

ER

E a s y R e s e t t l e m e n t

magazine

Autumn 2024 £Free



East Anglian employers earn **awards for commitment** to veterans and defence

More than 20 companies, public bodies and charities across East Anglia have earned one of the UK Government's top awards for supporting the Armed Forces community.



HOUSEBUILDER EMPOWERS VETERANS

An assistant site manager is building a path to success within the construction industry, since joining Barratt Homes. **P08**

NOW'S THE TIME TO GIVE WITH A GIFT IN YOUR WILL

Leave a gift in your Will to the RAF Benevolent Fund and you can be part of the heart of the RAF Family. **P40**

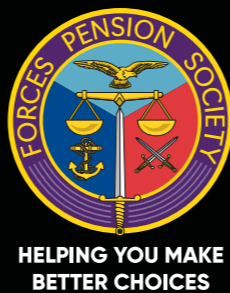
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**Think long term.
Even after you've
decided to leave.
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It might surprise you to learn that a large proportion of our 66,000 Members are either in Resettlement or have already left the Armed Forces. This is partly because Resettlement is a critical time in determining the level of your Armed Forces pension (guidance from our Forces Pensions Consultants can help you make important choices when you exit). It also reflects unexpected circumstances such as the complexity of dealing with the consequences of the AFPS15 Remedy (McCloud).

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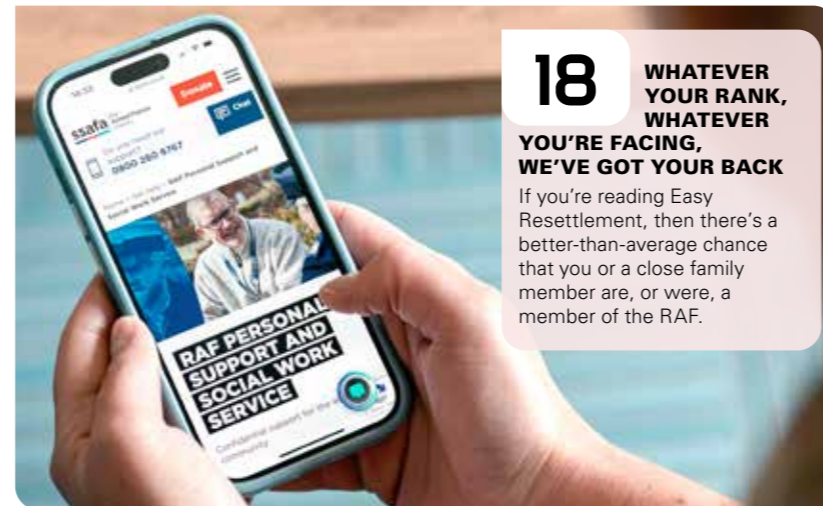
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If you're reading Easy Resettlement, then there's a better-than-average chance that you or a close family member are, or were, a member of the RAF.



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EDITORIAL

EDITOR

E: editor@easyresettlement.co.uk

DESIGN & PUBLISHERS

DESIGNER

Rowena Wilson

E: rowenawilsondesign@gmail.com

PUBLISHER:

Easy Resettlement Ltd

ADVERTISING

SENIOR SALES EXECUTIVE

James Atkins

E: james@easyresettlement.co.uk

T: 01733 205 938

EXECUTIVES:

E: darren@lancemediagroup.co.uk

T: 01536 680414

E: jayne@lancemediagroup.co.uk

T: 01536 334219

ACCOUNTS

Marie Smith

E: accounts@lancemediagroup.co.uk

PRINTING

MICROPRESS LTD

Reydon Business Park,

Fountain Way, Reydon,

Southwold, IP18 6SZ

SUBSCRIPTIONS

For queries regarding your subscription to Easy Resettlement please contact:

E: subscribe@easyresettlement.co.uk

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Welcome...



Welcome to the Autumn 2024 issue of Easy Resettlement magazine...

Easy Resettlement's sole aim is to help service personnel with their resettlement process, as well as assisting veterans wishing to find future roles of employment if they have not already done so.

As always we feature companies that are offering various recruitment opportunities for service leavers and also veterans, the companies we feature already see the value in employing service leavers and veterans and many of these will have already signed the armed forces covenant and be Employer Recognition scheme award winners. We also feature numerous resettlement training providers who offer a wide range of MOD approved training courses, as well as information from the British

Franchise Association known as the BFA, whose members recognise the value that service leavers and veterans bring to franchising.

In addition to the above, we also feature information regarding your enhanced learning credits, also referred to as ELC funding. This can be found in the last few pages of each issue, explaining your entitlements and how to apply.

Many of our readers may have already seen and spoken with the (CTP) Career Transition Partnership. We attend their events which enables us to speak to our readers and find out about your resettlement process and answer any questions you may have. So with that in mind we ask that when you engage with our advertisers, you also mention Easy Resettlement magazine when applying to any of the companies featured. If you have already been trained by or found employment through any of our advertisers we would love to hear from you.

To ensure you never miss a copy of Easy Resettlement you can subscribe for free by visiting our website www.easyresettlement.com You may also wish to follow us on Twitter and join our Facebook or LinkedIn groups. These pages can be found from the links on our website.

If you would like to share anything with any of our team please email James@easyresettlement.co.uk

**KIND REGARDS
THE EDITOR**



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MBDA



Housebuilder's Armed Forces programme empowers veterans for a bright future in Nottinghamshire

An assistant site manager is building a path to success within the construction industry since joining Nottingham-based developer Barratt Homes through its Armed Forces Transition Programme.

The programme offers ex-service personnel a valuable opportunity to transition into the construction industry and advance their careers.

Through the scheme, participants receive comprehensive experience, training, and unwavering support to embark on a rewarding path in site management.

Nathan Woodcock (27), who works on the homebuilder's Romans' Quarter development in Bingham, supports the on-site team with maintaining a five-star rated customer service by co-ordinating the trades, ordering materials, and delivering regular health and safety checks.

Since joining the developer in October 2022 as a trainee assistant site manager, Nathan has been enjoying all the perks that the industry has to offer while developing valuable skills through

the programme, which helps to ensure bright and promising futures for those making the transition.

For Armed Forces Day (29th June), Nathan has highlighted how the scheme can facilitate a smooth transition for those seeking a fulfilling career beyond their military service.

He said: "The Armed Forces Transition Programme is excellent. It provided extensive knowledge, opportunities to travel across the country, and insight into the challenges faced by builders. I believe this gave me the best foundation to start working in the industry as an assistant site manager.

Nathan enlisted in the army in September 2013, joining the Royal Engineers as a plumber, but he spent the majority of his career in EOD (Explosive Ordnance Disposal).

Nathan added: "I renovated my own house, helped on my

uncle's properties, and when I saw Barratt Homes had a dedicated Armed Forces Transition Programme, I couldn't think of a better reason to give it a go.

"One of the biggest achievements so far has been working with award-winning site managers to win Pride in the Job and Seal of Excellence awards at Gateford Park in Worksop and at Romans' Quarter."

Nathan is encouraging armed forces personnel who are contemplating a career change to consider the construction industry



as a viable and rewarding option.

He said: "For ex-service personnel seeking a new role, I believe it is very beneficial to look at the job roles in the construction industry and check the qualifications needed before applying. When I joined Barratt Homes, I already had some of the required qualifications.

"Barratt Homes offers continuous training to help you be the best. The employee benefits are also great, including excellent paternity leave and health care for your family."

To learn more about the career opportunities available, visit the website at Barratt Careers.

To view the range of properties that the housebuilder is building across the county, visit Barratt Homes in Nottinghamshire.

Vice Lord Lieutenant of Wiltshire meets previously homeless veterans taking part in scheme to build new homes and careers

National charity, Alabaré, who support Armed Forces Veterans who have struggled and been homeless in their civilian lives since leaving the military, welcomed the Vice Lord Lieutenant of Wiltshire, to site at Drummond Park in Ludgershall on 29th August to see the innovative Veteran Build Experience scheme.

The scheme is a collaboration between Alabaré, leading developer Lovell and affordable housing provider Stonewater who have teamed up to give ex-military personnel workplace training, mentoring and the opportunity to secure a new affordable home.

The Vice Lord Lieutenant of Wiltshire, Lieutenant-General Sir Andrew Gregory, KBE, CB, DL was eager to speak to the veterans on the scheme and hear how the programme is supporting them into new careers, and a new home which they have had the chance to help build.

Sir Andrew took a tour of the site and spoke to the veterans to hear how the scheme has impacted their lives since leaving the military.

Sir Andrew said: "It was an absolutely inspiring afternoon, witnessing how a major house builder, a veteran's charity, and wider initiatives can support service leavers, especially those who need extra help to build skills and find a future direction in life. The work being done by Veterans Self Build, along with the support of Love, is creating that very environment. I believe we should consider how this model can be expanded regionally and even nationally, especially given the government's new housing targets and the valuable skills veterans possess. Wearing both my Vice Lord-Lieutenant hat and as Chief Executive of SSAFA, the Armed Forces Charity, I see tremendous opportunities here."

One of the veterans who is approaching the end of his year on the scheme is Chris. Chris, who is currently living in Salisbury, served in The Royal Gloucestershire, Berkshire and Wiltshire Rifles for four years, and saw service in Northern Ireland, Kosovo and Afghanistan. Chris sought help from Alabaré after his relationship broke down and he lost his home.

Chris said: "This program has saved my life, I was living in the woods at my lowest Eb and now I am about to move into my house and start work. It has

been really hard but amazing."

The Veteran Build Experience has been running at Drummond Park, in Ludgershall, for two years so far, with six veterans already benefitting from taking part. The former Defence Medical Equipment Depot is being developed by Lovell into a community of 412 homes, including 103 affordable homes managed by Stonewater.

Each veteran has the opportunity to join the Lovell workforce, learning valuable, transferable skills to increase long-term employment. At the end of the programme, each has the opportunity to live in one of the homes managed by Stonewater that they have helped to build.

Sir Andrew also spoke to the partners to understand their vision for the future of the Veteran Build Experience and how it is contributing to the vision of ensuring no veteran in the UK faces being homeless.

Andrew Lord, CEO at Alabaré, said: "I am very proud of the achievements of the veterans who have taken part on the community build scheme. It is wonderful to see Chris and Jack overcome issues they have faced in the past and gone onto gain new skills, employment and their own rented home.

"The third cohort of participants have just started, and the initiative continues to provide real opportunities for veterans in the construction industry."

Regional managing director at Lovell, James Duffett, said: "The Veteran Build Experience at Drummond Park is incredibly important to us, and we are very proud to have shown Sir Andrew Gregory our vision and passion for this scheme.

"This project is not only helping ex-military personnel to develop new skill sets and explore new career opportunities, whilst living in homes they have proudly helped to build, but it is also helping us at Lovell to diversify our workforce and bring new talent into the construction industry. At Drummond Park we are building not just homes but a legacy, and we are committed to supporting each veteran who joins the scheme."

Matthew Crucefix, Director of Development (South & West) at Stonewater, said: "At Stonewater, we have a long-standing commitment to supporting our veterans, ensuring they have the tools, opportunities, and stability to thrive in civilian life. The Veteran Build Experience is the latest in a series of initiatives we've championed, building on our successful collaborations to create both employment and housing opportunities for those who have served our country.

"From our partnership with Alabaré that has provided life-changing support to veterans, to our ongoing work through self-build schemes, we've seen firsthand how

transformative these projects can be. Witnessing veterans gain not just a home but also the confidence and skills to rebuild their lives is incredibly inspiring. We're proud of the progress we've made and remain dedicated to expanding these efforts, helping more veterans secure a brighter, more stable future."

Alabaré is a charity which helps to transform the lives of homeless and marginalised veterans, providing accommodation and helping them to gain skills, confidence and opportunities to live a fulfilled life.



To find out more, visit www.alabare.co.uk. Eligible veterans can find out more about the scheme by contacting Gary Chapman on **07980 968132**.



For details on Stonewater, visit www.stonewater.org



For more information on Lovell and the homes available at Drummond Park, visit www.lovell.co.uk/developments/drummond-park



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Minister for Veterans and People AI Carns OBE MC MP said:
 "Our Armed Forces and veterans are at the heart of Defence, and it is only right that the exceptional contribution they make to national security is celebrated. This year's Soldiering On Awards allows us to recognise the extraordinary people who make a real difference in society every day."

Lords for the second year running and be involved in the common purpose, celebrating achievement in the Armed Forces community. The 36 outstanding finalists have shown determination, entrepreneurship, resolve, and selfless commitment and we applaud their contribution to society and the nation."

"I thank and commend the tireless dedication of the nominees and finalists."

Chief of Defence People, Vice Admiral Phil Hally CB MBE said:
 "As the overarching awards for our Armed Forces community, we look to the Soldiering On Awards to lift the lid on all the remarkable things our people achieve every day. The finalists' inspirational stories reveal aspirations that are common to so many of us in Uniform; stories which describe the common bond of trust that we share; stories of camaraderie, and friendship; stories of sacrifice and challenge. These stories inspire others to have courage, to deal with personal challenges, to overcome adversity and to look to the future, and I thank them for all they have delivered for the Armed Forces and the nation."

Patron of the Soldiering On Awards, Earl Howe GBE PC, said:
 "In the 14th year of the Soldiering On Awards, we remain committed to the mission of shining a spotlight on remarkable individuals, projects, and organisations from across the Armed Forces community. The thirty six finalists shortlisted for 2024 exemplify passion and unwavering commitment to progress and excellence, in delivering benefits and outcomes for both individuals in the Armed Forces community and for society as a whole. It is an unparalleled programme that reaches all parts of our great nation."

