Background Quality Report
Career Transition Partnership annual statistics: UK service personnel employment outcomes, 2019/20 to 2023/24

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

This assessment relates to the annual 'Career Transition Partnership Statistics' published by Defence Statistics on Thursday 13 February 2025.

1 Contact

Defence Statistics Health Deputy Head
Defence Statistics Health
Analysis-Health-PQ-FOI@mod.gov.uk

2 Introduction & Statistical Presentation

This annual Official Statistic provides summary statistics on the estimated employment outcomes for UK Regular service personnel (including Gurkhas) who left the UK armed forces between 2019/20 and 2023/24 and used the services provided by the Career Transition Partnership (CTP). The figures provide estimated employment outcomes for service personnel within six months of leaving the UK armed forces.

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

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

a) **Section 1:** Top level employment outcomes (supplementary tables 1 to 3). This section presents top-level employment outcomes (the number and percentages employed, unemployed and economically inactive) for regular and Gurkha personnel who left the UK armed forces in 2023/24 and used billable CTP services, six months after leaving service. Trends over time are also presented by financial year and financial quarters between 2019/20 and 2023/24.

b) **Section 2:** Employment outcomes by demographic groups (supplementary table 4). This section presents a summary of employment outcomes for 2023/24 service leavers, by demographic groups.

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

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

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

These Official Statistics were first released in June 2013 and subsequently published on a quarterly basis. Following the quarterly release in December 2014, Defence Statistics proposed a reduction in the frequency of these statistics from quarterly reports to annual reports. The first annual report was released in June 2015, covering the five-year period 2009/10 to 2013/14, with annual updates in 2016 to 2025 each presenting the previous five financial years.

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

The Career Transition Partnership (CTP)[1] was an agreement between a contractor, Right Management Limited[2], and the MOD from 1998 to 30 September 2024. On 1 October 2024 the CTP contract was transferred from Right Management Ltd to Reed in Partnership Ltd[3]. The 2023/24 report relates to services provided during the Right Management contract, as the employment outcomes reported were collected prior to the end of September 2024. In the next report on service leavers during the 2024/25 financial year, due to be published in 2026, many of the service leavers will have accessed CTP services and/or entered into resettlement during the Reed in Partnership contract. It is anticipated that there may be changes to the information presented in the report for 2024/25, reflecting changes in resettlement provision and data collected under the new CTP contract, however the extent and detail of these changes is not yet known.

The CTP also incorporates two service charities, the Forces Employment Charity (RFEA)[4] and the Royal British Legion Industries[5]. The CTP exists to support service leavers in their transition from the military to civilian employment. Service leavers differ in age and military experience, and all have different qualifications and aspirations. However, the adjustment from the military environment to the civilian world is an issue common to all.

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

There are three main CTP support programmes:

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

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

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

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

a) The types of benefits available to service leavers under both the CRP and ESP include transition workshops, one-to-one career guidance, housing advice, financial briefs and job finding support. Service leavers can access this resettlement support two years either side of their discharge date. After this period, employment support is available to service leavers for the remainder of their working lives from the RFEA, the Forces Employment Charity[4], a charity embedded within MOD's resettlement framework.

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

c) In addition to the billable services, all service leavers can receive housing advice and financial briefs. Those on the CRP are entitled to attend online webinars hosted by CTP, access graduated resettlement time (GRT), subsistence

allowance, including travel warrants and a training grant. Service leavers on both the CRP and ESP can also access Enhanced Learning Credits (ELC) in line with the ELC policy set out in JSP 822[6].

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

Who is eligible for CTP support?

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

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

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

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

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

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

b) Prior to 1 August 2020, service personnel who were discharged for disciplinary reasons or were deemed unsuitable for service were automatically provided with CTP support through the FH, regardless of length of service. As of 1 August 2020, a change in policy to JSP 534[7] allowed service personnel discharged for aforementioned reasons to qualify for the CTP programme appropriate for their length of service. Service leavers who were discharged for disciplinary reasons or deemed unsuitable for service with less than four years' service prior to 1 August 2020 were reported as 'FH-Other'. Length of service is now the only criteria used to allocate service leavers to FH support, and therefore the FH group is no longer split into "Early Service Leavers" and "Other FH Users" in the Supplementary Tables.

