

Snapshot

employment bullets

The attached is a summary of the Employment Snapshot, accessible on the Veterans & Families Research Hub [<https://www.vfrhub.com/>]. Information correct as at 28.09.18.

Serving personnel

There are numerous vocational and academic qualifications available to Serving personnel and veterans. The Army is the largest apprenticeship provider in the UK and the Royal Navy is rated as a Top 100 Apprenticeship Employer. Many vocational qualifications are specific to the specialist needs of the Armed Forces, and these skillsets must be translated for the civilian job market following military-to-civilian transition. The existence of Army recruits with low educational attainment is being addressed through policy to increase these skills in Service, however, the take-up remains unmonitored.

In order to support a good transition, Serving personnel need to take ownership of their future from early in their careers, including career development and their longer-term aims. As the leaving age for joining the Armed Forces is young, a significant number of personnel who leave will still be young adults upon discharge.

Early Service Leavers (ESLs) have been reported as having a higher risk of poor transition outcomes, due in part to their poor achievements and perceived lack of commitment to long term roles. The Ministry of Defence (MOD) has put into place the Future Horizons Programme, to improve resettlement provision for ESLs.

Spouses of Armed Forces personnel experience unique challenges in both gaining and maintaining employment, with frequent relocation often cited as a barrier to long-term employment and pension accrual. The Spouse Employment Support Trial is in progress to monitor the employment needs of spouses.

Of those who were part of the MOD's Redundancy Programme 2011 to 2014 and who used CTP services, 79% were employed 6 months after leaving, 11% were unemployed and 10% were economically inactive.

Veteran support

Statutory support back into employment following transition is offered by the Careers Transition Partnership (CTP) and the Directorate of Training, Education, Skills and Resettlement (TESR), including support and advice. The support offered differs according to length of Service and personal circumstances (e.g. wounded, injured and sick veterans), but it is recognised that as voluntary provision, the take-up of support will not reach all Service Leavers. CTP statistics for

2016/17, suggest 82% of personnel who used a CTP service were employed six months after leaving. These figures do not address whether the work is sustainable or fulfilling for the veteran concerned. Army Service Leavers are more likely to be unemployed (not including those who are economically inactive) than Royal Navy and Royal Air Force Service Leavers.

- Armed Forces charities are a significant source of employment support following transition. Employment advice is offered by 61% of Armed Forces charities and 39% offer recruitment advice. It is estimated that there are 925,000 working age veterans currently living in the UK. A significant proportion of the ex-Service community reported having to take a job for which they felt overqualified or underpaid.

- Estimated employment rate (2018) six months post discharge by gender - 81% male/69% female. Employment following discharge by gender and profession: males are significantly more likely to go into skilled labour (e.g. plant and machine operative) and females are significantly more likely to go into caring professions (health, social care and education).

- Estimated employment rate (2018) six months post discharge by ethnicity – 65% black/Asian/minority ethnic (BAME), 81% white.

- There needs to be greater clarity and understanding of the realities of veteran employment in the UK. Conflicting data suggests (i) that there is no significant difference in employment status between veterans and the general population and (ii) working age veterans in the UK are nearly twice as likely to be unemployed as their civilian contemporaries.

- There is a need to be more proactive in countering negative media misconceptions and stereotypes, such as a generalisation around mental health issues, that can create an extra barrier to Service Leavers finding employment. Veterans continue to be asked inappropriate or invasive questions when interviewing for a civilian job, one of the most common being whether they had killed anyone during combat.

- Veterans with health problems face significant barriers in the civilian workforce and ESLs also appear to be at a disadvantage, the latter due to low attainment in civilian qualifications. The 55-64 year old age group is also reported to struggle to find work owing to their lower levels of computer literacy.

- Skill shortages are a cost to the UK in productivity and veterans' skills could be utilised to help meet this current shortage. Furthermore, there is an overlap between the areas of highest skill shortages and veteran expertise.

- There is a need for military charities to collaborate, evaluate and employ best practice to serve better the veteran community, specifically in terms of offering educational training and employment opportunities.