Laura Blair, Head of Centrica's Ex-Forces Pathway, said:
 "Centrica is delighted to be the key partner of the Soldiering On Awards Finalists' Reception at the House of

Soldiering On Awards finalists Praised for making a difference at House of Lords Celebration

Ministry of Defence leaders praised members of the Armed Forces and veterans for making a difference in society at a private reception to celebrate the 2024 Soldiering On Awards finalists at the House of Lords on Tuesday 23rd July, hosted by Awards Patron the Rt Hon Earl Howe GBE PC.

The reception at the magnificent Palace of Westminster was attended by the 36 finalists, their nominators, defence and government leaders and partners from military charities and big business; all present to pay tribute to the inspiring stories of courage, endeavour and progress in the Armed Forces community. The new Minister for Veterans and People, AI Carns OBE MC

MP, and the Chief of Defence People, Vice Admiral Phil Hally CB MBE, addressed the distinguished audience with commendation for the achievements of the shortlisted individuals and organisations, and highlighted the important role of the Soldiering On Awards in sharing the positive stories from the Armed Forces community to inspire others. The reception was supported by energy services company,

Centrica, whose ex-forces pathway recruits ex-military talent to assist in the transition to Net Zero. During the event, the online public vote that will determine the winners of two categories; the Animal Partnership Award and the Inspiration Award was officially opened by broadcaster and long-term host of Soldiering On Awards Jeremy Vine. Votes can be placed at www.soldieringon.org until the online voting portal closes at 23:59 on Monday 26th August. The awards, now in their 14th year, celebrate the very best of the Armed Forces community, across twelve categories covering the diverse spectrum of achievement from Healthcare to Education and Business Start-Up to Animal Partnership. Judging was carried out



by a distinguished panel of independent judges, led by Co-Chairs Lt Gen (Ret'd) Richard Nugee CB CVO CBE and Debra Allcock-Tyler, who chose from an outstanding field of hundreds of nominations to select a shortlist of 36 finalists: three per category. The winners will be announced at a glittering black-tie event at the Park Plaza Westminster Hotel on Wednesday 16th October 2024.

East Anglian employers earn awards for commitment to veterans and defence

The Defence Employer Recognition Scheme Gold and Silver Awards celebrate the positive role that all types of employer can take in supporting defence—and inspiring others to do the same.

Nine organisations across East Anglia have earned the highest honour for backing our Armed Forces—the Gold Award—from the Ministry of Defence. A further 12 employers received the next tier of recognition, a Silver Award, in 2024.

To win gold, an organisation must show exceptional commitment to the Armed Forces community, implement HR policies that accommodate their needs and encourage other employers to do the same.

Marshall Group operates in a variety of business sectors and runs Cambridge City Airport, where it is also based. Christopher Walkinshaw, Group Director of External Relations and Communications, said: “To be recognised with a Gold Award in this way is a proud moment for everyone at Marshall.

“We have employed many former Armed Forces personnel in our business over the past 100-plus years. They bring a deep understanding of the military environment—which is important for so many of our customers—together with the values, culture and approach which are essential for effective teamwork.”

Gold Award winners are powerful advocates for the Armed Forces Covenant, a pledge made by employers to support reservists and bring Armed Forces personnel, veterans, and their families into the workforce. Anglia Ruskin University, which has campuses in Cambridge, Chelmsford, London and Peterborough,

More than 20 companies, public bodies and charities across East Anglia have earned one of the UK Government’s top awards for supporting the Armed Forces community.

considers its commitment to the Covenant a key reason for its 2024 Gold Award success. Prof Michael Almond, Anglia Ruskin’s Professor of Veterans and Families Studies, said: “The award reinforces the university’s leadership in championing the welfare and contributions of the Armed Forces within the academic and broader community. It promotes the Covenant to external organisation with which we interact, nationally and internationally.”

IT infrastructure specialist David Skingley is one of many East Anglian veterans whose contributions add value to his employer. He joined Essex-based estate and property management company Spicerhaart—another of the 2024 Gold Award winners—in 2017 to manage its data servers, computer networks and hardware.

During his 26-year military career David, now 55, rose through the ranks to become a Warrant Officer in Army’s Royal Corps of Signals. “As an ex-soldier, the Armed Forces Covenant is close to my heart, and therefore it is great to see the Spicerhaart group getting so involved,” he said.

The other East Anglian Gold Award winners this year are:

- A P Security, based in Watford
- Bedford Borough Council
- Defence Leaders, in Chelmsford
- Marlborough Highways, just outside Chelmsford
- North Norfolk Council, which has its offices in Cromer
- Smiths Detection, in Hemel Hempstead

Commander Phaedra Gibson RNR is Head of Safety at Smiths Excellence System and

Sustainability, part of Smiths Group. Cdr Gibson said: “The Gold level is important for Smiths Detection as it outwardly recognises the support we have in place for Veterans, Cadets Forces and Reservists

“As part of our progression from Silver to Gold, we supported all other businesses within the Smiths Group to follow our lead and sign up to the Covenant. Not only that, our staff have engaged in...similar initiatives in other countries to ensure we support the Armed Forces community across the globe.”

The 12 Silver Award winners of 2024 from East Anglia are:

- Aiimi, based in Milton Keynes
- AM Specialists Group Ltd, in Braintree
- British Institute of Kitchen, Bedroom and Bathroom Installation, in Tilbury
- Boons Transport, based in Peterborough
- Bacton Transport, in Stowmarket
- Colchester Borough Homes
- The Matthew Project, Norwich
- Norfolk and Suffolk NHS Foundation Trust
- Norfolk Community Health and Care NHS Trust
- Shared Services Connected Ltd (SSCL), based in Hemel Hempstead
- Suffolk Police
- Waterman Aspen, Brentwood.

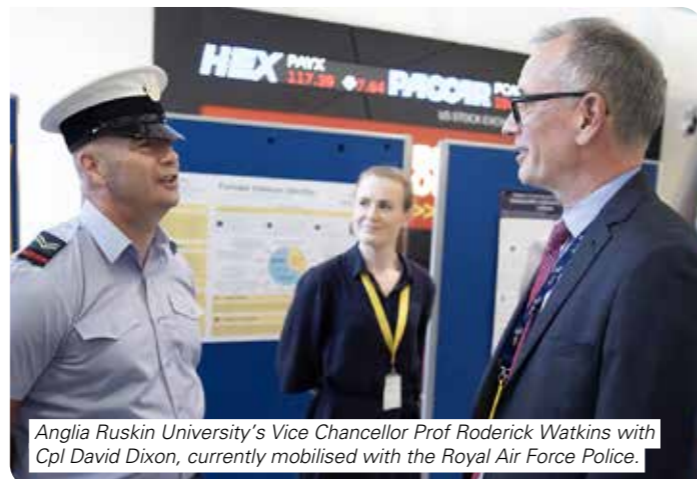
The Employer Recognition Scheme aligns with the new government’s manifesto promise to strengthen support for Armed Forces communities. Minister for Veterans and People Alistair Carns said: “Our Armed Forces community make incredible sacrifices to keep the nation safe, and it is only right that they are welcomed and valued in the workplace when they leave service.”



Dan Hayne, a former Royal Air Force Association avionics engineer who is now an Area Manager for Silver Award winner Waterman Aspen, and the company’s Divisional Director Simon Wanklyn.



Spicerhaart CEO Antony Lark with IT specialist and Royal Signals veteran David Skingley.



Anglia Ruskin University’s Vice Chancellor Prof Roderick Watkins with Cpl David Dixon, currently mobilised with the Royal Air Force Police.

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Military Provost Guard Service (MPGS)

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Guarding the Guardians



ARMY JOBS WEBSITE



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A pilot project that started with a little over 100 regular soldiers employed to provide physical armed and unarmed security to a select few bases. We have grown and today the MPGS employs just under 3000 regular service personnel as defence security specialists at just over 100 sites in the UK.

One of the many benefits that members of the MPGS enjoy is the stability of home life, a good work life balance. The ability to settle down in an area of their choosing without fear of a posting away from loved ones. We work under a Military Local Service Engagement contract, which means you can work at the same site for the rest of your career should you choose to do so. However, this will not limit your progression should you choose to embark upon a second promotional career. Personnel's children can settle into education and partners can start to lay roots in one particular area. The MPGS operate a standard 12.4 hour structured shift system of days and nights. Continuation is training conducted on one of the off shift days, once a month. MPGS are subject to and operate within the current Working Time Regulations aggregating a working week to 48 hours a week. So along with up to 30 days leave per financial year this allows for future planning - a year in advance. We enjoy most of the military service benefits such as provision of accommodation, free medical and dental services, along with adventure training opportunities, sports, associations, and clubs.

The Military Provost Guard Service

The Military Provost Guard Service (MPGS) stood up as a cap badge in 1997, in response to a defence review of armed guarding at mainland military units in the UK.



What follows are some examples of our personnel and a snippet of their life journey to and in the MPGS;

LCPL GREEN – RN THEN ARMY RESERVIST TO MPGS

When I left school at 16 years old, I decided to join the Royal Navy as the option of travelling the world whilst getting paid for it was very appealing at the time. It did not disappoint; I had some great runs ashore and met friends for life that I'm still very much in touch with.

After 6 years of Service my partner and I decided that we wanted to start a family. I wanted to be a full-time mum, so I made the decision to leave and went on to have two boys.

I got a part time job in retail when the boys went to school, the hours worked well as I would always be there to drop them off and pick them up from school. It wasn't very challenging though and I was quite

bored, so I knew it would not be my 'forever' job. In the meantime I joined the Army Reserves.

Unfortunately, I became, a single mum with two children to bring up which left me quite anxious about the future.

I heard about the MPGS through a friend. I got quite excited by the thought of the job because of all the benefits and it was like a snippet of my old life but still being there for my children (perfect). As I was already in the Reserves I was able to simply transfer over to the MPGS. I found the transition to be very quick once I put my papers in.

There was a military unit in my hometown so that was perfect, it meant that I had lots of support regarding childcare with family. This made working shifts a lot easier and I know my roster up to a year in advance as well as knowing I'm not going to deploy anywhere! The shift patterns also means I get plenty of quality time with my boys and the leave days per year is very appealing too as I can plan to be off in the school holidays and I don't feel like I miss out. The move to the MPGS meant that I was entitled to a married quarter, so that was a big weight off my mind knowing I had somewhere to go. The rent is very affordable, which has allowed me to save for a deposit for my own home.

I have been in the MPGS for a few years now and I've reached the age where I'm thirsty to start learning more. This job has lots of opportunities for you to do this and there is plenty of funding available too; bonus!! I picked up promotion last year and I feel my own personal development has come on leaps and bounds and I am excited about my future in the MPGS.

LCPL KOROTUKANA – ARMY TO MPGS

I initially joined the Army as a Royal Logistic Corps Supplier but after a demanding 12yrs decided to transfer to the MPGS. I now work at an "RAF unit" delivering physical security with an armed capability. The unit is one of the largest establishments in the UK with over 7,000 personnel living and working here and as such is a busy but interesting site with no two days ever the same.

I transferred to the MPGS because I wanted the ability of choosing a unit and location to serve at for the rest of my career but still having the benefits and advantages of service life. By joining the MPGS I was able to choose locations that benefited me and my family with the added bonus of housing, pension, promotion prospects, free medical and dental care.

Finally, on a personal note joining the MPGS was a great move for me and my family, working a structured shift pattern means I can now spend more quality time with them and would encourage other service personnel to look into it as a career option after leaving the Armed Forces.



PTE GURUNG – GURKHAS TO MPGS

I was born and raised in Nepal, educated in India, and always dreamt of joining the British Army. In 2002 I joined my unit in the Gurkhas.

During my 13 years of service I deployed on multiple Operations in Afghanistan, Bosnia Herzegovina and Kosovo. In 2015 I was unfortunately selected for redundancy on tranche 3 and so reluctantly had to leave.

Whilst in civvy street I worked in various jobs but always felt I was missing something, brotherhood, teamwork and the environment of being a soldier which I always thrived in.

As the saying goes "A leopard never changes its spots". I was never able to let go of my passion for being a soldier. In 2016 I decided to join the MPGS, "life is about choices; we are what we choose to be." My decision to join the MPGS has been second to none.

In the MPGS I have met lots of friendly and professional people from all services and cap badges which makes the job far more interesting and fun than you might think. There is a real sense of team ethos with lots of opportunity to promote and develop myself with courses, should I choose to. I have managed to utilise my days off to qualify as a gas engineer. For me the best part is the time off to be with family. I would like to emphasise that a job like MPGS is hard to find and I am lucky to grow old with my family beside me.



RECRUITING NOW

To be considered for a role in the MPGS our criteria for joining includes the following;

A minimum of 3 years prior military service in the regular or reserve forces, 3 SJARS of at least grade B-, a full driving licence with no more than 8 penalty points, be currently serving or left your previous service up to 10 years ago.