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

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

The “50/30 rule” allows service personnel who reach the age of 50 years or who complete 30 years’ service to commence the resettlement process in advance of the usual start point of two years prior to discharge. This can be accessed and applied once during an individual’s career, on reaching a minimum of 30 years’ service or a minimum age of 50 years, whichever occurs first.

Mandatory Registration for CTP services

On 31 May 2022 Tri-Service resettlement policy was amended with the aim of ensuring that all service leavers are enrolled on to CTP services during their resettlement period. Prior to this date, service leavers were able to choose whether to have their details passed to the CTP provider or not. Following the change in policy it became mandatory for service leavers to have their details passed to the CTP provider, but they retained the right to later opt out of CTP services by informing their CTP career consultant. On 27 November 2023, changes to the JPA system took effect so that service leavers who submit their notice to terminate through JPA are mandatorily registered for CTP services. Despite this policy change, there were 2,159 service leavers whose information was not passed to the CTP provider in 2023/24. There is ongoing work to improve the process towards achieving CTP registration for all service leavers. In future years the report will be amended to include the numbers who choose to opt out of CTP services.

Who is included within these statistics?

All service leavers during each financial year between 2019/20 and 2023/24 are identified within these statistics. However, employment outcomes are only reported on for those who have used a ‘billable’ CTP service prior to leaving the armed forces, or up to six months after leaving the armed forces. Any service leaver who used a billable CTP service between six months and two years after leaving the armed forces will be excluded from employment outcome analysis in this report.

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

Redundancies

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

3 Statistical Processing

3.1 Source Data

The MOD administrative database for service personnel, the Joint Personnel Administration (JPA) System, was used to identify all UK armed forces service leavers during the financial year. The JPA system was also used to identify the service, gender, ethnicity, length of service, rank and age of each service leaver. The MOD routinely publishes a range of Quarterly Military Personnel Statistics[8], including numbers of service personnel leaving the UK armed forces. It is important to note that annual numbers of UK armed forces service leavers presented within this report do not match the figures presented in the statistics referenced above, since these statistics include Gurkhas and exclude those who have died.

The MOD's authoritative deaths database, held by Defence Statistics Health, was used to determine UK armed forces service personnel that had died during the financial year in order to exclude them from analysis. Information held on the death's database is compiled from several sources from which UK Armed Forces Deaths Statistics[9] are compiled.

The MOD's Medical Discharge database, held by Defence Statistics Health, was used to identify personnel who were medically discharged from service. The MOD publishes annual Medical Discharge Statistics[10] from these data.

Right Management's administrative database, Adapt, contains the details of all service leavers who have registered with Right Management for employment support. The data held on this system was also used to identify those service leavers who used a billable service and to compile employment and occupation outcome estimates for service leavers, six months after leaving the armed forces since 1 October 2015.

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

Prior to 1 April 2019, the UK general population employment outcome estimates were taken from the Labour Force Survey (LFS)[11]. However, due to discontinuation of the source, employment outcome estimates since 1 April 2019 have been taken from NOMIS[12], which is sourced from the Annual Population Survey. These have been compared with the estimated employment outcomes for UK Regular service personnel who used the CTP services. NOMIS is the UK's primary data source for official labour market statistics and is published by the Office for National Statistics (ONS)[13].

3.2 Data collection

Determining employment outcomes for service leavers who used billable CTP services

Service leavers who had used a billable service were reviewed by Right Management six months after leaving the armed forces. Service leaver employment-status information was collected directly from service leavers by a tracking team for CTP through calls and emails. This data was manually recorded on Adapt and automatic download reports were

run on a monthly basis to compile the data. A minimum of four definite attempts were made, over the six-month period, to contact such service leavers using a variety of means. This includes phone, email or text before they were classed as being a 'Non-Responder'.

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

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

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

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

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

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

3.3 Data validation

The main sources of potential error in the CTP statistics are as follows:

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

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

To ensure that potential errors are identified and resolved, Defence Statistics Health implement a series of data quality checks throughout the report production. When required, these checks involve close liaison with relevant contacts, including Right Management, to ensure the accuracy of the figures published. Aggregated data is validated by a Statistical Officer and Higher Statistical Officer within the Ministry of Defence to ensure the primary data sources are correctly joined and discrepancies are clarified with Right Management. Further information on the JPA data sources can be found in the Quarterly Service Personnel[8] and Biannual Diversity statistics[14]. Information on the Medical Discharge[10] and Deaths[9] statistics can also be found in their respective Background Quality Reports.

