) used a billable CTP service. Of those who used a billable CTP service, 9,688 (62% of all 2023/24 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 9,688 service leavers, referred to as '2023/24 service leavers'.

Of the 2023/24 service leavers, 88% were employed, 5% were unemployed and 8% were economically inactive six months after leaving service.

**Figure 2: Employment outcomes for UK regular service leavers between 2019/20 and 2023/24, percentages<sup>1</sup>**

1 April 2019 to 31 March 2024



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 2023/24 service leavers (88%) was higher than the UK population (75%<sup>3</sup>) during the same period. There are demographic differences between the 2023/24 service leavers and the wider UK population with 90% of service leavers being male compared to 49% of the UK population of working age<sup>4</sup>, 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 2023/24 service leavers population (90% males), the employment rate for the UK population would be 77%, which is still lower than for 2023/24 service leavers.

There was no evidence that the unemployment rate in 2023/24 service leavers differed compared with the UK population rate of 4%<sup>5</sup>, 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 2023/24, approximately 20%<sup>6</sup> of the unemployed UK population had been unemployed for more than twelve months.

## Results: Top level employment outcomes (continued)

### Trends over time

The employment rate of service leavers increased significantly each year between 2020/21 and 2022/23 to 89% (Figure 2), before a small but significant decrease to 88% in 2023/24. In 2021/22, the unemployment rate (3%) was at the lowest rate since 2019/20. It has steadily increased since and significantly increased from 2022/23 (4%) to 2023/24 (5%). The dip in unemployment was likely due to the increase in job vacancies immediately after COVID-19<sup>7</sup>, however over the last year cautiousness from employers around hiring due to the election and change in government in July 2024 led to some reduction in the number of vacancies and opportunities available.<sup>8</sup>

The economic inactivity rate of service leavers dropped significantly each year between 2020/21 (12%) and 2022/23 (7%), however it has not significantly changed in 2023/24 (8%). The proportion of service leavers choosing education/training/volunteering (31%) has reduced since 2022/23 (40%). This is likely due to the continued rise in the cost of living strengthening the need for financial independence and CTP have observed a slight uptake of apprenticeships and higher apprenticeships where people can earn whilst they learn and upskill.

### Most common occupations for employed service leavers

Over one half (59%) of the employed 2023/24 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 (22%)

*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 (20%)

*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 website<sup>9</sup>.

The top three occupations for 2023/24 service leavers remained the same as for 2022/23 service leavers. These differed from 2021/22 in that Professional occupations are included in the top three in 2022/23 and 2023/24 and Elementary occupations are not included. The increased uptake of professional occupations in the last two years 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.



## Results: Top level employment outcomes (continued)

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### Most common reasons for economic inactivity

Over two thirds (70%) of the economically inactive 2023/24 service leavers reported the following reasons for economic inactivity, six months after leaving service:



Education, training or volunteering (31%)



No employment sought (28%)



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 2023/24, 2,334 service leavers had their details passed onto the CTP provider but had not used a billable service up to 6 months after leaving service. Please note that due to a data quality issue that arose during the transfer of data from Right Management Ltd to Reed in Partnership Ltd systems at the change of contract, there is no available information on the service leavers' reasons for not using a billable service to include in this report. Further detail on this issue is included in the Background Quality Report.

Please note, service leavers can access CTP support up to two years before and two years after leaving service. The 2,334 service leavers who had their details passed onto the CTP provider may go on to access billable CTP support at a later date.

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

*Sources: JPA and Right Management*

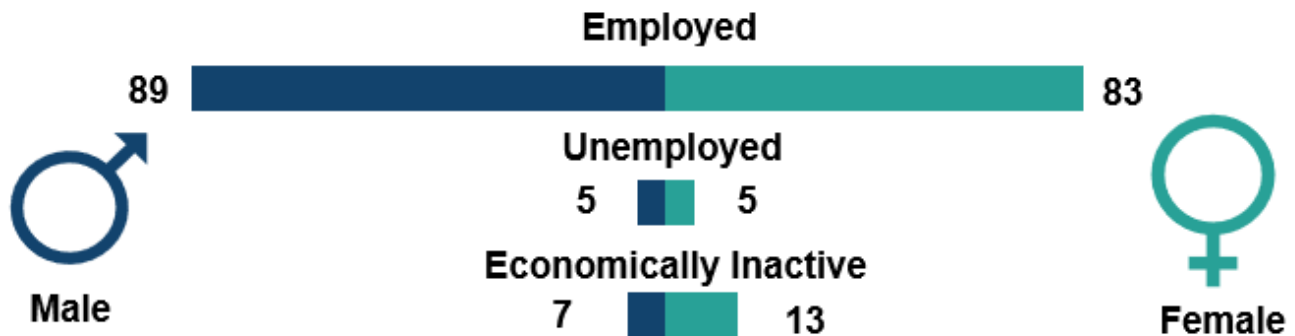
## Results: Employment outcomes by gender