The MPGS are recruiting now for sites across the UK. If it's something you feel you may be interested in then please get in touch;

Email – ArmyPM-MPGS-Recruitment@mod.gov.uk
Search online "Join MPGS"
Social Media – Facebook "MPGS Recruitment"
Website –



"Custodem Custodire"

Guarding the Guardians

DID YOU KNOW

- Soldiers serve on a Military Local Service Engagement
- Retain full-time Regular status
- Entitlement to accommodation, free health and dental care
- MPGS recruits from all 3 services (service leavers, transferees and re-joiners), and Reserves
- MPGS service is pensionable and you can retain your immediate Pension
- Structured shift system throughout the year

MPGS | THE BRITISH ARMY

MILITARY PROVOST GUARD SERVICE



IN NUMBERS

Established 27 years ago
Strength 2900+

Guard 119
Locations across the UK 57

Serve until 60
Maximum age for joining 30
Days Annual Leave

Starting Salary £24,238

DEFENCE CONNECT

The MPGS group page contains links to all relevant documents on career, benefits, transfers and updates, (requires Defence Gateway login)



FACEBOOK

The Facebook MPGS Recruitment Group host live chats, post weekly vacancy lists, provide advice including posting Frequently Asked Questions

RECRUITING NOW

CONTACT THE MPGS RECRUITMENT TEAM



Whatever your rank, whatever you're facing, we've got your back

If you're reading *Easy Resettlement*, then there's a better-than-average chance that you or a close family member are, or were, a member of the RAF.



Read on, because maybe not today, maybe not tomorrow, but one day and for the rest of your career, you might find it useful.

Did you know about the specialist and confidential support available for the RAF community from the RAF Personal Support and Social Work Service (RAF PS&SWS), run by SSAFA, the Armed Forces charity?

No? Well, let us explain how it can help you in times of need:

RAF PS&SWS has been operating since 1990. If you haven't needed welfare support in the last 24 years then it's quite possible you don't know that the service supports the whole RAF family including the person behind the uniform – Regular and Reserves – and their loved ones. It will help anyway it can, confidentially and independent of the chain of command.

The breadth of support it gives covers issues such as mental health, difficult relationships, bereavement, domestic abuse, financial and cost-of-living concerns, resettlement, housing, childcare, equality issues, bereavement, military discharge and deployments. If you or a loved one ever finds yourself needing help outside of the list above, we urge you to still get in touch so we can support you through your journey.

The RAF PS&SWS has sat with SSAFA since it was launched 34 years ago. However, SSAFA hasn't sat still in its ability to change and adapt to the modern RAF world, making access for support even easier than it was before.

After being successful in its bid to continue RAF PS&SWS, SSAFA worked tirelessly to launch a modernised service has enhanced its support capabilities to the RAF to meet the challenges its personnel face today.

The new service has made it easier to contact its team of welfare officers via WhatsApp or Live Chat. These dedicated and experienced professionals can also be called on the service's helpline, emailed, or found on most RAF stations.

Here's how to get in touch:

Talk to us now: Live Chat at ssafa.org.uk/raf

WhatsApp: +442037690808

Facebook: facebook.com/ssafarafpssws

Email: psswsraf@ssafa-fhs.org.uk

Call: 0800 058 4690 (UK callers) | +44 20 4570 3939 (Overseas callers)

In-person: at most RAF stations

However you contact RAF PS&SWS, what remains the same is that it provides a safe space for you to get anything off your chest. There's no judgement; the welfare officers treat everyone with respect, whatever you tell them.

Or if you're after more practical support, then the team will work with you to put a plan of action in place, making sure you have everything you need to take control of your situation.

Lieutenant General Sir Andrew Gregory, CEO of SSAFA, notes:

"For more than three decades SSAFA has worked in partnership with the Royal Air Force to deliver personal support and social work to service personnel and their families. We're extremely honoured to be given the opportunity to continue our work which has been essential in ensuring that RAF military personnel can fulfil their roles. SSAFA staff have worked tirelessly to meet this remit, adapting as necessary, and we will continue to do so."

Remember that whatever your rank, whatever you're facing, the RAF PS&SWS has got your back.

For more information, visit ssafa.org.uk/raf.



NOTCH partnership is a cut above for SSAFA

IT'S OFFICIAL: SSAFA, THE ARMED FORCES CHARITY HAS BECOME FASHIONABLE

While branded jewellery might not have been at the forefront of Sir James Gildea's mind when he found the charity in 1885, time has moved on and your support of SSAFA can now be worn if not on your sleeve, then certainly on your wrist thanks to NOTCH.

NOTCH, based in Hull, makes a range of bracelets that lets the wearer record achievements, milestones, memories, and positivity while raising funds for SSAFA.

It could be a record of the wearer's first foray into volunteering for the UK's oldest tri-service charity. Perhaps a significant milestone in their career, or even their joining or retiring from the Armed Forces. Whatever the reason and whether a gift or bought for yourself, it's worth remembering that 20 percent of sales from the range will be donated to the charity.

Jenny King, SSAFA's Corporate Development Manager, says: "Corporate and Commercial Partnerships are extremely valuable to SSAFA, as they help us provide life changing support to the entire Armed Forces Community."

"None of the work we do would be possible without the support and commitment from companies such as NOTCH, so whatever your reason for buying a NOTCH bracelet – for yourself, a friend, or a family member – wear it with pride knowing that you're doing good for the Armed Forces family SSAFA supports."

Christopher Healy, NOTCH Director, adds: "We're delighted to have SSAFA, the Armed Forces charity, as beneficiary charity of our entire Armed Forces collection of bracelets and Notches. And we're

excited to be working with the SSAFA team to curate an entirely bespoke collection for everyone associated with the Army, Royal Navy, and Royal Air Force.

"NOTCH is all about wearing life's passions with pride and for everyone at NOTCH there's nothing more important than helping to raise funds for members of the Armed Forces community who rely on SSAFA."

NOTCH bracelets are made in the UK and are available in sports cord, leather or recycled ocean plastic that is processed into soft rope called OceanYarn, combining strength, softness, and durability.

There is a vast range covering all three services, as well as significant anniversaries including commemorating 80 years this year since D-Day, Kohima, and Operation Market Garden (Arnhem), and looking ahead to 2025 with the 80th anniversary of the end of WWII. There is even a charm for SSAFA's flagship annual fundraising event, the 13 Bridges Challenge.



To show your support for SSAFA, go to ssafastore.org.uk/categories/notch and start building your collection.



The Firefly Scheme

From Regular to Maritime Reserves (MR)

- Firefly offers the Naval Service Leaver (those on the trained strength) and individuals who left Regular Service upto 24 Months post Release Date; the opportunity to transfer/join the Maritime Reserve (Royal Naval or Royal Marine Reserves) through swift, straightforward, processes.
- As a Reservist you will be well rewarded for your time, earning extra money, accruing an additional pension and an annual tax free bounty (the current maximum being £1970).
- There are good opportunities for promotion and continued professional development.
- Provides you with the chance

- to remain part of the Navy/Corps Family.
- Since, its inception in April 2013, Firefly has entered many highly-skilled personnel into the MR.
- Firefly has attracted considerable political, public and media interest and is influencing the size and shape of the Reserve Forces, which are an integral part of the UK's Defence capability.

The maximum joining ages are 56 for RNR and 51 for RMR and the many benefits to be had for an annual commitment of just 24 Reserve Service Days (RSD) include:

- Good rates of pay
- A pension and a respectable

- annual tax-free bounty.
- Opportunities for Full Time Reserve Service (FTRS) and to do more RSD's (upto 90 with Command approval).
- For the Service Leavers an initial 2 year harmony period, although, you will still be expected to commit to your annual 24 Reserve Service Days.
- Excellent Networking opportunities.

It should be noted that any MR benefits received do not affect any accrued Service pension/s and will also be in addition to any civilian pay/benefits earned. The Firefly team are regular attenders at the Nationwide CTP Employment Fairs and are willing to travel to brief groups or individuals.

For further information just email the team at NAVYPEOPLE-CMRESFFMAILBOX@mod.gov.uk who look forward to hearing from you. •

THE FIREFLY SCHEME

From Regular To Maritime Reserves

THE MARITIME RESERVES: are a force of highly trained civilian volunteers who are readily available to support any of the Royal Navy's worldwide operational commitments.



Job Opportunities

There are a wide range of specialisations available.

Commitment

An annual requirement of 24 Reserve Service Days (RSD) achieved through your spare time and some Civilian Employers may also contribute days towards your commitment!

Benefits Include

- Excellent rates of pay, pension and a generous annual tax-free bounty
- Opportunities for continued professional development and promotion
- A more stable work-life balance with the added benefit of a 2 year harmony period (although attending the required annual training days still applies)
- Remain part of Naval/Corps Family with its special camaraderie

Who is eligible?

Open to Fully Trained Naval Service Leavers and Ex-Regulars (up to 24 months post TX date). Members with the desired skills from the other Armed Services may also apply



For further information contact the Firefly team at: NAVYPEOPLE-CMRESFFMAILBOX@mod.gov.uk

THE JOURNEY DOES NOT HAVE TO END!



Once a Royal Marine. Always a Royal Marine.

WWW.RMA-TRMC.ORG



RMA - The Royal Marines Charity is a charity registered in England and Wales 1134205 and Scotland SC048185 and is a charitable company limited by guarantee 07142012 registered with Companies House.



Where could a career with the MDP take you?

The Ministry of Defence Police delivers a specialist armed policing service, to protect the nation's defences and national infrastructure.



From the Scottish Highlands to the South West coast, MDP officers serve at locations throughout the UK.

A diverse workforce is essential to our success and we welcome people from different backgrounds and experiences, who represent the communities we serve.



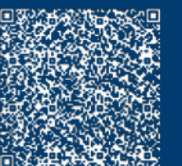
Ministry of Defence Police

Join our Force with a difference

Follow us



www.mod.police.uk





Ministry of Defence Police

Have you left, or are getting ready to leave, the Armed Forces? If you're considering which career path to take next, the Ministry of Defence Police could offer just what you're looking for...

With the opportunity to continue working in a role that supports national security and public safety, joining the Ministry of Defence Police (MDP) could be a great career transition for you. We value the skills and experiences that you will bring from your military career, and with the MDP you'll have lots of opportunities to learn and develop new skills too.

Whilst we don't offer a policing role where "blues and twos" scenarios will be a daily occurrence, what we do offer is a specialist policing role of national importance, with structured shift patterns, a good work-life balance, and a breadth of future opportunities to further specialise and progress in your policing career.

As an MDP New Recruit, you'll complete police training to be an Authorised Firearms Officer, and on station carry out static armed duties and patrols by foot and vehicle, within a

working environment with which you will be familiar. You'll provide a vital role in deterring threats and reassuring staff and members of the public in the surrounding area, whilst liaising with a range of policing and security partners, in and outside the wire.

Interested? Excited?! Keep reading to find out more about who we are and what we do...

OUR COMMITMENT TO DIVERSITY AND INCLUSION

We value difference and recognise that great minds do not think alike. We're committed to creating an inclusive culture where you can bring your whole self to work, and individuality is truly appreciated.

Our inclusive culture is underpinned and supported by MDP LGBT+, Gender, Disability and Wellbeing (DAWN) and Race, Ethnicity and Cultural Heritage (REACH) staff networks.



KEY FACTS

Who - The Ministry of Defence Police, more commonly known as the MDP, serving Defence, US Visiting Forces, other UK Government Departments, and sites of critical importance, across the UK

Our purpose - Delivery of specialist policing, to protect the nation's defences and national infrastructure

Our people - A Force of around 2,800 police officers and 240 non-uniform civilian staff, from diverse backgrounds, proud to serve Defence and the communities in and around the sites we protect

Where - At locations across the UK, including Faslane and Coulport on the Clyde, the Atomic Weapons Establishment sites at Aldermaston and Burghfield, Portsmouth and Devonport Naval bases, US Visiting Forces bases, Defence munitions establishments and other Defence sites, including Defence HQ at Whitehall and establishments in North Yorkshire, Derby, Thurso, and Barrow-in-Furness

Our capabilities - Our officers are equipped to respond to a range of crime and security related threats and risks that require specialist and dedicated civilian policing capabilities. These include:

- Counter Terrorist Armed policing that meets national standards and contributes to the UK's strategic armed policing response to major incidents
- Nuclear policing, providing specialist armed policing services to support protection of the UK's strategic nuclear deterrent
- Specialist armed policing units
- Police dog teams, with search capabilities
- The largest Marine policing capability in the UK
- A Crime Command, focused

on combating the threat and risk of major fraud, theft, bribery, and corruption against Defence interests, with counter terrorism and extremism intelligence capabilities

- Protester removal teams
- Project Servator officers, deployed in uniform and plain clothes, specially trained to spot the tell-tale signs of terrorist and other criminal activity

BENEFITS

- Annual pay increases, linked to performance (including fitness and attendance)
- Location allowances payable at specific sites
- Principal Civil Service Pension Scheme that compares well with much of the private sector
- Flexible options and services to support your health, wellbeing and fitness including: the 24-hr Employee Assistance Programme helpline; Mental Health First Aiders; and access to gyms, fitness instructors and a Force Dietitian
- Opportunities to achieve nationally recognised qualifications from professional institutes



"For me the MDP offered a perfect career transition, where I could move into policing (something I had always wanted to do) whilst also working in an environment and armed protection security role with which I was, of course, very familiar... With my military background, the move into armed policing at Defence sites felt like a natural and comfortable progression in my working life."

Rachel, PC Authorised Firearms Officer

"Like the Army, the MDP is a team sport. I always enjoyed working as part of a team and I could see that the duties on station all required strong teamwork. The chance to explore different specialisms within the MDP was also of interest to me."