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

3.4 Data compilation

Using the JPA data and Defence Statistics' Death (NOTICAS) data, a cohort was identified of personnel who left the UK armed forces during 2023/24 (who had not died) and were therefore eligible to have accessed CTP services for employment support. This cohort was linked to the Adapt database to determine service leavers whose details were passed to Right Management by the MOD. The unique service number attributed to each service leaver is used to link personnel records across the multiple data sources.

At the end of September 2024, the CTP data was transferred from Right Management's Adapt system to the new Reed in Partnership data system. During this process, corruption of the "reason for declining CTP service" field occurred, meaning that there is no data available on the service leavers' reasons for not using a billable CTP service for inclusion in the 2023/24 report and this information has been left out of the bulletin and Table 1 of the supplementary tables for this year. This issue has also impacted some of the service leavers who will be included in the 2024/25 report who left service prior to the data transfer.

There was also a data issue for the "reason for economic inactivity" field which arose during the data transfer process, that affected service leavers who left service during March 2024 only, whereby the "awaiting visa/citizenship" and "career break" (part of the "no employment sought" category) responses could not be distinguished from each other. March 2024 service leavers who reported one of these reasons for economic inactivity (n=26) have been assigned a value of "unknown" for this field.

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

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

The 19/20 bulletin presented a change in methodology in identifying users of Future Horizons, which has been repeated for the 2020/21 and 2021/22 bulletins. Previously, leavers who were discharged for disciplinary reasons or deemed unsuitable for service with less than four years' service were categorised as FH-Other. The updated methodology prioritises service length, as detailed on page 3, and categorises those with less than four years' service as FH-ESL regardless of why they left the services. For this reason, FH-ESL and FH-Other for 2019/20, 2020/21 and 2021/22 are not directly comparable to previous years. From the 2022/23 bulletin onwards the Future Horizons group is no longer split into FH-ESL and FH-Other.

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

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

b) The **unemployment rate** has been calculated as the ratio of unemployed personnel, relative to the total number of personnel employed and unemployed. This rate has then been applied to the total number of personnel who used a billable CTP service, less the estimated proportion who were economically inactive, to estimate the number of personnel unemployed.

Since the unemployment rate was calculated using a different population to the employment rate and the economically inactive rate, the employment, unemployment and economically inactive rates will not sum to 100%.

Since the financial year 2016/17, employment outcomes have been included for service leavers who have re-engaged with the UK or overseas military or were employed part-time but were seeking full-time employment (in this bulletin, these service leavers have been included in the employed category). In previous financial years these cohorts were excluded from the employment outcome calculations. Service leavers who used a billable CTP service and were either employed part-time as reservists (not including FTRS) six months after leaving service or who died within six months of leaving service are included in the "Employment outcome unknown" category.

For financial years 2020/21 and 2021/22 an error 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 now been re-classified as "Employed" and revised figures for employment outcomes for these years are presented in Supplementary Tables 2 and 3 of the 2022/23 bulletin onwards.

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

Accounting for non-responders

The response rate for 2023/24 service leavers was high (87%). Despite this, investigations were conducted to determine any non-responder bias as response rates were lower for:

- Army service leavers
- Service leavers who were of Other (non-Officer) Rank
- 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, Officers/Other Rank and age group in order to correct for any bias caused by over or under-representation. Numbers are presented as unweighted counts and percentages have been weighted. The weights were calculated by:

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

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

Table 1: Weightings used for CTP 2023/24 analysis

Weighting class			Weighting applied
Royal Navy	Officers	Younger than 30 years of age	1.06
Royal Navy	Other Ranks	Younger than 30 years of age	1.13
Royal Navy	Officers	30 years of age or older	1.08
Royal Navy	Other Ranks	30 years of age or older	1.15
Army	Officers	Younger than 30 years of age	1.13
Army	Other Ranks	Younger than 30 years of age	1.19
Army	Officers	30 years of age or older	1.13
Army	Other Ranks	30 years of age or older	1.17
RAF	Officers	Younger than 30 years of age	1.36
RAF	Other Ranks	Younger than 30 years of age	1.14
RAF	Officers	30 years of age or older	1.09
RAF	Other Ranks	30 years of age or older	1.11

Royal Navy includes Royal Navy and Royal Marines

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

Determining occupations and reasons for economic inactivity

Right Management supplied free-text occupation information for all users of a billable CTP service who reported as being employed six months after leaving the armed forces. This information was coded by Defence Statistics, in line with the ONS Standard Occupational Classification 2020[16] (SOC2020). Occupation information is presented within these statistics in line with these SOC groupings.