### 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 2023/24, by gender, percentages<sup>1</sup>**

1 April 2023 to 31 March 2024



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 significantly (but not notably) less likely to be employed (83%) and notably more likely to be economically inactive (13%) than male service leavers (89% and 7% respectively). Unemployment was not significantly different (both 5%), 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 (89% versus 78% for males and 83% versus 72% for females)<sup>10</sup>.




## Results: Employment outcomes by gender (continued)


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### 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 Administrative and Secretarial occupations (12%) than Skilled Trade occupations (5%).

The following notable differences were observed between groups:

 Males were more likely to report being employed in 'Skilled Trade occupations' than females (19% and 5% respectively).

 Males were more likely to be employed as 'Process, Plant and Machine operatives' than females (11% and 4% respectively).

 Females were more likely to be employed in 'Caring, Leisure and other Service occupations' than males (10% and 2% respectively).


 Females were more likely to be employed in 'Administrative and Secretarial occupations' than males (12% and 3% respectively).

The above findings reflect wider UK gender differences within the UK workforce<sup>11</sup>.

### 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' (15%) than 'retired' (10%).

There was only one notable difference observed between males and females:

 Females were more likely to report 'looking after family' than males (15% and 5% 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 males<sup>12</sup>.

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

*Sources: JPA and Right Management*

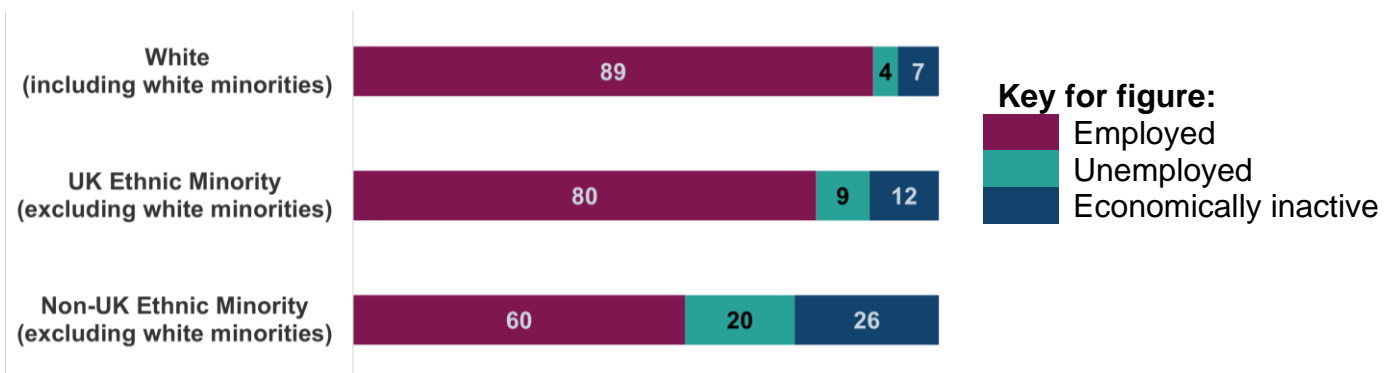
## Results: Employment outcomes by ethnicity

### 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. Additionally, ethnic minority service leavers with UK nationality were notably more likely to be employed than non-UK ethnic minority service leavers. This appears to reflect disparities between ethnic groups in the UK in terms of employment status. However, for those employed, there were no notable differences between groups in terms of occupation at the major SOC level.

**Figure 4: Employment status of UK regular service leavers in 2023/24, by ethnicity<sup>1</sup>, percentages<sup>2</sup>**

1 April 2023 to 31 March 2024



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.<sup>13</sup> 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 (89%, 80% and 60% respectively). Also, white service leavers were notably more likely to be employed (89%) than UK ethnic minority service leavers (80%).

Non-UK ethnic minority service leavers were notably more likely to be unemployed than white service leavers or UK ethnic minority service leavers (20%, 4% and 9% respectively), and UK ethnic minority service leavers were notably more likely to be unemployed than white service leavers.