Ian, Armed Mobile Patrol PC



Read Sarah's, Ian's, and Rachel's stories at www.mod.police.uk



MORE INFORMATION

To find out more about what it takes to join MDP, and for up-to-date information on current and future vacancies visit www.mod.police.uk

Coming soon... You can also meet us at Career Transition Partnership 2022 Employment Fair events, at the following locations...

- South-West - 9 June
- Leeds - 22 September
- Southampton - 6 October
- Newark - 10 November

Visit www.ctp.org.uk for further details.



WHY JOIN MDP? WHAT OUR PEOPLE SAY...
Don't just take our word for it... here's what some of our officers had to say on their experiences of joining the MDP, following military service.



"Being part of the police family has the same sort of feeling of solidarity as I felt being part of the military..."

The sense of security and being able to settle down, that my role with the MDP has given me and my family, is great and I'm so glad to still be working in Defence too, where I feel that I really belong."

Sarah, PC Marine Unit Officer

Certificate in Executive Coaching

A Coaching Accreditation Programme for Experienced Managers and Leaders.

"This programme has opened my mind to the world of coaching." Tobias

The purpose of this ELCAS-approved programme is to consolidate the skills you have been using for many years as a leader and formalise them in the form of accreditation with an internationally recognised professional body, EMCC Global.

Throughout your military career, you have spent hundreds of hours supporting juniors to gain in confidence and ability. You have learnt to listen well, ask incisive questions, give honest feedback, and help people set goals for themselves.

You are a coach – this programme converts these skills into a formal qualification.

HOW WILL THIS HELP ME?

"The skills the course provides are focused on professional coaching but have applications to all walks of life and I will use them for years to come." Tony Underwood

On successful completion of the programme, you will gain a Certificate in Executive Coaching. And, in addition to this, you will attain accredited status with the leading professional body, EMCC Global.

Most organisations are committed to developing a coaching culture. Being an accredited coach shows that your leadership style is aligned to their ethos and makes you a more attractive candidate.

Whilst you have gained a wealth of coaching experience in your career to date, this was most likely collected on the job and in an unstructured way. This course consolidates and enhances what you have learnt from experience.

You may be considering setting yourself up as an independent coach or consultant. Whatever your trade, coaching skills will help you deliver it to your clients. Your accredited status is a mark of quality that increases your credibility.

WHO IS THIS PROGRAMME FOR?

Participants must have a minimum of 5 years leadership experience and must have accrued a minimum of 100 hours formal or informal coaching experience.

The 100 hours practice experience refers to any form of supportive, developmental conversation held on a 1:1 basis and does not have to be logged.

This course is suitable for anyone who knows that they will need to coach people in the future.

It is particularly relevant for someone who anticipates moving into a role where they will need to focus more on empowering others rather than providing detailed instruction; it is about enabling others to solve problems and find solutions.

Coaching is the art of unlocking another person's potential. You will improve your ability to facilitate the performance and development of other people.

WHAT IS THE TEACHING METHOD?

"It provides a great all round learning experience: formal teaching, personal reflection, practice in a safe environment, direct encounter with real clients, and the ability to revisit any aspect of the course via the learning platform – this combined approach, spread out over 6 months made it the success it was." Paul

This programme is taught "asynchronously". This means that you can sign up to it at any time and start studying immediately.



WHAT WILL I LEARN?

"I am confident I now have the skills, knowledge and ability to contribute to a coaching culture, and get the best from my team." Colin

In short, we prepare you to deliver a professional coaching service to fee-paying clients. However, our delegates are not all planning to set themselves up as independent coaches.

Many of them simply want to learn the skills to be able to coach their existing or future team members. For this reason, our goal is for you to develop the confidence to coach effectively in any context.

Participants will learn...

- The difference between coaching, mentoring and other styles of intervention.
- How to apply EMCC's Practitioner level coaching competencies.
- Advanced listening and questioning skills.
- The value and application of contracting in coaching relationships.
- How to structure coaching conversations to ensure positive outcomes.
- Psychological theory to support a coaching mindset.
- The value of supervision, CPD and reflective practice

The programme starts with at 1:1 online meeting with Tom Battye, the course director, to discuss your learning outcomes.

Following this, the timeline starts. There are ten online modules containing short, instructional videos. Homework includes reflective journals, reading, quizzes, practice sessions and submission of two recordings for assessment.

You will collect a total of 30 hours' practice coaching experience over six months.

The course is interactive, you will have regular contact with programme faculty, who will also give you written feedback on two recordings.

The programme concludes with final 1:1 tutorial with Tom Battye.

"Our goal is for you to develop the confidence to coach effectively in any context."



WHEN CAN I START

Immediately. This programme is a hybrid between taught input that can be accessed online, with live contact with programme faculty which is scheduled according to availability.

HOW MUCH DOES IT COST?

The discounted price for service leavers is £2,500.

HOW DO I FIND OUT MORE?

Click here to book a call with Tom Battye to discuss whether this is

the right programme for you.

<https://calendly.com/tombattye/call-with-tom>

Full information about the programme is available on our website: <https://tombattye.co.uk/certificate-in-executive-coaching/>

Alternatively, you can contact lisa@tombattye.com to find out more.



WHO IS TEACHING THE PROGRAMME?

"Well structured, brilliantly delivered." Rosie Robbins, Lt Col

The course is delivered by Tom Battye. Tom is an executive coach and leadership development consultant with 20 years' experience developing senior leaders and their teams.

Tom is an accredited master practitioner coach, coach supervisor and team coach.

Tom's background as a professional expedition leader has taken him around the world leading treks and managing projects in developing countries. Recently,

he has led projects in Morocco and Costa Rica. Experiences like these provide Tom with first-hand leadership experience that ground his work as a coach and facilitator.

Tom is actively engaged in setting standards in the coaching industry and is a recent winner of EMCC Global's Supervision Award.

He has been training coaches since 2005, including hundreds of internal coaches in public and private sector organisations including the NHS, the BBC, various government departments in the UK and for a range of business schools including Chicago Booth and London Business School.

"Having had the fortune to participate in several coaching courses before, I can safely say none have come close to this, either in delivery or content." Ian Moore, Lt Col



CERTIFICATE IN EXECUTIVE COACHING

Transform your military leadership experience into a recognised business qualification.

Graduation from this ELCAS approved training results in your individual accreditation with the professional body for executive coaching, EMCC Global.

120-hours Total Qualification Time

- 10 x modules containing short instructional videos
- Fortnightly reflective journal assignments
- Experiential learning methodology
- Personalised one-to-one expert feedback
- State-of-the-art online learning platform

"The programme was interesting, inspiring, well-paced, well presented and thought-provoking." David Mason, ex-RAF Instructor Pilot.

For more information contact tom@tombattye.com or call +44 (0) 7720 286696



Provider ID 11906

Resettlement Support from CTP



Here to support your resettlement journey

INTEGRATED SUPPORT FOR ALL SERVICE LEAVERS

The Career Transition Partnership (CTP) is global career experts, Right Management, in a unique partnership with the Ministry of Defence. We are very proud to be the official provider of Armed Forces resettlement for over 20 years. In that time, we have supported more than 275,000 leavers and we look forward to helping you too.

We provide resettlement for those leaving the Royal Navy, Army, Royal Air Force and Royal Marines. Regardless of time served, or reason for leaving, all members of the Armed Forces can benefit from CTP support when leaving Service, through our range of programmes.

In addition to the face-to-face courses, workshops and one-to-one career guidance we deliver throughout our centres, many of our courses, facilitated sessions and events are also available virtually, making our provision more accessible and flexible than ever.

Read on for a reminder of the wealth of support available to you as you make the transition from the military to civilian life.

WHERE DO I START WITH RESETTLEMENT?

All Service leavers are entitled to resettlement support, consisting of time, financial support, training/upskilling and careers advice. Getting started is a three-step process.

Step 1: The first step in the process is to speak with your local unit Resettlement Information Staff, who offer advice on your entitlement and the administrative process to access it.

Step 2: You should then contact your Service Resettlement

Adviser (SRA), in order to discuss your resettlement package and funding available to you; and to register with CTP.

Step 3: Register for the CTP via JPA and one of our team will contact you to book in your first appointment and get you started.

WHAT SUPPORT AM I ENTITLED TO?

The amount of support available depends on your length of Service and your reasons for discharge:

Less than 4 years service or administratively discharged: CTP Future Horizons programme

This programme helps individuals to tackle any barriers to employment, and supports them post-discharge to ensure personnel gain a route into sustainable employment, education or further training after leaving. Personnel will be referred to the programme upon discharge.

4 – 6 Years service: Employment Support Programme (ESP)

This Programme is accessed 6 months prior to discharge and includes a 1 day workshop and one-to-one guidance session, resettlement briefs, job-finding support, employment fairs and virtual events, and access (on a standby basis) to vocational training courses. Career Consultant support is also available for up to 2 years post discharge.

6 Or more years' service or medically discharged*: core resettlement programme (CRP)

The Core Resettlement Programme is available to eligible personnel up to 2 years prior to discharge, until 2 years after discharge. The programme comprises a 3-day Career Transition Workshop, one-to-one session and ongoing access to a personal Career Consultant, along with additional resettlement workshops and briefings. The programme also includes job finding support, a jobsite, employment fairs and virtual events, and access to vocational training courses, along with travel and subsistence.

CTP ASSIST PROGRAMME

In addition to the Core Resettlement Programme, CTP Assist is available to give additional specialist support to *Wounded, Injured and Sick Service Personnel who have the greatest barriers to employment due to serious illness or injury. This is given through personalised support and Specialist

Employment Consultants. Individuals are referred to the programme prior to Medical Discharge.

HOW CAN CTP HELP ME?

CTP provides advice, guidance, training and support to those leaving the military, and also incorporates RFEA – The Forces Employment Charity, who provide lifelong job finding support to Service leavers. Your resettlement consists of three broad areas: Transition, Training and Employment. From creating a CV through to learning interview skills plus researching and applying for jobs, what the CTP offers can help you not just with your first civilian job, but skills and knowledge to help you throughout your working lifetime.

CTP support is delivered at ten Resettlement Centres in the UK, and the Resettlement Training Centre in Aldershot. The resettlement provision includes face-to face guidance, online

resettlement planning and career tools via myPlan, the personalised area of the CTP website, and access to our unique ex-military jobsite, CTP RightJob. Successful resettlement requires clear aims, a plan of action, good job intelligence, and effective networking, along with the skills you will acquire through the CTP. It's therefore vital that you take full advantage of the support, resources and facilities at your disposal.

TRANSITION

Workshops and Briefings - the first step for most on the resettlement journey is the three-day Career Transition Workshop (CTW), which enables you to identify and evaluate the transferrable skills and qualities gained during Service. Following this, you will meet your Career Consultant and create a Personal Resettlement Plan, which will help identify the required steps for



achieving your desired outcome upon leaving the Armed Forces. A range of additional workshops and briefings are available, including Financial Aspects of Resettlement, Business Start Up, Networking and Interview Techniques.

Events - a full programme of employment fairs, company recruitment presentations and online events is available to Service leavers at any point in the resettlement process, offering networking, research and job-finding opportunities.

Online Resources - myPlan, the personalised area of the CTP website, enables Service leavers to manage their own resettlement and offers career assessment activities, video library, Interview Simulator, CV Builder, Personal Resettlement Plan (PRP), resettlement tracker and checklists.

TRAINING

When leaving the Service, you can undertake vocational training to help you shape your future career. CTP delivers an extensive range of job-related vocational courses at Resettlement Centres and the Resettlement Training Centre in Aldershot. This is split into two types; Contract Funded and Non-Contract Funded training: Contract

ROUTE MAP FOR SERVICE LEAVERS START HERE:



Funded training has been 'pre-paid' for you by the MOD. This offers exceptional value for money and is the best way to make the most of your 'GRT pound'. Non-Contract funded training can be funded using your Individual Resettlement Training Costs (IRTC) or ELC grants.

EMPLOYMENT

The Armed Forces equips its people with a vast range of skills applicable to many industry sectors and the CTP targets a wide range of employers to promote the skills, experience and strong work ethos Service leavers bring with them after a military career. The employers themselves benefit from a high quality, no cost recruitment service and exclusive access to thousands of skilled and qualified individuals, like you.

CTP RightJob is our online job site that lists thousands of live vacancies for Service leavers, with new ones added daily. You can

browse and search for available jobs by Industry, Location or Company Name, receive job notifications and alerts via email and submit job applications directly to employers. The platform is easy to use and compatible with smartphones and tablets, plus you'll find video tips to highlight features on all key areas of the site. The CTP Employment Team works closely with local, national and international organisations from all industry sectors to source and match suitable job vacancies for Service leavers. You'll receive regular job alerts based on the preferences listed in your RightJob profile, plus employers can also search the database for Service leavers with the skills they're looking for, and invite them to apply.

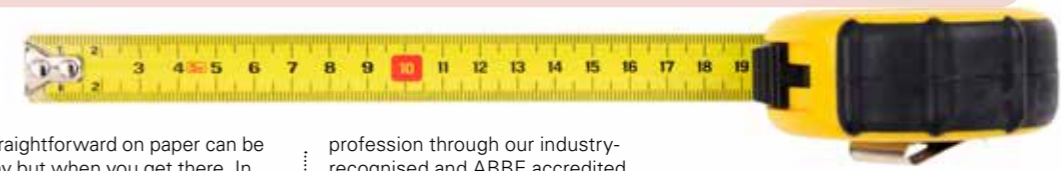
Your career consultant is available to provide advice and guidance on job applications, CVs and covering letters, and the central employment team provide assistance with

CTP RightJob, along with links to further employment support where required. CTP help is available up to two years post-discharge and after that, switches to the RFEA for job-finding support, at any point you may require it throughout your working life.