Responses for 2020/21 are the first employment outcomes to be coded in line with SOC2020 standards, with responses for 2019/20 and earlier coded to SOC2010 standards. There may be differences in Occupation Outcomes due to changes to updated classifications[16].

Of the 8,528 2023/24 service leavers who reported as being employed six months after leaving the armed forces, there were 832 service leavers for which it was not possible to code their occupation, due to missing or incomplete free text information.

Comparison of employment outcomes with UK population accounting for gender

Since the proportion of male service leavers is higher than the proportion of males in the UK population, and employment rates are higher for males, gender-specific employment, unemployment and economic inactivity rates for service leavers were compared with those in the UK population. These rates were calculated for the UK population using Labour Force Survey data[17] for people aged from 16 to 64 for the October to December 2023 quarter. Gender-specific rates in the UK population were then applied to the group of service leavers who used a billable CTP service to calculate the overall employment rate for service leavers that would be expected if employment rates for men and women matched those in the UK population.

Statistical methods

a) Z test

The z test difference between two proportions was used to identify any significant differences between the percentages of employed, unemployed and economically inactive service leavers in different demographic groups, and differences between groups with regards to occupation (for those employed) and reasons for economic inactivity. The significance test provided confidence to state that an observed difference between the percentages was a real difference and did not occur due to chance. Upper and lower confidence intervals were also calculated from the z test.

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.

b) Measure of effect

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

The standardized difference (d)[18] for categorical responses, assuming each response option is a separate binary outcome, is calculated as:

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

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

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

The relative risk (RR)[19] is the ratio of the percentage of individuals with an outcome in group one versus the percentage with the outcome in group two. If the percentage of individuals with the outcome is the same in both groups, then RR=1.

The relative risk has also been used to identify small (RR>=2), medium (RR>=3) and large (RR>=4) effects.

The supplementary tables 1 to 6 present all of the findings. However, the bulletin primarily reports on the notable differences where the difference between two groups was determined to be statistically significant (z-test of proportions with a 95% confidence level), with at least a "small" effect size by either of these measures ie. a standardized difference d >=0.2 / <=-0.2 or a relative risk >=2 / <= 0.5. These notable differences have been marked with an '[s]' in the supplementary tables 7a to 7c.

c) Pearson product moment correlation coefficient

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

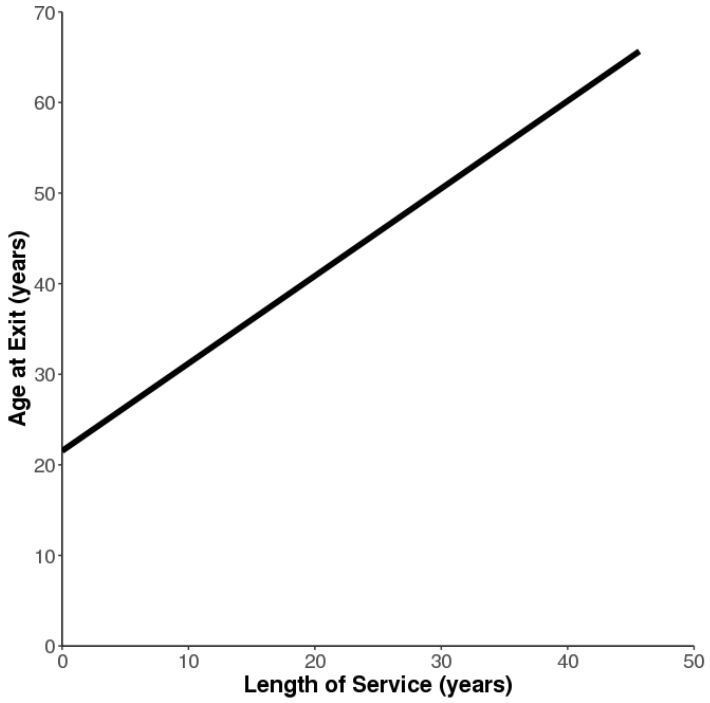
- A positive correlation (a correlation coefficient greater than 0, up to and including +1) apply when the value of one variable increases, the value of the other variable

also increases. As the strength of the positive correlation increases, the correlation coefficient approaches +1.