Non-UK ethnic minority service leavers were also notably more likely to be economically inactive than white service leavers and UK ethnic minority service leavers (26%, 7% and 12% respectively).

The ONS also found that within the UK population, the employment rate was higher for those who reported their ethnicity as white (76%) than for any other ethnic group: Mixed, Indian, Pakistani, Bangladeshi, Chinese, Black/African/Caribbean or other (69%)<sup>14</sup> and that the unemployment rate was higher for those with a non-UK nationality than for UK nationals<sup>15</sup>.

## Results: Employment outcomes by ethnicity (continued)

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### 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 (16%) rather than Skilled Trade occupations (13%).






There were no notable differences in reported occupations between white and ethnic minority service leavers.

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### 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 'medical reasons' (18%) or 'awaiting visa/ citizenship'<sup>c</sup> than 'retired'<sup>c</sup>.

The following notable difference was observed between groups:

-  White service leavers were more likely to report 'education, training or volunteering' than ethnic minority service leavers (31% and 20% respectively).
-  Ethnic minority service leavers were more likely to report 'medical reasons' than white service leavers (18% and 11% respectively).
-  White service leavers were more likely to report 'retired' (13%) than ethnic minority service leavers<sup>c</sup>.
-  Ethnic minority service leavers were more likely to report 'awaiting visa or citizenship'<sup>c</sup> than White service leavers<sup>c</sup>.
-  Ethnic minority service leavers were more likely to have 'unknown'<sup>a</sup> reason for economic inactivity (10%) than white service leavers<sup>c</sup>.

<sup>a</sup> There was a data quality issue with 26 of the reason for economic inactivity responses, where 'awaiting visa/citizenship' responses were indistinguishable from 'no employment sought' responses. These responses were included in the 'unknown' category. See Background Quality Report for more details.

<sup>c</sup> 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 2023/24, by service<sup>1</sup>, percentages<sup>2</sup>

1 April 2023 to 31 March 2024



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.

Royal Navy service leavers were more likely to be employed six months after leaving service (91%) than Army service leavers (87%) or RAF service leavers (88%). Army service leavers were more likely to be unemployed (6%) than Royal Navy service leavers (3%) or RAF service leavers (4%). RAF service leavers were more likely to be economically inactive (9%) than Royal Navy service leavers (6%). 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.

The following notable differences were observed between groups:



RAF service leavers were more likely to report employment in 'Associate Professional and Technical occupations' than Army service leavers (29% and 19% respectively).



Army service leavers were more likely to report employment in 'Elementary occupations' than RAF service leavers (14% and 5% respectively).



Army service leavers were more likely to report employment in 'Sales and Customer Service occupations' than RAF service leavers (4% and 2% respectively).

## Results: Employment outcomes by service (continued)

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### 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' (14%) than 'retirement' (5%).

The following notable differences were observed between groups:



Army service leavers were more likely to report 'education, training or volunteering' than RAF service leavers (34% and 21% respectively).



Both RAF and Royal Navy service leavers were more likely to report being 'retired' (28% and 13% respectively) than Army service leavers (5%). RAF service leavers were also more likely to report being 'retired' than Royal Navy service leavers (28% and 13% respectively).



Royal Navy service leavers were more likely to report 'Travelling Abroad' than RAF service leavers (10% and 2% respectively).



Army service leavers were more likely to report 'Awaiting Visa/Citizenship'<sup>c</sup> than RAF service leavers (0%).

<sup>c</sup> Figure has been suppressed in line with JSP 200 (October 2022)

## Results: Employment outcomes by rank

### Key message:

There were no notable differences in employment status, but notable differences in 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 30 years<sup>16</sup>.

**Figure 6: Employment status of UK regular service leavers in 2023/24, by rank, percentages<sup>1</sup>**

1 April 2023 to 31 March 2024



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 (89% and 84% respectively), and Officers were more likely to be economically inactive (11%) 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. Two of the three most commonly reported occupations for Officers were also the same, however Officers were more likely to report employment as Managers, Directors and Senior Officials (24%) 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 (40% and 17% respectively).
-  As Managers, Directors and Senior Officials (24% and 7% respectively).

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

-  In Skilled Trade occupations (20% and 3% respectively).
-  As Process, Plant and Machine operatives (12% 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 (3% and <1% respectively).



## Results: Employment outcomes by rank (continued)

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### 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' (12%) than 'retired' (7%).

The following notable differences were observed between groups:



Other Ranks were more likely to report 'education, training or volunteering' than Officers (33% and 19% respectively).