We are here for you throughout your career transition and our friendly teams genuinely care and are passionate about ensuring you get the most from your resettlement and the outcome that is right for you.

Served over 6 years or medical discharge?

Should you have any questions about your resettlement, please get in touch. You can find a wealth of information along with our contact details at www.ctp.org.uk.



Have you got what it takes to become a residential building surveyor?

5 transferable skills that make surveying the perfect post-military career move.

For most serving in the military, returning to civilian life is an inevitability, but the shift from the demands of military service to the often-unfamiliar landscape of everyday society can be both exhilarating and disorienting. Finding a new career is just a one of the many challenges faced by military leavers and having a plan in advance is crucial, if only to ease the anxiety felt during the transition period.

In this article, we focus on one career – that of a **residential building surveyor** – and explore the 5 transferable skills acquired in the military that seamlessly translate into this exciting profession, making it a compelling choice when considering your next career move.

FIRST OF ALL, WHAT IS A RESIDENTIAL BUILDING SURVEYOR?

Residential building surveyors perform a vital role in the property market, keeping it moving by providing homebuyers

and homeowners with crucial information on the condition of their current or dream home. Using their property and surveying expertise, they inspect homes to uncover risks, defects and opportunities, and report their findings back to the client.

WHAT DOES IT TAKE TO BE A GREAT SURVEYOR?

Surveyors come from all walks of life, but what binds them is a passion for property. Beyond technical know-how, military service instils a range of skills that lend themselves perfectly to the surveying profession. Here are our top 5:

1. Problem-solving

This fundamental skill enables service members to think critically and make informed decisions in a dynamic and challenging military environment. For example, during your career you may have had to gather and assess new information quickly, troubleshoot problems, adjust

tactics or repair equipment under pressure.

As a residential building surveyor, you'll use your problem-solving skills in a less pressurised environment, following evidence trails during property inspections, identifying and assessing issues and defects, and evaluating the severity of these issues, before reporting your findings. You might have to make quick decisions at a property and adjust your surveying technique – for instance, if an area is inaccessible or unsafe to inspect.

2. Time management

Time is a precious asset during military operations. It's the backbone of mission success, resource optimisation, and discipline. The military values time management as a crucial factor in ensuring personnel readiness, and this skill is equally as important as a residential building surveyor.

Whether working independently or through an established firm,

residential building surveyors have clients to serve and a schedule to keep. The role of a surveyor is multifaceted, involving desktop research, property inspections, report writing and, throughout the entire journey, providing excellent customer care, so great work ethic and the ability to manage your own time is paramount.

3. Effective communication

In the military, effective communication can make or break a mission. It is essential for ensuring success, safety, and unity among personnel. The same can be said about communicating effectively as a residential building surveyor.

Clear, concise and regular communication is crucial, both in your survey reports and when speaking to clients directly. If carrying out a pre-purchase survey for a homebuyer, your expertise could make or break their purchase decision, so clarity is key. By prioritising effective client communications, you will ensure they are well informed, and encourage repeat business and recommendations.

HEAR FROM A MILITARY LEAVER TURNED RESIDENTIAL BUILDING SURVEYOR

"I had a house and a family, and I couldn't afford a drop in

pay. It was great to be able to complete the Level 6 Diploma in Residential Surveying and Valuation alongside my career in the Army.

"I don't think there's any greater honour than to have ordinary, hard-working people relying on you for your professional advice before they make the largest purchase they might ever make."
Lee Dowdall, Independent Residential Surveyor and former First Line Manager, Corp of Royal Engineers

4. Adaptability

Military service demands quick thinking, versatility, and the ability to pivot at a moment's notice. Frequently faced with unpredictable scenarios, changing environments and rapidly evolving technologies, adaptability has become a core competency of military personnel, ensuring they can tackle any challenge that comes their way.

For a residential building surveyor, being adaptable under pressure is an essential skill. No two properties are the same and each comes with its own story and challenges. Whilst desktop research about the property will help to prepare you for your inspection, a house that seems

straightforward on paper can be any but when you get there. In that respect, every inspection is a journey of discovery and requires an agile and adaptable approach.

5. Professionalism

Part and parcel of serving in the military is respecting the chain of command and showing a level of professionalism towards those with whom you interact every day. As a residential building surveyor, you'll be eligible for memberships with respected professional bodies such as the Royal Institution of Chartered Surveyors (RICS) and the Chartered Association of Building Engineers (CABE). Each professional body has its own expectations regarding the behaviour and professionalism of its members, with a code of conduct to follow, so your military experience will stand you in good stead.

For as long as homes are bought and sold, the expertise of residential building surveyors will always be needed. If you're a problem solver with a curious mind and an interest in property, here at Sava we offer the only vocational route into the residential surveying

profession through our industry-recognised and ABBE accredited Level 6 Diploma in Residential Surveying and Valuation.

The diploma is focused on residential property and designed for those without a relevant degree or experience. During this part-time programme, you'll learn everything you need to become a competent and successful residential building surveyor in just 24 months.



RETRAIN AS A RESIDENTIAL BUILDING SURVEYOR

Part-time training

Qualify in 24 months

"I would encourage any former Military personnel to make good use of their ELCAS funds by considering enrolling on the Sava diploma."

Matthew Barton, Sava graduate, ex-Military

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To find out more about the role of a residential building surveyor, the rewards, training to enter the profession and ELCAS funding opportunities, please get in touch with a course advisor at hello@sava.co.uk, call Sava on **01908 442158** or scan the QR code below for further information.



Discover a Rewarding Career Across Logistics and Transport

From protecting the Nation to shaping society through supply chain management, a growing UK skills shortage holds ever-increasing opportunities for current and ex members of the UK Armed Forces.

By engaging with CILT(UK) and its suite of flexible learning opportunities, you'll build on your versatile capabilities, enabling a smooth transition into the Logistics, Transport, Supply Chain and Operations Management professions.

Qualifications. Whether you see yourself as a Transport Manager, responsible for ensuring a best-practise fleet operation, or want to work more broadly across the supply chain, we deliver a range of regulated qualifications that can be taken around your busy schedule.

- CILT(UK) Level 3 Certificate of Professional Competence for Transport Managers (Road Haulage or Passenger Transport)
- CILT(UK) Level 3 Practitioners Certificate in Logistics, Supply Chain & Operations Management
- CILT(UK) Level 5 Professional Certificate in Supply Chain & Operations Management

Our expert trainers and learning centre staff will support your learning with a blended approach. Enjoy a mix of digital classrooms and self-study. CILT(UK)'s qualifications are developed by professionals, for professionals and regulated by OFQUAL, providing reassurance for busy learners.



WHAT IS CILT(UK)?
The Chartered Institute of Logistics and Transport in the UK is the membership organisation for those working across all areas of the supply chain. We support members with tools, information and networks to help them progress throughout every career stage. Through our organisational partnership with the MOD, CILT(UK) membership provides pathways that recognise your unique skills and experience as a current or former member of the UK Armed Forces.

LEARNING AT CILT(UK)
CILT(UK) and its Learning Centre are proud to partner with the MOD's Enhanced Learning Credits for several of its popular

MEMBERSHIP ALONGSIDE LEARNING
Membership provides a ready-made community of like-minded individuals. Opt for discounted affiliate membership alongside your learning and gain access to our mentoring scheme, sector-specific and local events, data and information via our knowledge centre, discounts, legal advice, and much more. With membership, you get back what you put in, and active members find themselves with enhanced networks, career confidence, knowledge and opportunities for progression.

Upon successful completion of a CILT(UK) Qualification, you may be eligible to upgrade your membership to one of our assessed grades, benefiting from designatory letters (MILT, CMILT, FCILT); demonstrating your experience outwardly to both peers and future employers.

WANT TO FIND OUT MORE?
Visit ciltuk.org.uk/elcas to discover the full range of qualifications available under the ELC scheme or email learningcentre@ciltuk.org.uk for help and guidance on which qualification would be most appropriate for you.

REGISTERED OFFICE
Earlstrees Court,
Earlstrees Road, Corby
Northants, NN17 4AX
Main Switchboard:
01536 740100

The Chartered Institute of Logistics and Transport

Supporting military leavers

How can we help?

✓ ELCAS-Approved Qualifications

✓ Professional Recognition

✓ Mentoring

✓ Community

Approved Training Provider

ELC Number:

1415

SCAN FOR INFO OR VISIT

➔ www.ciltuk.org.uk/ELCAS

➔ learningcentre@ciltuk.org.uk

Fire Safety

There is currently an abundance of career opportunities within fire risk assessment industry and with the release of the Fire Sector Federation (FSF) Approved Code of Practice for Fire Risk Assessor Competency in 2020 the need for fire risk assessors to have a qualification is becoming the norm.

Fire Safety Risk Assessment Consultancy Limited (FSRAC Limited) are currently offering a Level 3 Award Qualification in fire risk assessment awarded by Qualifications Network UK. It is possible to attain this qualification within a short period of time, typically less than one month. The FSF and the fire risk assessment industry promote being a member of a fire safety related Institution and this qualification will enable

you to join the Institute of Fire Safety Managers (IFSM). Demonstratable competence is becoming this norm within the fire risk assessment industry and one of the elements of being a competent person is being a reliable and responsible person; having been in the forces you will already be considered to have these qualities. We have trained (or retrained) fire risk assessors from several industry leading companies including Mitie, Mears, Frazer Group and more.

The Level 3 Award in Fire Risk Assessment is a 5-day classroom course with a short portfolio of work to be completed in your own time afterwards. Completion of both parts of the course will result in a certificate being awarded by the awarding body, QNUK and as we are accredited by the Institute of Fire Safety Managers (IFSM) are company certificate is also issued with the IFSM accreditation; a further certificate is also awarded by the Institute of Fire Engineers (IFE) for Continual Progressive Development hours.

Courses are delivered in Manchester by David Prince an ex-fire officer, fire safety inspecting officer, fire investigation officer and Nationally Accredited Fire Risk Assessor.

Our training courses are kept up to date with any updates in fire safety legislation included in the course; courses are constantly updated to ensure currency.

David Prince. MIFireE, MIFSM, FdSc, Tech IQSH, LCGI, Dip(Ed) Nationally Accredited Fire Risk Assessor Register (NAFRAR) No. 0151 FRACS (Fire Risk Assessor Certification Scheme) No. 73 Member of the UK-AFI (Fire Investigation).

FIRE SAFETY RISK ASSESSMENT LEVEL 3, 5-DAY COURSE

Who is this 5-Day Course For:

This course is aimed at those who have a responsibility for undertaking fire risk assessments, reviewing and or implementing the significant findings of a fire risk assessment.

Typically, such persons would be

- Fire Risk Assessors,
- Health and Safety Manager,
- Health and Safety Advisor,
- Health Safety and Environmental Advisor,
- Building Facilities Managers and Facilities Teams,
- Managing Agents,
- Building Owners,
- Fire Alarm Engineers,
- Electrical and Mechanical Engineers.

Why choose us?

- Our courses encompass the principles of fire safety risk assessment.
- Delegates will learn how the fire risk assessment process 'pieces' together with this course covering all of the necessary basic elements of a fire risk assessment.
- This course contains an update on building cladding types.
- This course aligns to the elements of the 'Fire Risk Assessment Competency Council Framework

Previous course feedback:

John S. JJS. Limited "Excellent knowledge base and very well presented, a great course for aspiring fire risk assessors".
Grahame H. "Absolutely brilliant... exactly what I required".
Jayne T. R and R Safety Systems. "Left me wanting more... excellent interaction and practical exercises"
Mark P. MPW Safety Solutions. "Excellent course. Well-

Course content:

- An Introduction to:
- 'Fire Risk Assessment Competency Council Framework'
 - Fire Science
 - The Regulatory Reform (Fire Safety) Order 2005, (Fire Safety Legislation)
 - Building Construction
 - Fire Compartmentation (Passive and Active Fire Protection)
 - Fire Doors, Final Exit Doors, and Door Security Devices
 - Understanding and Calculating Floor Space Factors, Door Widths and Travel Distances.
 - Means of Escape in the Built Environment.
 - Understanding Escape Times
 - Understanding Human Behaviour in Fire Situations
 - Understanding Evacuation Strategies.

structured and presented in a clear and logical way... highly recommended"

The course aligns to the Fire Sector Federation (FSF) Approved Code of Practice for Fire Risk Assessor Competency: Cross Mapping to RQF Level 3, EQF Level 4 or SCQF Level 6.

This course is aimed at fire risk assessor or those wishing to become a fire risk assessor wishing to undertake fire risk assessments of simple premises (as defined in the government guidance documents).