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

A Pearson correlation coefficient value of 0.92 between age at exit and length of service suggests that there is a strong positive correlation between the two variables (Figure 1). This means that as the value of one variable increases, the value of the other variables also increases.

Figure 1: Correlation between length of service and age at exit for UK armed forces service leavers[1]
1 April 2023 to 31 March 2024



Sources: JPA and Right Management

1. Includes regulars and Gurkhas who have left the UK armed forces to civil life or have an unexplained outflow between 1 April 2023 and 31 March 2024 and have an employment outcome of employed, unemployed or economically inactive. Excludes Full Time Reserve Service (FTRS) personnel, mobilised reservists and deaths.

4 Quality Management

4.1 Quality Assurance

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

4.2 Quality Assessment

The Career Transition Partnership annual statistics: UK service personnel employment outcomes Official Statistic was last assessed in 2024 and was deemed to be of low-medium quality risk.

5 Relevance

5.1 User needs

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

The known key users of the statistic have been internal MOD, other public bodies, armed forces charities and the media. They are used to hold MOD to account, monitor and to inform policy development in relation to the employment support provided to service leavers. The employment rate is used as an indication of effectiveness of the CTP resettlement services. They will also be used for monitoring of the UK Armed Forces Covenant[20], a component of the Armed Forces Act, by better targeting the needs of veterans and ensuring service personnel are not disadvantaged in terms of health or welfare.

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

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

Strengths and weaknesses in relation to user needs

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

Potential users have asked for figures of employment outcomes by service, gender, rank, ethnicity, medical discharge, CTP programme used, age at exit, and length of service.

The Statistical Notice meets this demand. Previously, MOD has been asked to provide the industry sectors which those employed entered however, due to the data collected it was not possible to meet the ask.

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

6 Accuracy and Reliability

6.1 Overall Accuracy

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

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

Since 1 October 2015, JPA data have only been linked to the Adapt system which has resulted in a more accurate picture of the process. Employment outcomes have also been calculated using a higher sample of data e.g. 87% of billable CTP users in 2023/24, as Right Management attempt to contact all service leavers who used a billable service. The percentages presented are weighted to account for non-response bias (see section 3.4: data compilation). Therefore the 2023/24 CTP statistics are considered to be a more reliable summary of CTP users and employment outcomes.

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

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

6.2 Data

There are often differences between the projected exit date recorded on Adapt and service personnel's actual exit date as recorded on the JPA system. The information held on Adapt was informed through an initial resettlement update from JPA. However, if an individual's exit date changed, the update was made to JPA but the Adapt data would only be updated if the individual provided Right Management with this new information. This may have resulted in service leavers being contacted at a different time point to six months after their actual exit date. The MOD has workedwith Right Management to implement methods improving alignment between exit dates held on JPA and Adapt.

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

Service leavers' ethnicity is compiled based on a self-declared, non-mandatory field on JPA. In 2023/24 there were 168 service leavers who had not declared their ethnicity and were therefore excluded from any analysis pertaining to ethnicity. UK ethnic minority (excluding white minorities) personnel refers to service leavers of all ethnic groups except white ethnic groups who have UK Nationality. This includes Mixed, Asian, Black and Other ethnic groups. 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. More details can be found on the gov.uk website[21]. Non-UK ethnic minority (excluding white ethnic minorities) refers to service leavers of all ethnic groups except white ethnic groups who do not have UK Nationality.

6.3 Methodology

UK employment outcomes and occupation sectors have been compared against the estimated employment outcome and occupation sectors for UK Regular service personnel who used the CTP services. The UK employment outcomes have been adjusted for gender in the bulletin since 2021/22, but not adjusted for age, and occupational outcomes have not been adjusted to take account of the age and gender spread seen in the UK armed forces.

In 2023/24, 2,334 service leavers were recorded on Adapt but had not used a billable CTP service six months after leaving service. Information on the reason for not accessing CTP support was not available for inclusion in the 2023/24 report, due to a data corruption

that occurred during the transfer of data from the Right Management Adapt system to the Reed in Partnership data system. It is worth noting that service leavers can access CTP support up to two years before and two years after they leave the UK armed forces.