Officers were more likely to be 'retired' than Other Ranks (29% 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

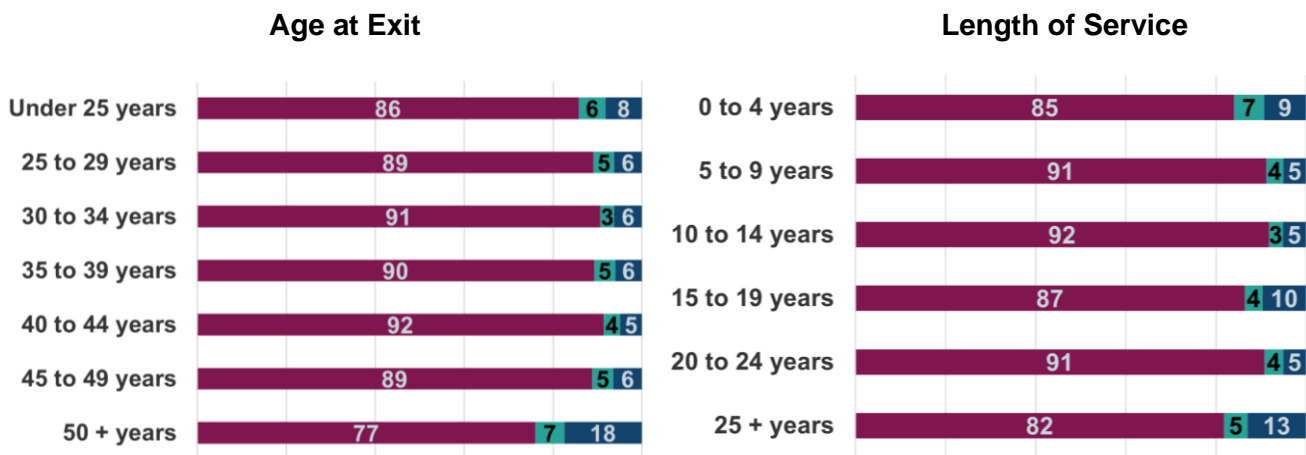
### Key message:

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.

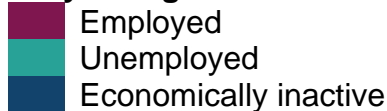
There were many notable differences observed between age groups in terms of employment status, occupation and reasons for economic inactivity six months after leaving service. Considering all of the notable differences in this findings section, age at exit appears to have the biggest influence on different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

**Figure 7: Employment status of UK regular service leavers in 2023/24, by age at exit and length of service, percentages<sup>1</sup>**

1 April 2023 to 31 March 2024



### 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.)

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Service leavers aged 40 to 44 years at exit had the highest employment rate of all age groups (92%). Employment was notably lower amongst those aged 50 years and older (77%) than all other age groups.

In 2022/23 service leavers aged 30 to 34 years had the highest employment rate (94%), but this has significantly reduced in 2023/24 (91%). The previous high rate in this group for 2022/23 was thought to be due to CTP having specifically targeted the junior rank (OR-4 and below) service leavers by adapting the Core Workshops and delivery programme to increase junior rank only workshops, facilitate networking and highlight role specific content. For 2023/24 service leavers, programmes specifically targeted at junior ranks, have continued to be promoted by CTP but have recently seen a drop in the number of opportunities they provide. CTP also observed a higher proportion of companies than usual making redundancies.

The rate of unemployment in 2023/24 for early service leavers (7%) and those aged between 25 and 29 years (5%) has increased since 2022/23 (5% and 2% respectively). This is likely due to employers acting cautiously and becoming more risk averse during the change of government and therefore looking for experienced hires rather than investing in training for new hires.




## 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 (11%). Service leavers aged 40 and over were more likely to report employment in Managers, Directors and Senior Officials occupations (17%) than Skilled Trade occupations (10%).

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 (23%).
-  Service leavers aged 30 to 39 were most likely to report employment in Professional occupations (27%).
-  Service leavers aged 40 and over were most likely to report employment in Associate Professional and Technical occupations (28%).

