

The attached is a summary of the Education & Training Snapshot, accessible on the Veterans & Families Research Hub [<https://www.vfrhub.com/>]. Information correct as at 22.01.19.

### Educational and Training Opportunities by Service

- 98% of Army recruits finish with qualifications they can build on during and after their Service career. The Army is the largest apprenticeship provider in the UK and offers academic support to Serving personnel and learning credits (where eligible) to veterans. Every job in the Army offers the opportunity to gain qualifications, including undergraduate and postgraduate degrees, technical qualifications or instructor level status.
- The Royal Air Force promotes lifelong learning, supported through the Standard Learning Credit Scheme and Enhanced Learning Credit Scheme, Technical skills and on-the-job experience, to form a part of an advanced apprenticeship or other civilian recognised qualifications.
- The Learning and Development Organisation (LDO) enables Naval Service personnel to access learning, development and resettlement support. Whilst at sea, functional skills, GCSEs and A-level exams can be taken, as well as coaching workshops. Shoreside, Naval personnel have access to fully funded University short courses, functional skills and A-levels. Royal Navy were judged by Ofsted to be 'outstanding'. The Royal Navy is ranked as a 'Top 100 Apprenticeship Employer'.

### In-Service Educational Opportunities

- The MOD's training and education policy is based around Career Management, Professional Development and Personal Development, which together are known as 'the Learning Culture'.
- In terms of literacy and numeracy, the minimum entry requirement into the Armed Forces is Entry Level 2 (Key Stage 2 for school pupils), the equivalent standard of a 7-8 year-old. Research in 2012 showed that all Royal Navy and RAF recruits were above this level. Of those recruited to the Army at this time, 3.5% were rated at Entry Level 2 for literacy and 39% had a literacy level at Entry Level 3, that of an 11 year-old. The low levels of attainment in the Army candidates' levels of literacy and numeracy reflect the need for recruitment targets and demographic background of candidates at recruitment phase. Educational attainment is only one of a number of assessments taken into consideration. Specialist literacy and numeracy support is available in all three Services.
- In terms of funding training courses in-Service, the Standard Learning Credits (SLC) Scheme allows personnel to claim 80% of course fees up to a maximum of £175, tax free, every year, with individuals funding a 20% personal contribution. The course of study must lead to a nationally recognised qualification, have substantial developmental value and directly benefit the Service.

- Enhanced Learning Credits (ELC) may be claimed for learning at A-Level equivalent or above, or an approved international equivalent qualification. Awards are available up to £1,000 per year for those with six or more years' eligible Service or an upper tier of £2,000 per year for those with eight or more years' eligible Service. Three claims are permitted either in Service or for up to ten years after leaving.
- Only a small number of registered personnel in all Services take advantage of their ELC entitlement. Three quarters of those who claim ELC do so towards the end of their Service or after they have left, therefore the Forces themselves benefit less from the development of personnel.
- Reasons why people do not engage with the SLC or ELC schemes or education and training include (1) a possible lack of accessible information (2) courses not directly relevant for their next deployment (3) personnel waiting to be told when they need to attend a course (4) personnel not wanting to fill their free time with study and (5) giving little thought to their future career either within or beyond the Services.
- Personal Development Plans have been introduced for all Serving personnel, to encourage reflection on education, skills and achievement and to plan for future career aspirations and development.
- There is a vast amount of vocational and educational training available to in-Service personnel. Increasing in-Service engagement with the education and training opportunities on offer would bring benefits to the Services in the form of more capable personnel, and improve the prospects of eventual Service Leavers in the civilian marketplace.

#### Learning and Training Opportunities for Veterans

- Service Leavers in England, Scotland and Wales are able to take a Level 3 qualification (two A-Levels or vocational equivalent) or a first higher education qualification, with tuition fees paid in full for up to ten years after their departure. The Publicly Funded Further and Higher Education scheme is available to UK-based personnel who have completed at least four years' Service and who left on or after 17 July 2008. Entitlement can be transferred to an eligible spouse or partner in the event of the Service person's death, or if their medical discharge means they are unable to use the scheme.
- The Tri-Service Resettlement Policy offers signposting to contracted resettlement services, including workshops and training courses. The courses are paid by the MOD as part of the resettlement package and are funded by the Service Leaver through their resettlement training grant or self-funding. If Service Leavers are eligible and they attend a course, they will receive Individual Resettlement Training Costs of £534.00, equivalent to 20 days training.
- There remains difficulty with the transferability of some of the specialist, in-Service training to civilian job roles, but there is a growing number of programmes acknowledging the need to meet this issue and to address the critical skills gap in the job market. The Armed Forces offer educational and training opportunities that cannot be matched by any other employer.
- Most Service Leavers settle into civilian life and become valuable contributors to society.