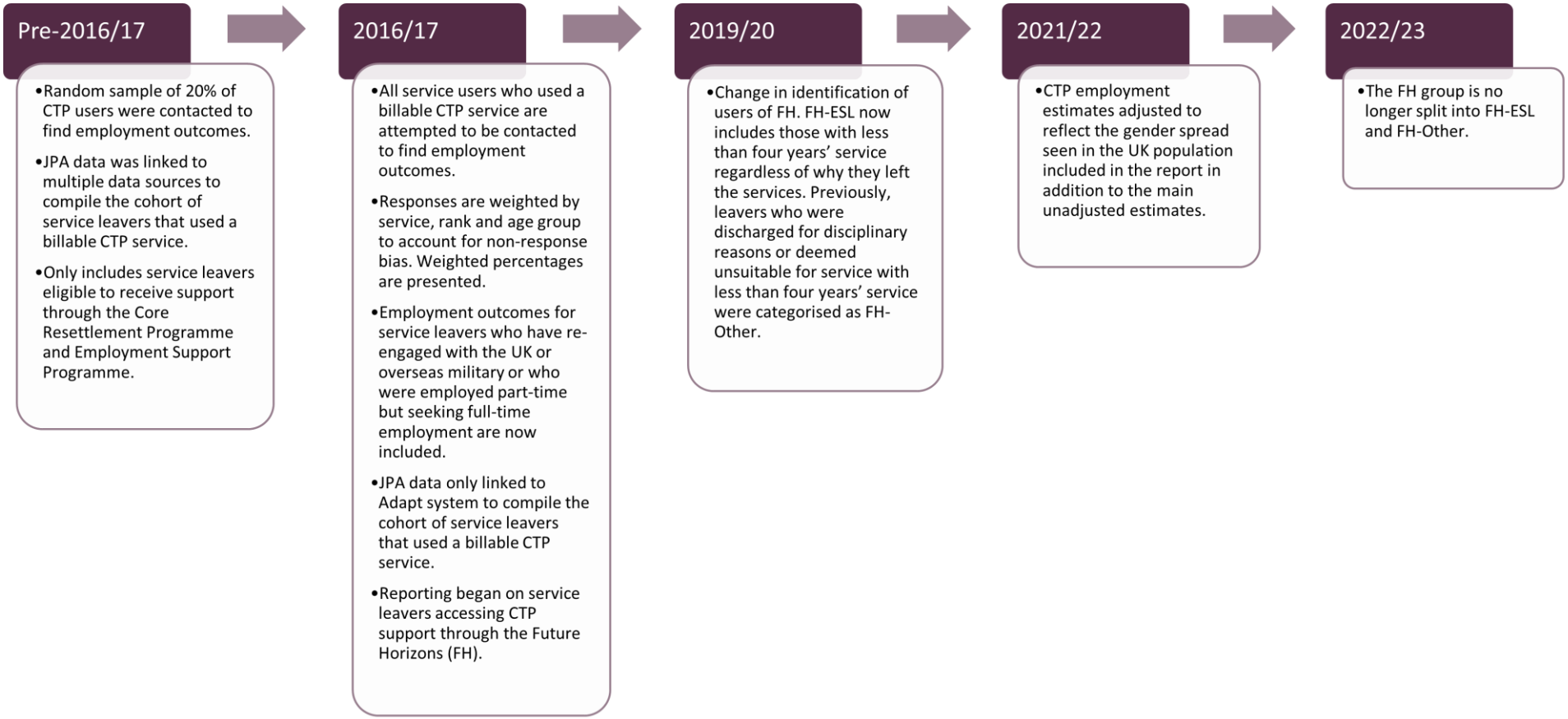
6.4 Data Revisions

Data revisions are handled in accordance with the MOD's Official Statistics Revisions and Corrections Policy[22].

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 the 2022/23 and 2023/24 bulletins. 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" (see Section 3.4 above). The revised employment, unemployment and economic inactivity rates are all within one percentage point of the previously published rates.

6.5 Timeline for methodology changes

Figure 2: Methodology changes alongside the financial year they came into effect[1].
1 April 2009 – 31 March 2024



1. The financial years represent the issue of bulletin that was first fully affected by the methodology change. Some methodology changes occurred mid-year and therefore partially affected the preceding bulletin.

7 Timeliness and Punctuality

7.1 Timeliness

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

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

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

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

7.2 Punctuality

All Statistical Notices were published on time to a pre-announced release date. The release date for the 2023/24 statistics were announced on the GOV.UK Official Statistics Release Calendar[23] at least one month in advance in accordance with the guidelines set out in the Code of Practice for Official Statistics.