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 (8% and 17% respectively) than service leavers aged under 30 (3%). 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 (27% and 26% respectively) than service leavers aged under 30 (11%).
-  Service leavers aged 30 to 39 years or 40 years and over were more likely to report employment in Associate Professional and Technical occupations (24% and 28% respectively) than those aged under 30 (15%).
-  Service leavers aged under 30 or 30 to 39 years were more likely to report being employed in Skilled Trade occupations (23% and 19% respectively) than service leavers aged 40 and over (10%).
-  Service leavers aged under 30 were more likely to report employment in Caring, Leisure and other Service occupations (4%) than service leavers aged 30 to 39 years (2%) or 40 years and over (2%).
-  Service leavers aged under 30 were more likely to report employment in Sales and Customer Service occupations (6%) than those aged 30 to 39 years (2%) or 40 and over (<1%).
-  Service leavers aged under 30 were more likely to report being employed in Elementary occupations (21%) than service leavers aged 30 to 39 years (6%) or aged 40 and over (4%).

## 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 besides 50 years and over 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, for those aged over 50, 'retired' was the top reason for economic inactivity (43%) and 'medical reasons' (10%) was more frequently reported than 'education, training or volunteering' (6%). 'Medical reasons' was one of the top three outcomes for those aged 30 to 34 (20%), 35 to 39 years (27%) and 40 to 44 years (15%).

The most notable differences observed between groups were:

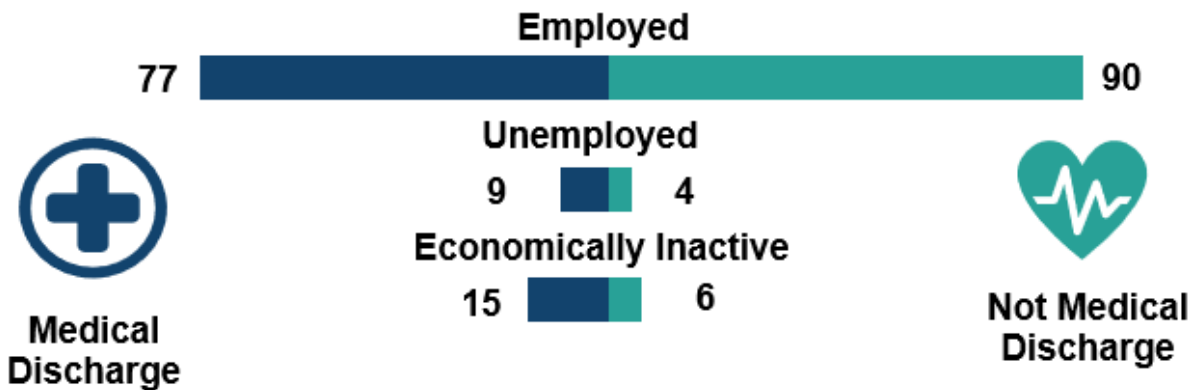
-  'Education, training or volunteering' was the most common reason for economic inactivity reported by service leavers in all age groups under 35 years, with percentages broadly decreasing with age. Specifically, those aged under 25 years, were notably more likely to report this reason for economic inactivity than service leavers in all other age groups. In addition, service leavers aged 50 years and over were notably less likely to report this reason for economic inactivity than all younger age groups besides those aged 45 to 50 years.
-  Service leavers aged 50 years and over were more likely to report being 'retired' (43%) than service leavers in all younger age groups, and service leavers aged 45 to 49 years were more likely to report being 'retired' (18%) than all younger age groups besides those aged 40 to 45 years. No service leavers under 40 years reported retirement as a reason for economic inactivity.
-  Service leavers aged 30 to 34 years were more likely to report 'looking after family' (12%) than service leavers aged under 25 years (3%) or service leavers aged 50 years and over (2%).
-  Service leavers aged under 25 years were less likely to report 'medical reasons' (4%) than those aged 30 to 34 years (20%), 35 to 39 years (27%) and 40 to 44 years (15%). Also, those aged 35 to 39 years were more likely to report medical reasons (27%) than those aged 50 years and over (10%).
-  Service leavers aged 25 to 29 years were more likely to report 'Travelling/abroad' as a reason for economic inactivity than those aged 50 years and over (12% and 2% respectively).
-  Service leavers aged 25 to 29 years were more likely to report 'Awaiting Visa/Citizenship' (10%) as a reason for economic inactivity than those aged under 25 years<sup>c</sup> and 50 years and over (0%).

<sup>c</sup> 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 2023/24, by medical discharge status, percentages<sup>1</sup>**

1 April 2023 to 31 March 2024



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 (77%), more likely to be unemployed (9%) and more likely to be economically inactive (15%) than service leavers who were not medically discharged (90%, 4% and 6% respectively).