Extract from the FRACC Document: Competency Criteria for Fire Risk Assessors Fire Risk Assessor Competency

Evidence of specialist training, membership of a professional body, and or certification by a third-party certificated body, need an appropriate knowledge of:

- The assessment of risk from fire (Appendix A)
- The applicable Legislation (Appendix B)
- Appropriate Guidance (Appendix C)
- Behaviour of fire in premises (Appendix D)
- Effects of fire on people and behaviour of people in fire situations (Appendix E)
- Means of escape (Appendix F)
- Fire Prevention (Appendix G)
- Fire Protection (Appendix H includes Passive and Active fire protection)
- Management of Fire Safety (Appendix I)

Learning Outcomes

- By the end to the course the delegates will*:
- Understand how to assess the risk of fire in the built environment
 - Be able to reference

- Fire Alarm systems and BS 5839
- Emergency Escape Lighting and BS 5266
- Emergency Signage
- Firefighting Equipment
- Fire Safety Management
- Understanding Fire Safety Training and the Legal Responsibilities.
- The Fire Risk Assessment Process.
- Understanding Fire Risk Assessment Significant Findings (Recommended Actions).
- Understanding when to Review the Fire Risk Assessment.
- Risk Reduction and Arson Prevention.
- Using relevant Fire Safety Guidance Documents (Home Office Guides, Approved D Document 'B' and BS 9999 are referred to throughout the course).



- the Fire Safety Law for England and Wales
- Be able to reference appropriate guidance documents
- Understand the behaviour of fire in the built environment including ignition sources of fire
- Understand the effects of fire on people and human behaviour in fire situations
- Understand means of escape
- Understand fire prevention
- Understand fire protection (Passive fire compartmentation and Active fire systems)
- Understand the management of fire safety in the built environment.

*The course also considers how the delegate will manage their expectations regarding the fire risk assessment process.

Instruction methodology

The course uses a delegate workbook (the delegate keeps this for future reference), presentations and exercises which are interactively debriefed during the course.

Throughout the course delegates will complete the workbook exercises relevant to each presentation; delegates will complete a 'mock premises' fire risk assessment exercise (desktop exercise).

The course is assessable; with a multiple-choice test on the last day and completion of a portfolio of work to be completed within 10 working days of the end of the course.

Accreditation

Level 3 Award in Fire Risk Assessment (Qualification/Ofqual Registration Number 603/2073/4)

We are an 'Institute of Fire Safety Managers' (IFSM) 'Accredited Centre'. An 'Certificate of Attendance' Accredited by FSRAC Limited with 'The Institute of Fire Safety Managers' (IFSM) Accreditation.

The Course is also awarded 29 Hours of Continual Professional Development (CPD) with the Institute of Fire Engineers (IFE).

Course duration
5-Days 09.00 Hours to 17:00 Hours, with morning and afternoon breaks and 45 minutes for lunch. This 5-day course includes a light lunch, teas and coffees, soft drinks and light snacks each day.

Cost of the Course
Those persons retiring from the forces can use their learning credits as payment for the course as we are registered to accept these.

Publicly Accessible Courses
The cost is £1195.00 per person plus VAT (£1434 Including VAT).

Courses are held each month at the same venue. There are a maximum of 12 delegates places per course.

The Training Venue:
Training is held in the Manchester Conference Centre in Manchester. The address is, The Manchester Conference Centre located in The Pendulum Hotel, Sackville Street, Manchester. M1 3BB.

Start Time: 09.00 Hours (Tea and Coffee available each day from 08.30 hours in the training room).
Finish Times: 17.00 hours each day.



The Trainer

Training is delivered by David; David is formally a Fire and Rescue Service Officer with 27 years' experience, David was a warranted 'Fire Safety Inspecting Officer', Fire and Rescue Service Qualified Fire Investigation Officer. Since retiring David Prince has delivered Fire Risk Assessment training nationally and has a wide range of experience in delivering such training to all sectors especially to Health and Safety practitioners. David Prince continues to undertake fire risk assessments of a wide range of premises types throughout the UK. David Prince is one of only 73 Nationally Accredited Fire Risk Assessors on the FRACS register and is also listed on the IFSM Register of Fire Risk Assessors (No 151). David Prince also has formal teaching qualifications (Dip Ed) as well as a wide range of 'Fire and Rescue Service' fire safety qualifications. As a fire safety practitioner David is aware of current Fire Safety practices. *For training purposes only.



Booking onto a course
For Individual Bookings:
www.fireriskconsult.com/shop
Contact David: 07847 779428

*All courses and course bookings are subject to our terms and conditions which are available on our website www.fireriskconsult.com

Progression Routes to Further Courses:
Fire Risk Assessment in Specialised Housing (Sheltered Housing, Extra Care and Supported Living)

The Specialist Careers Fair
Register for FREE at
www.VeteranUK.com

VETERAN UK
MANCHESTER 24 JULY
LONDON 31 OCTOBER

CONNECTING THE ARMED FORCES AND INDUSTRY AT
VETERAN UK
LONDON. MANCHESTER.

The EXPO is hosted to provide those that are leaving the armed forces the opportunity to engage with companies looking to hire candidates with transferable skills.

The Attraction

The EXPOs are run in London and Manchester, attracting hundreds of leavers from the armed forces to each event. If you are looking to hire candidates that have served within the armed forces and the skills that come with recruiting from the military, the EXPO will provide you the opportunity to network with candidates face to face.

Working Together

Veteran UK is delivered alongside our three other recruitment EXPOs, Security Cleared EXPO, Cyber Security EXPO and Police Resettlement EXPO. These three events are industries leaders and attract a high number of attendees, year in, year out.

All attendees have free access to all the EXPOs, adding an additional footfall of 1,000+.

Exhibiting

Companies that should exhibit include:

- Private companies looking for skills acquired in the armed forces
- Government departments
- Specialist Veteran recruitment agencies
- Reservist units looking to grow intakes
- CV and LinkedIn profiling
- ELCAS Training providers
- Franchising opportunities.



“

THE EXPOS PROVIDE US THE OPPORTUNITY TO REALLY GET TO KNOW PEOPLE AND DISCUSS OUR ROLES IN DEPTH.

COUNTER TERRORISM
POLICING

”

4 EXPOS.
1 GREAT DAY.



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The definitive jobs portal for government,
defence & nuclear sectors

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Then join the UK's largest online
job board for security cleared
professionals, it's as easy as 1,2,3...

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now to receive job alerts tailored to your skills.

2. UPLOAD

your C.V now and be seen by 100's of recruiters...
instantly.

3. RELAX

you're part of the biggest jobs portal for
government, defence & nuclear sectors.

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SC

Cyber Security
Defence
Engineering

CTC

Forensic
Government
Information Technology

NATO

Intelligence
Nuclear
Telecoms

The Specialist Careers Fair
Register for FREE at
www.VeteranUK.com



The Best Career Options for Former Military Service Members

Leaving the armed forces isn't an easy task for many people.

Whether your formal engagement has come to an end, or your time in the forces has been cut short by a health issue or other circumstances - a return to civilian life is a big adjustment for many veterans.

If this sounds familiar, you're not alone; around 15,000 military personnel leave the forces

each year, with the majority rejoining civilian society each year. While everyone's struggles are different, one of the key concerns for ex-military personnel is finding a new career.

Transitioning into a brand new job with a different structure and new responsibilities can feel like starting your life all over again. However, with the right career move, you can

make the whole process much less of a dramatic shift, easing yourself into your new role.

At SecurityClearedJobs we specialise in careers for people with a security clearance, meaning you can find employment in an area that makes the best use of your existing skills. We know exactly what employers are looking for, so we help connect them with ex-military personnel in search of a new career.

TYPES OF JOBS FOR FORMER MILITARY MEMBERS

What types of jobs are appropriate for people once they have left the armed forces? Anything is theoretically an option, especially if you're willing to take on an academic or professional qualification, but are there any careers for which ex-service people are particularly well-suited?

To understand this, it is a good idea to understand what skills veterans have that employers can make use of. You might be surprised at what the armed forces taught you that can help you out in civilian situations. Of course, your military experience is also a valuable skill in itself.

WHAT DO CIVILIAN EMPLOYERS LOOK FOR IN EX-MILITARY APPLICANTS?

Civilian employers in a range of different industries can benefit from the skills veterans develop during their military careers. Most industries are facing significant skills gaps that can be addressed with your talents and experience. Research by the Royal British Legion found that skills related to IT, engineering, security, transport and logistics are some of the most in demand right now.

A Mind Trust study found that employers are particularly interested in six skills that are often gained by military personnel. These are:

- Active listening
- Time management
- Critical thinking
- Speaking
- Judgement and decision making
- Complex problem solving

WHAT JOBS ARE AVAILABLE FOR EX-MILITARY?

If you think about the skills you have gained in the military, you might be surprised at how qualified you are for a wide range of other jobs. While working as a contractor within the wider military sphere might still be an option, there is a plethora of other career paths available to you.

For example, someone who was in the army might have gained skills in transport, logistics, construction or medicine. They could find work managing similar projects in the civilian world.

Someone from the navy could continue to work offshore in the oil and gas industry, or even use their experience in intelligence to work in research or market analysis.

WHAT SKILLS DOES MILITARY SERVICE TEACH YOU THAT CAN BE APPLIED TO CIVILIAN JOBS?

In addition to the skills mentioned above, military service can teach you a wide range of useful abilities. For example, most veterans will have plenty of experience with teamwork and working under pressure. You might have developed strong IT skills, or have leadership experience.

Then there are the personal qualities a military career can bring out in you. Reliability is one that is often mentioned, and many ex-servicepeople have reputations for being dependable and keeping a cool head in a crisis. Think about all the different things you learned in the military and how they could apply to civilian life.

HOW TO USE FREE CAREER PLACEMENT SERVICES FOR FORMER MILITARY OFFICERS

Ex-military officers have a few options available to them that can help with finding jobs after the armed forces. One of these is career placement services, which temporarily pay the salaries of ex-officers to give businesses an incentive to take them on.

There are several different types of this service. One of the most common is civilian work attachments, which can be undertaken at any point in your last two years of service. Talking to your chain of command is a good way of getting this process started.

WHAT ARE THE SPECIAL HIRING OPTIONS FOR EX-MILITARY?

There are a few options available to you as an ex-serviceperson. Civilian work attachments, for example, can be undertaken through the Career Transition Partnership (CTP), an organisation formed through a partnership with the Ministry of Defence and Right Management.

Other organisations can also provide help and support. For instance, charities such as the Royal British Legion run programmes specifically designed to help, from general career advice to financial support to help with retraining. Make sure you take all of your options into account to ensure you're not missing out on any potentially helpful programmes that could ease you into civilian life.

WHERE CAN YOU GET HELP LOOKING FOR A JOB AS EX-MILITARY?

Before your career in the armed forces ends, you will be able to access support from the military in the form of Transition Individual Planning and Personal Development, or IPPD. This programme exists to provide veterans with support so the move into civilian life doesn't happen too suddenly.

Completing IPPD is ultimately your personal responsibility, and you should be undertaking it throughout your military career. Of course, there are plenty of other options once you leave the armed forces, such as specialist recruitment sites. SecurityClearedJobs can match you up with jobs looking directly for people with the kind of security clearance you will have.

WHY SHOULD YOU USE CAREER PLACEMENT SERVICES FOR EX-MILITARY OFFICERS?

While many employers would love to hire ex-military personnel, often the barrier to this is the officers themselves. Years or even decades spent in the military can leave you with little experience of the world of civilian jobs and you might have to relearn things like how to put a CV together or interviewing skills.

Career placement services can help you with this, as not only can they provide support in areas with which you might need help, but they also provide a direct line of communication between employers and ex-members of the armed forces. For example, at SecurityClearedJobs.com, we specialise in providing employers with candidates who have a security clearance, so you can find companies looking for someone with your exact skills.

BEST WAYS TO FIND JOBS FOR EX-MILITARY

Once you leave the armed forces, what are the best options when it comes to finding employment? You will have plenty of useful, marketable skills and great experience in a career for which people have a lot of respect. How can you transfer all that into the perfect civilian career?

There are a few steps that can make the hunt for a job easier. Veterans should consider their career options as early as possible, so they don't end up reaching the end of their term in the military without a good idea of what to do next.

HOW CAN YOU MAKE YOUR TRANSITION TO CIVILIAN LIFE AND EMPLOYMENT MORE SEAMLESS?

As mentioned above, IPPD is one excellent way to ensure your transition into civilian life goes smoothly. The armed forces should support you with the move away from your military role, and IPPD is one way it does this. Career placements are another option, providing you with valuable civilian work experience before your term in the armed forces ends.

It's a good idea to get as much done as possible before your military service ends. For example, creating and updating a CV is a good idea, as well as researching the career areas

you would like to go into as a civilian. This will enable you to hit the ground running as soon as you leave the armed forces.

WHAT ARE SOME TIPS FOR GETTING BETTER RESULTS FROM JOB POSTINGS FOR EX-MILITARY?

When applying for jobs as an ex-serviceperson, you will need to think about what employers are actually looking for. While many businesses are interested in taking on veterans, some still struggle to understand what transferable skills ex-military personnel actually have.

Something as simple as listing your main skills on your CV can go a long way towards providing you with better results when job hunting. Using simple terms like flexibility, reliability, IT skills or good communication can help employers understand exactly what you have learned from the military and why it makes you qualified for the role.

You should also think about listing your security clearance, as this can give you an advantage over other candidates, particularly in some sectors. Industries as varied as security, finance and petrochemicals require employees with security clearance, so this could be a great opportunity for you.

WHAT NEXT STEPS SHOULD EX-MILITARY PERSONNEL LOOKING FOR EMPLOYMENT TAKE?