8 Coherence and Comparability

The Official Statistic presents estimated employment outcomes from 2019/20 through to 2023/24, including quarterly estimates, with confidence intervals around each of the estimates. However, due to changes in data and methodology (see section 6.1) used prior to 2016/17, comparisons should only be made between the latest seven financial years (2017/18, 2018/19, 2019/20, 2020/21, 2021/22, 2022/23 and 2023/24). This bulletin does not compare to data prior to 2016/17.

Comparisons are made to the UK population employment outcome estimates. A methodology update in the 2021/22 bulletin introduced the adjustment of CTP employment estimates to reflect the gender spread seen in the UK population using NOMIS[12] data, in order to increase the accuracy of comparison. It should be noted the CTP estimates have not been adjusted to reflect the age spread seen in the UK general population. Additionally, this report looks at employment outcomes of a cohort after a certain amount of time from leaving their previous employment (i.e., 6 months) whereas UK estimates are based on the status of the population at a point in time. The comparisons to UK population occupation sectors does not take into account the age and gender spread seen in the UK population but is presented by age and separately by gender.

The definitions for demographic groups are consistent with other MOD Official Statistics, though the overall number of 2023/24 service leavers does not match service outflow figures for all regular service personnel as published in the MOD's Quarterly Service Personnel Statistics[8], since the CTP statistics include Gurkhas and exclude those who have died.

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

9 Accessibility and Clarity

Accessibility

The estimated employment outcome statistics for CTP service users can be accessed on the Gov.UK website[24]. The Statistical Bulletin is published in an accessible PDF file with the data available in supplementary tables, in both accessible Excel and Open Data Source (ODS) formats. Defence Statistics are currently ensuring all published information is equally accessible by everyone.

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

Clarity

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

The supplementary tables (1 to 6f) present numbers, weighted percentages and 95% confidence intervals. Tables 7a to 7c list all the statistically significant differences between two groups (z-test of proportions, with a 95% confidence level), with the notable differences (those with a standardized difference of >=0.2 / <=-0.2 or relative risk >=2 / <=0.5) marked with an '[s]'.

10 Trade-offs between Output Quality Components

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

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

11 Cost and Respondent Burden

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

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

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

12 Confidentiality and Security

12.1 Confidentiality – Policy

Personal information collected by Right Management was protected by several safeguarding measures to prevent disclosure and unauthorised use. Further information on the current policy can be found in the Resettlement Privacy Policy[25].

All Defence Statistics Health staff involved in the production of CTP statistics have completed three courses, protecting personal data, record management awareness and information knowledge awareness, that ensure an understanding of their responsibilities under the Data Protection Act and the Official Statistics Code of Practice. All staff involved in the production process have signed the Data Protection Act, and all MOD, Civil Service and data protection regulations are adhered to.

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

Defence Statistics Health adhere to the principles and protocols laid out in the Code of Practice for Official Statistics and comply with the UK Statistics Authority (UKSA)[26] protocols on pre-release access[27]. The Defence Statistics pre-release access lists are available on the GOV.UK website[28].

12.2 Confidentiality – Data Treatment

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

The tables in this report have been scrutinized to ensure individual identities havenot been revealed inadvertently. Figures are presented unrounded. 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. 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 there is a risk of suppressed numbers being identified by the splitting of these by subgroups, the breakdown has not been presented and relevant cells have been left blank.

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. Where a number greater than or equal to three is presented in more than one table, and has been suppressed in other tables, the number has been suppressed and presented as '[c]' rather than rounded to avoid the suppression being broken. Suppressed figures are marked *c* in the bulletin. For the grouping methodology, relevant categories have been grouped.