The proportion of service leavers who were medically discharged has increased in 2023/24 (13%) compared with 2022/23 (10%), as has the proportion of those economically inactive due to medical reasons (11% compared with 7% respectively). CTP staff are now more confident in marking 'medically unfit to work' as a reason for economic inactivity. In the past, they would have marked it as 'no employment sought' if they didn't have evidence.

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 team<sup>17</sup>. 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<sup>b</sup>. 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 have shown a continual increase since 2019/20 (70%), peaking in 2022/23 (80%). In 2023/24 the employment rate (77%) has not changed significantly from the 2022/23 rate. Post COVID-19, there was a renewal of employment initiatives that are most beneficial to those medically discharged, such as civilian work attachments and industry taster visits. These activities alongside an increased employer attendance for Career Transition Workshop plus (CTW+) were attributed to an increase in employment rates within medically discharged service leavers.

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.

(Table 4, Supplementary Tables)

Sources: JPA and Right Management



## Data, definitions and methods

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**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 2019/20 and 2023/24. 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.

The methodology used to identify and classify employment outcomes changed for the 2016/17 report onwards compared with previous reports. Previously, a random sample of 20% of CTP users were contacted to ask about employment outcomes, whereas from 1 October 2015 onwards an attempt was made to contact all those who used a billable CTP service. Also, from 2016/17, employment outcomes have been included for service leavers who have re-engaged with the UK or overseas military or who were employed part-time but seeking full-time employment, whereas previously these service leavers were excluded from employment outcome calculations. Therefore, employment outcomes for service leavers since 2016/17 cannot be compared with earlier years' outcomes.

### 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.

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%. The response rate has steadily increased from 81% in 2016/17 to 87% in 2023/24, enabling improved data granularity to determine service leaver outcomes. 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 within six months of 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)

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### Calculation of employment rates

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

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

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 2023/24 service leavers (87%), 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 2023/24 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)

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### 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.

The z test uses a normal approximation which is not suitable for comparisons based on small numbers. Where the number of individuals with or without the outcome of interest (employment status, occupation or reason for economic inactivity) in either of the groups being compared was less than 10, a Fisher's exact test was used instead of the z test. This test can be used to test for an association/difference between two groups in a 2 x 2 contingency table where sample sizes are small.

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

## Glossary:

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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.
Fisher's Exact Test	A statistical test of association between two categorical variables in a 2 x 2 contingency table, which is suitable when sample sizes are small.
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.

## Glossary (continued)

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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.
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.
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.
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 2023/24.
Statistically significant	Refers to a result of a statistical test in which there is evidence of a change in proportions between groups.

## Glossary (continued)

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Statistical tests	Refers to those tests which are carried out to see if any evidence exists for a proportional difference in response between groups.
UK 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:

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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. [Office for National Statistics unemployment by age and duration](#)
7. [Labour Market overview, UK](#)
8. [Labour market overview, UK: June 2024](#)
9. [Office for National Statistics Standard Occupational Classification \(SOC\) Hierarchy: SOC 2020](#)
10. [Office for National Statistics Labour Market Statistics](#)
11. [Employment by status and occupation](#)
12. [Economic inactivity by reason \(seasonally adjusted\)](#)
13. [British overseas territories citizen](#)
14. [Labour market status by ethnic group](#)
15. [Employment, unemployment and economic inactivity by nationality and country of birth](#)
16. [UK armed forces biannual diversity statistics](#)
17. [CTP Assist](#)

## References (continued)

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### Other contact points within Defence Statistics

Defence Expenditure Analysis	<a href="mailto:Analysis-Expenditure-PQ-FOI@mod.gov.uk">Analysis-Expenditure-PQ-FOI@mod.gov.uk</a>
Price Indices	<a href="mailto:Analysis-Econ-PI-Contracts@mod.gov.uk">Analysis-Econ-PI-Contracts@mod.gov.uk</a>
Naval Service Workforce	<a href="mailto:Analysis-Navy@mod.gov.uk">Analysis-Navy@mod.gov.uk</a>
Army Workforce	<a href="mailto:Analysis-Army@mod.gov.uk">Analysis-Army@mod.gov.uk</a>
RAF Workforce	<a href="mailto:Analysis-Air@mod.gov.uk">Analysis-Air@mod.gov.uk</a>
Tri-Service Workforce	<a href="mailto:Analysis-Tri-Service@mod.gov.uk">Analysis-Tri-Service@mod.gov.uk</a>
Civilian Workforce	<a href="mailto:Analysis-Civilian-Enquiries@mod.gov.uk">Analysis-Civilian-Enquiries@mod.gov.uk</a>

## Further Information

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### 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

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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