The clear next step for anyone either approaching the end of their military career or having passed that milestone is to create or update a CV. Once at this stage, you can upload it onto a specialised jobs board such as SecurityClearedJobs.com, which is designed for candidates with a security clearance.

We can help get your CV in front of the most relevant businesses that are looking to hire people with your experience. You can also sign up for job alerts, newsletters and career fairs, all designed to help people with a security clearance find the right career for them.

HOW TO APPLY TO JOBS FOR VETERANS

Applying for civilian jobs as a veteran can be a nerve-wracking process. However, it usually involves a few simple steps. You will need to create a CV (or update an old one), upload it to a jobs board or hand it to a potential employer, and hope for an interview. The only difference for members of the armed forces is the skills and experience they will want to mention.

WHAT CAN EX-MILITARY PERSONNEL LIST ON THEIR CV?

As a member of the armed forces, you will have amassed some fairly

unique skills and abilities. Some of these have been mentioned above, but others could include proficiency with vehicles, project management, health and safety credentials or more. Anything you think is a relevant skill can and should be listed on your CV.

You should also make sure you're including any qualifications or credentials you might have gained. This includes security clearances, which not only show you are responsible and trustworthy but also are major advantages for certain careers.

Security clearances you could list on your CV include:

- Developed Vetting (DV)
- Security Check (SC)
- Counter Terrorism Check (CTC)
- Recruitment Vetting (RV)
- Management Vetting (MV)
- Non-Police Personnel Vetting (NPPV)

WHAT ARE SOME TIPS FOR APPLYING FOR CIVILIAN JOBS AS EX-MILITARY?

One of the most useful things ex-service people can do when looking for jobs is to choose specialist recruiters or job boards, such as SecurityClearedJobs.com, to find the most relevant opportunities. Without doing this, you could find yourself trawling through irrelevant jobs for hours.

Specialist job boards not only will provide you with the most relevant positions to apply for, but can also give you useful information about how to apply and inform you of new opportunities in industries looking for people with military experience. They are a great way to give yourself a leg up above the competition when applying for civilian jobs.

WHERE CAN YOU FIND JOB POSTINGS SPECIFICALLY FOR VETERANS?

One specific job board for veterans is SecurityClearedJobs.com. It is the largest job board in the UK that caters for vacancies with a level of security clearance. We specialise in matching up employers with experienced candidates from fields such as the military, who have the skills and security clearances needed to undertake some of the most exciting jobs around.



You can view our latest jobs here or find out more information on how we work at www.SecurityClearedJobs.com.

Now's the time to give

and be part of the heart of the RAF Family

Leave a gift in your Will to the RAF Benevolent Fund and you can be part of the heart of the RAF Family, helping to support those who served in their hour of need.



RAF personnel from RAF Brize Norton.

Since 1919, the RAF Benevolent Fund has been supporting members of the RAF Family through thick and thin. Thanks to the support of gifts in Wills, we will always be there for people who were prepared to serve for their country, as well as their families.

Former RAF Flight Lieutenant Stan Smith met his wife, former Women's Auxiliary Air Force (WAAF) Pilot Officer Joyce Smith when they were both serving in Cyprus in 1959. During his time in the RAF, Stan amassed nearly 8,000 hours of flying, while Joyce was awarded the Sash of Merit for Best Cadet at her Officer Cadet Training Unit.

Stan's nephew Edgar Smith knew how much the RAF meant to them both, so he wasn't surprised



when they decided to leave a legacy to the RAF Benevolent Fund, the RAF's leading welfare charity. "You have to give a legacy some good thought," he says, "And if you consider the RAF to be part of your family – it was very much Stan and Joyce's family – why wouldn't you do it?"

At Stan's funeral, Air Marshal Sir Timothy Ivo Jenner (KCB FRAeS) read the eulogy and praised Stan's level of expertise in an aircraft. Stan worked with the Special Air Service, and even became a member of 'The Goldfish Club' – a



worldwide association of people who have escaped an aircraft by parachuting into the water – after having to ditch his helicopter at sea, from which he and his crew of three escaped unharmed.

YOU CAN BE PART OF THE HEART OF THE RAF TOO

Stan and Joyce wanted to mark their respect for the service and demonstrate their love for the RAF Family, which is why they chose to leave a gift in their Will to the RAF Benevolent Fund. Leaving a gift is a very special way to always be part of the heart of the RAF Family. Any gift, no matter how small, can help make sure that we can carry on giving lifelong support to RAF personnel, veterans and their families, whenever they need help. Whether someone is currently serving or has served in the past, whether they or their loved ones need help, we will do whatever we can to support them.

For the elderly veteran who feels lonely and alone, we can provide connections through our Telephone Friendship Groups. For the discharged pilot who is finding adjusting to civvy street a struggle, we can offer support with housing or financial assistance. Or, for the RAF family struggling with a posting overseas, we can arrange a respite break to give them some quality time together.

By making a gift in your Will, you can help us continue to offer highly tailored support to the RAF Family. As an independent charity, we receive no government funding and rely entirely on the generosity of our wonderful supporters.

More than half of the Fund's work is only possible through the kindness of people like Stan and Joyce leaving a gift in their Will.

Thanks to the incredible generosity of our supporters, we were able to offer tailored care to 42,259 members of the RAF Family in 2023 – and we want to support as many people as we can in the years ahead. You can help make that possible.



STACEY MITCHELL

Stacey Mitchell joined the RAF aged 19, ready for a long and fulfilling career in the services. When her career was cut short in November 2016 due to an injury that forced Stacey to have her leg removed, Stacey reached out to the RAF Benevolent Fund. Stacey was keen to gain her independence back, and the RAF Benevolent Fund was just as keen to help – finding, purchasing and adapting a property to suit Stacey's needs. We wouldn't have been able to offer Stacey this kind of transformative and tailored support without gifts in Wills from supporters like you.

"The support from the RAF Benevolent Fund has been incredible in improving my quality of life – I didn't realise the impact", says Stacey. "It's given me the independence I've been craving for so long and has allowed me to live my life again."



RAF Police Military Working Dogs at RAF Brize Norton.

MAKING OR UPDATING YOUR WILL IS SO IMPORTANT

Having an up-to-date Will is the only way you can be sure that your wishes are taken care of after you are gone. It is also an excellent way to help causes that are deep in your heart. After you have provided for your loved ones, you could make a gift to the RAF Benevolent Fund and make sure you are always part of the heart of the RAF Family.

No matter your reason for giving, or the size of your gift, you can rest assured that your generosity will have a real impact. In today's uncertain world and long into the future, you could help ensure that the RAF Benevolent Fund will be there for everyone who needs assistance, to provide practical, emotional and financial support when it's needed. If you are able to, please do consider leaving a gift in your Will to the RAF Benevolent Fund.



For more information or to discuss any questions you may have, please do get in touch with our friendly Gift in Wills team and request your FREE guide to leaving a lasting gift in your Will to the RAF Benevolent Fund. Just call **0333 355 1081** or visit **rafbf.org/heart**



What are your family entitlements if the worst happened to you? In this article, Mary Petley of the Forces Pension Society outlines family pension entitlements and any criteria that apply.

AFPS 75

AFPS 75 normally limits adult pensions to the member's spouse, civil partner.

Where the pension is in payment the family will receive the member's full pension for the first 91 days (if there are no eligible children) or 182 days (if there are), after which the adult's pension reduces to 50% of the member's entitlement.

For a preserved pension, the adult's entitlement is 50% of the member's pension entitlement. A lump sum of three times the member's pension is payable to the spouse/civil partner – if none, it goes to the children or, if none, to the estate.

A child must be:
 • under 17; or
 • under 23 and in full-time education or vocational training.

The child (natural, adopted or stepchild) must be the child of a marriage which took place before the member left service and must be born

within 9 months of the member's death. A child born outside marriage but during the member's service would also have an entitlement.

AFPS 05 and AFPS 15 pay adult pensions, normally worth 62.5% of the member's entitlement, to the spouse, civil partner or eligible partner.

If the member dies within 5 years of their pension commencing, the balance of 5 years' worth of pension benefits will be paid to the entitled adult or, if none, to their estate.

If the member's pension is preserved/deferred a lump sum of three times their pension will be paid to their nominee or, if none, to the spouse/civil partner or eligible partner or, if none, to the estate.

A child must be:
 • under 18; or
 • under 23 and in full-time education or vocational training.

The child must be a natural child or a child who is financially dependent upon the member. An unborn child must be born within 12 months of the member's death.

For all schemes, a child's pension normally stops at age 23, if the child is unable to undertake gainful employment due to mental or physical disability suffered before age 23.

Normally, 50% of the member's AFPS 75 entitlement is available

for children's pensions. And 37.5% for AFPS 05/AFPS 15. In all schemes, no child can receive more than 25% of the member's entitlement unless there is no adult pension in payment, and the children are not living with a parent/stepparent, when the limit would rise to 33.33% of the member's entitlement.

Remember, if you have membership of more than one scheme, your family could have more than one entitlement and, if you are affected by the McCloud judgement, they will be offered choices about which scheme some of these benefits come from.



If you are a Member of the Forces Pension Society and have pension-related questions, please contact us via 'Submit a Question' in the 'Members' area on the website. If you are not a Member but would like to learn more about us, visit www.forcespensionsociety.org



Seven in ten UK veterans face daily mental health struggles

Reporting a lack of support from medical professionals.

- 48% have been diagnosed with a mental health condition by a medical professional - equivalent to 888,000 UK veterans
- 26% say mental health issues mean they find it difficult to leave the house and 42% feel there is inadequate mental health support available in the UK
- Curaleaf Clinic is calling for more accessible treatment options for service people

Almost seven in 10 UK veterans are grappling with mental health challenges every day (65%), and half (48%) have been diagnosed with a condition such as anxiety, depression, and post-traumatic stress disorder (PTSD). According to new research from Curaleaf Clinic, the UK's largest medical cannabis clinic, these conditions are having a serious impact on veterans' day to day lives. A quarter find it hard to leave the house (26%), are struggling to find work (25%) and are unable to maintain a romantic relationship (24%).

What's more, half (50%) say that they have experienced a change in their personality since returning from service due to mental health challenges. A lack of support from traditional sources.

When seeking support to overcome their mental health challenges, a quarter of veterans surveyed by Curaleaf feel they aren't getting the right support from GPs (26%), resulting in more than half without an adequate treatment plan (54%).

As a result, 42% of veterans are

left with feelings of hopelessness and despair, feeling that there is nowhere left to turn for help. A focus on alternative treatments. When looking at treatment options, three in five veterans express a clear preference to avoid prescription medications (60%), underscoring a need for alternative solutions.

Medical cannabis has been legal since 2018, allowing its use for treating chronic conditions under specific circumstances. Since the passing of the law, medical cannabis is permitted for individuals with exceptional clinical needs, when at least two other treatments have proven ineffective.

Nearly one in ten veterans surveyed (9%) have tried medical cannabis as a method to manage a mental health condition, and 45% are interested in exploring it as an alternative therapy. The majority (79%) of those who have tried medical cannabis report that it has helped manage their symptoms.

Dr Simon Erridge, Director of Research at Curaleaf Clinic said:

"Coinciding with Armed Forces Day, we want to shed light on the significance of mental health struggles within the veteran community and remind those who are struggling that there are alternatives out there. "At Curaleaf Clinic, we have a growing number of military veterans who suffer from serious conditions such as PTSD, anxiety and depression. The lack of adequate support for these individuals is one of the many reasons we're dedicated to researching the effects of medical cannabis on mental health, in the hope that we can offer support to those suffering with chronic conditions, as well as inform the guidance and regulations to allow medical cannabis to be prescribed on the NHS for appropriate patients in the future."

In recognition of their service and to help more veterans access treatment, Curaleaf Clinic offers free consultations to veterans across the UK, allowing veterans to access the support and medical care they need. For more information visit www.curaleafclinic.com



CASE STUDIES

Christopher Monteiro-Sharratt

Christopher, a veteran of the Royal Welsh Regiment, struggled with severe PTSD after his service in Bosnia during a peacekeeping mission in 1995. Despite trying antidepressants and talking therapy, relief was elusive until he discovered the benefits of medical cannabis through Curaleaf Clinic in 2016-2017.

Transitioning to legal cannabis oils significantly improved his symptom management, providing consistency and safety compared to street alternatives. Christopher's life has since transformed, becoming more emotionally stable and in control of his PTSD symptoms, which has positively impacted his relationships and quality of life with his wife and children.

He now advocates for the therapeutic potential of medical cannabis.



Charlie Mason

A former Royal Air Force serviceman, sustained a severe spinal injury and PTSD after an explosion in Iraq in 2005. Initially treated with fentanyl, the opioids worsened his condition, causing addiction, hallucinations, and confinement to bed. In 2017, he switched to medical cannabis which allowed him to eliminate opioids.

This transition significantly reduced his pain and made his PTSD more manageable, restoring his ability to function and improving his quality of life. Despite occasional stigma, Charlie advocates for medical cannabis, especially for veterans, highlighting its potential to provide relief and improve mental health.



Planning Ahead, Making Resettlement an Easy Process



Everyone's military career must sadly come to an end. We leave behind the things we have been our best at and given so much time and effort to and say goodbye to friends and colleagues, who will not be there to support us the way they could previously. Some people will try to hold on until the last safe moment before deciding on what to do next. For others however, they may have already set personal goals, preparing themselves for the next chapter in their lives. Either way the transition from the military is not easy for everyone. Without prior planning, the stress of the unknown can have a negative effect and send you in the wrong direction with no support.