12.3 Security

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

13 References

1. Career Transition Partnership (CTP). https://www.gov.uk/guidance/career-transition-partnership
2. Right Management Limited. https://www.rightmanagement.co.uk
3. Reed in Partnership Limited CTP website. https://www.modctp.co.uk/home
4. The Forces Employment Charity (RFEA). http://www.rfea.org.uk/
5. The Royal British Legion Industries (RBLI): https://www.rbli.co.uk/
6. JSP 822 Defence Direction and Guidance for Training and Education: https://www.enhancedlearningcredits.com/uploads/documents/jsp_822_vol_9_-_elective_education_-_v6_-_oct_2023.pdf
7. JSP 534 The Tri-Service Resettlement and Employment Support Manual https://www.gov.uk/government/publications/tri-service-resettlement-manual-jsp-534
8. MOD Quarterly Military Personnel Statistics. https://www.gov.uk/government/collections/quarterly-service-personnel-statistics-index
9. MOD UK Armed Forces Deaths Statistics. https://www.gov.uk/government/collections/uk-armed-forces-deaths-in-service-statistics-index
10. MOD Medical Discharge Statistics. https://www.gov.uk/government/collections/medical-discharges-among-uk-service-personnel-statistics-index
11. Labour Force Survey (LFS). https://www.ons.gov.uk/surveys/informationforhouseholdsandindividuals/householdandindividualsurveys/labourforcesurveylfs
12. NOMIS. https://www.nomisweb.co.uk/
13. Office for National Statistics (ONS). https://www.ons.gov.uk/
14. MOD Biannual Diversity Statistics. https://www.gov.uk/government/collections/uk-armed-forces-biannual-diversity-statistics-index
15. ONS Employment rate calculation definition. https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/methodologies/aguidetolabourmarketstatistics
16. Standard Occupational Classification (SOC) 2020. https://www.ons.gov.uk/methodology/classificationsandstandards/standardoccupationalclassificationsoc/soc2020
17. Labour Force Survey (LFS) Table A02 https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/employmentunemploymentandeconomicinactivityforpeopleaged16andoverandagedfrom16to64seasonallyadjusteda02sa
18. Measure of effect: http://support.sas.com/resources/papers/proceedings12/335-2012.pdf
19. Sullivan, G.M. and Feinn, R., 2012. Using Effect Size – or Why the P Value Is Not Enough. *Journal of Graduate Medical Education*, 4(3), pp.279-282 https://doi.org/10.4300/JGME-D-12-00156.1

20. UK Armed Forces Covenant. https://www.armedforcescovenant.gov.uk/
21. British Overseas Territories Citizen. https://www.gov.uk/types-of-british-nationality/british-overseas-territories-citizen
22. MOD's Official Statistics Revisions and Corrections Policy https://www.gov.uk/government/publications/defence-statistics-policies/ministry-of-defence-revisions-and-corrections-policy
23. GOV.UK Official Statistics Release Calendar https://www.gov.uk/government/statistics/announcements
24. MOD CTP Statistics. https://www.gov.uk/government/collections/career-transition-partnership-ex-service-personnel-employment-outcomes-statistics-index
25. CTP Resettlement Privacy Policy https://www.modctp.co.uk/assets/CTP%20October%20Privacy%20Policy%20v1.1%201_Onboarding.pdf
26. UK Statistics Authority (UKSA). https://www.statisticsauthority.gov.uk/
27. UKSA pre-release access guidelines. https://uksa.statisticsauthority.gov.uk/about-the-authority/uk-statistical-system/legislation/pre-release-access/
28. MOD statistics pre-release access list. https://www.gov.uk/government/statistics/defence-statistics-pre-release-access-list

Note: The MOD is not responsible for the contents or reliability of the listed non-MOD web sites and does not necessarily endorse the views expressed therein. Listings should not be taken as endorsement or any kind. The MOD has no control over the availability of these sites. Users access them at their own risk. The information given was correct at the time of publication.

ANNEX A

Office for National Statistics' definitions

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

> **Employment** Anyone doing one hour or more a week of paid work is counted in the employment figures. This includes people on government supported training programmes if they are engaging in any form of work, work experience or work-related training. The employment estimates also include unpaid family workers, who work in a family business and benefit from the profits of the business although they do not receive a formal wage or salary. People working without pay (for example, volunteers in charity shops) are not included in the employment figures.
>
> **Unemployment** People not in employment are counted as unemployed if they have been looking for work in the last four weeks and if they are able to start work within the next two weeks. It does not matter if the person is looking for a full-time job or a part-time job or whether the person is claiming Jobseeker's Allowance or any other benefits. The unemployment estimates also include people who are out of work, have found a job and are waiting to start it in the next two weeks.
>
> **Economically Inactive** People who are not in employment but are not counted as unemployed either because they have not been looking for work in the last four weeks or because they are unable to start work within the next two weeks. The economically inactive population includes retired people, those looking after the family or home, those unable to work due to illness or disability and those students who choose not to look for work.

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