In the military we are used to working in an environment where planning and support is essential to daily operations, so why then do we do not plan for civilian street, set our goals well before resettlement creeps

up on us? to be prepared and ready to enjoy our new venture in a new career.

Bydand Security Solutions are here to support your transition and empower you on your new career path within the security sector. We want to hear from you before, during and after your resettlement. We'll ask you to allow us be part of your journey. All Bydand Security Staff are from a military background and understand the process you are about to experience becoming a veteran. Having like-minded people around you can be of immense help to your transition.

Depending on your military experience, we will guide you towards your next career path. Bydands' focus is for new industry leaders in the 'Security Sector', in particular Close Protection.

SO, WHO ARE BYDAND SECURITY?

Bydand Security is a veteran run independent, security company.

Providing consultancy services and high-level training to service leavers, Governments, Non-Government Organisations (NGO's,) Military and Police worldwide. Our specialist services are complimented by our highly trained subject matter experts (SME's) providing VIP close protection, surveillance, and advisory security services. Bydand work with Highfield Qualifications who are our awarding body to support SIA licence linked qualifications and certification in the security sector. For more information visit www.bydandsecurity.com or send us an email to organise a meeting with one of our advisors on information@bydandsecurity.com

BYDAND IS AN ELCAS APPROVED TRAINING ORGANISATION
www.enhancedlearningcredits.com/service-leaver/ex-service-guidance

As a service leaver you may be entitled to enhanced learning credits (ELCs) that support lifelong learning. This scheme supports military members with financial support towards higher learning. Talk to your education staff for more information on this scheme. We look forward to supporting your next step.

OUR TRAINING VENUE

Firstly, don't be scared to travel for good training, the UK is a small country. We are based in the Northeast of Scotland, Gordon Barracks in Bridge of



Don, Aberdeen. Bydand chose this unique location because of its history with The Famous 'Gordon Highlanders' and the stunning Royal Deeside countryside. The training provides service leavers and veterans alike an enhanced learning experience and environment you will be familiar with. Gordon Barracks provides a degree of seclusion which allows a large part our initial training to be out of the public eye and unimpeded which maximises time dedicated to essential 'Drills and Skills'. Also, with this being a military base, service members and veterans can benefit from the use of the onsite accommodation, reducing the overall cost of your course. When booking on to a Bydand course ask our staff how to book this accommodation.

SO HOW CAN WE SUPPORT YOU?

Frankly, we can't support you until you decide on what you would like to do next. What we can do is offer our support that may give you some options to consider, but first and foremost we need to look at your skill set. I think we would all agree, to be the best in what we do we must trust in our training. Great training forms great leadership and great leadership in the security sector saves lives. Knowledge and understanding is the key to success and here at Bydand Security, we believe in supporting your training for you to find meaningful work in the security sector. As a duty of care and commitment to veterans, our staff believe in providing you with only the very best training possible. Therefore, over the last five years we have developed a new, improved and more effective style of training. This style of training is known as blended learning.

The blended learning approach is the very best method to learn new subjects prior to, or during your resettlement in a small amount of time. While supporting veterans learning with the use of online and face to face training.

Bydand Security have been delivering specialist training for many years and have not yet found a better method that produces higher quality learning outcomes, making you a more attractive employee to your new employer.

Our blended learning approach integrates high-quality digital content with traditional teaching to provide personalised learning for individual needs.

For Bydand, blended learning is key for our veteran's progression and personal development. We have all been on courses as part of our military career, some courses are internal and some external. However, have you ever wished you had some prior learning before attending these courses? Nobody likes to go in blind and blended learning gives you the chance to learn new skills online prior to your face-to-face training. We want to prepare you better, we achieve this through accelerated learning that increases knowledge for all learning needs/preferences, helping you to understand the subject and creating life-long learners.

Our Blended learning program engages with learners and provides personalised education that extends learning beyond traditional training methods. All Bydand training is catered around the security sector.

At Bydand, we believe having a veteran that is well educated and capable is critical to any organisation's success. Time, money, and energy are invested significantly into training personnel to be safe, knowledgeable, and proficient. The challenge is retaining that learning and ensuring that investment is returned to your employer where; your knowledge and skills acquired should be correctly and swiftly applied.

So why is this so hard to achieve? in our experience, the main problem is that some training fails to engage and motivate learners to acquire, retain and maintain the skills and knowledge taught - made worse by the fact that there is often, little or no follow-up to ensure that training content has been understood and applied correctly once a qualification has been passed.

We at Bydand take training seriously, ensuring only the best results in investment. By applying the principles of our blended learning approach to training, we can increase the success rate from not only the classroom and workplace but to use in your everyday lives as well. There are too many training principles to cover here but let Bydand kick start your accelerated learning journey today.



BYDAND SECURITY SOLUTIONS LTD HAS RECEIVED THE DEFENCE EMPLOYER RECOGNITION SCHEME (ERS) BRONZE AWARD

Highland RFCA Regional Employer Engagement Director Ray Watt presented the Award to James McIlroy (Operations Director) and Sian McIlroy (Administration) on December 5 at HRFCA HQ in Dundee.

The award is in recognition of the support the Aberdeen-based company gives to the Armed Forces.

Bydand Security Solutions Ltd had previously signed the Armed Forces Covenant in October of this year. The Covenant is a commitment to ensure those who serve or have served in the Armed Forces, and their families, are treated fairly.



SOME OF OUR COURSES AVAILABLE ARE AS FOLLOWS

E-learning

- Active Threat/Active Shooter
- Situational Awareness
- Operational Situation Awareness
- Bomb Threat Awareness
- International Lone worker/Traveller
- Suspicious Mail Awareness
- Conflict Management Tactics
- Lock down and Lockout Procedures.
- Complex environment awareness training
- Fire safety awareness

Other courses are currently in development and/or may be personalised to the training requirements of the client.

Blended Courses F2F/e-Learning

- VIP Close Protection
- Covert Surveillance
- Hostage and Crisis Negotiator
- Medical
- Combative Fighting Systems

BYDAND SECURITY's world class CLOSE PROTECTION training course



- Fully SIA Qualified course
- Delivered by experienced industry veterans
- ELCAS available
- Additional support for Veterans/Service leavers

information@bydandsecurity.com

www.bydandsecurity.com/closeprotectioncourses



Is franchising a safer route to self-employment?

Self-employment is often a goal for those leaving public service, especially if they have a gratuity or pension to fund the project.

But with studies revealing that 50% of startups close in their first three years, you need to use your money wisely. The last national survey by the BFA revealed that less than 1% of franchises close because of commercial failure making them an attractive proposition for your next career move.

ACTIVELY CHOOSING FRANCHISES

At the BFA we recently interviewed two franchisees in the domiciliary care and gym sectors for a national magazine article, who are both turning over seven figures (£1,000,000 to £9,999,999) with their franchises. Even though they had both had their own businesses before they both said they chose to buy a franchise because they wanted to keep their money as safe as possible.

WHY IS FRANCHISING SAFER?

We get asked this question a lot and luckily the answer is quite simple: when you buy a franchise, you are using tried and tested business models, so you have evidential proof that it works. You are also getting huge amounts of support from an experienced franchisor to run your business which of course start-ups don't have.

DO YOUR RESEARCH

If you are buying into a well-established brand, you'll be able to do plenty of research which should include calling some of their current franchisees to find out if the franchise is everything it promises to be. Franchisors have nowhere to hide on this, if the franchises they are selling aren't working, the franchisees will tell you loud and clear. Let Google



be your friend, dig deep and find out everything you can about the company and of course, check out the BFA website to meet our member brands whose businesses have been checked by us to ensure they are ethical and professional.

NO GUARANTEES

We want to make one thing very clear; there are no guarantees, not in life and certainly not in franchising. Do franchisees fail? A few. Do we know why? Sometimes, yes. Many of them will have failed to follow the model and some think they're buying a ready-made business and simply don't work hard enough. If you follow the model and put in 110% effort, there is no reason it shouldn't work but we aren't here to guarantee you that it will.

MAKING THE MISTAKES

One of the reasons franchising works is because the franchisor has already made all the mistakes so you don't have to. They've bought the wrong stock, used the wrong supplier, advertised in the wrong places and hired the wrong staff. Then they've spent months and thousands of pounds creating policies, procedures and risk assessments and having them checked by lawyers, so they had every 'T' crossed and 'I' dotted. Then they built the website, building up years of domain authority and got their business ranking well on Google. And so on, and so on and so on. They have literally done all the hard work and in return for your franchise agreement fee and your monthly management service fee, they are willing to share it all with you.

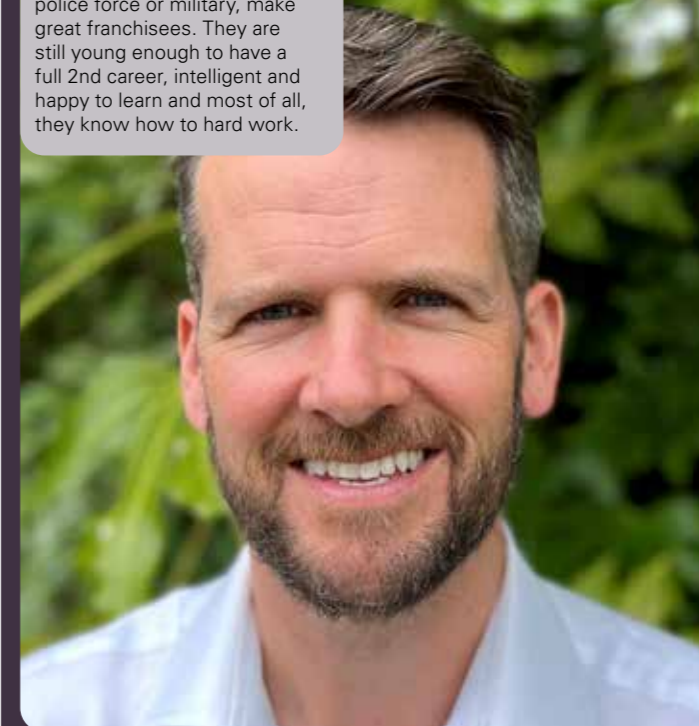
FRANCHISE TRAINING

Aside from the pre-set-up systems and procedures, training is one of the main things that sets franchising aside from any other business model and makes it a safer choice than starting up alone.

In the first instance your franchisor will train you how to do 'the job', be that teaching, installing, cleaning, painting, caring etc. Once you've mastered the core elements then they'll train you to build the business which will include how to employ staff, take on new territories and build a really solid business that will provide you and your family with an income and a business that you can either sell or hand on to your children on your retirement.

FRANCHISES FOR FORMER MILITARY AND POLICE

Traditionally, people leaving public service such as the police force or military, make great franchisees. They are still young enough to have a full 2nd career, intelligent and happy to learn and most of all, they know how to hard work.



STEPHEN ASHE-GEAREY

Stephen Ashe-Gearey spent 11 years in the Hampshire Constabulary before he bought his Guardian Angel Carers (Domiciliary Care) franchise.



- **When did you join the forces/police?** 2006
- **When did you leave the forces/police?** 2017
- **What regiment/unit/division were you with?** Hampshire Constabulary
- **What role did you play?** Frontline response, community, proactive, burglary, CID.
- **What rank did you leave at?** Constable
- **What attracted you to buying a franchise?** A tried and tested business in a box with an existing brand made sense. The advantage of a franchise meant I also had the ability to make my own unique decisions on culture, and people.
- **How did you find your franchise?** Extensive research on different industries and then different companies within my chosen industry of domiciliary care.
- **Which franchise did you buy?** Guardian Angel Carers (Domiciliary Care)
- **How did you know it was the right franchise for you?** On paper the brand sat well with my own values and the

business model and projections looked attractive and sound. Meeting with the CEO only helped to convince me that the decision was the right one. She was energetic, respectful and knowledgeable.

• Why do you think ex-service/military people make good franchisees? What are the transferable skills?

Real world skills are essential to be able to make informed and sensible decisions. Service puts you in a wide variety of difference scenarios, people and above all it teaches you that remaining calm under pressure is very important, as is the ability to speak with people with compassion and respect. These are all key skills to run a business.

• What are some of the best things about being a franchisee?

The hard work of laying foundations has been started for you, but the joy of building something unique is still down to you. I feel supported to do a good job, but also empowered to make my own decisions.

• What advice would you give to someone about to leave the forces/police and thinking of buying a franchise?

Take your time to look at lots of different options before taking the plunge. It is a big decision to leave the comfort blanket of public service, however if done right, it will be the best decision you ever make.



the
bfa

To find out more about buying a franchise, please visit our website www.thebfa.org

Why Automotive Franchising is a Smart Fit for Former Military Personnel

Finding employment can be a challenge for many military personnel as they transition from active duty, yet hundreds of veterans have found success through franchising.



COMMUNITY NETWORK

Similarly, to the Armed Forces when you join a franchise network you are never alone. The systemisation and support network within franchising is very similar to the forces. Franchisees benefit from business, marketing and technical support, as well as the franchise community network. ChipsAway franchisee, Pat Badder has utilised head office and neighbouring franchisee support since he bought his franchise in March 2020. "It's a fantastic network full of people that are willing to help you."

But it's no surprise that so many ex-forces have taken the leap into automotive franchising, as there are so many transferable skills.

Pat Badder, owner of ChipsAway Grantham discovered the skills he had obtained in the army could be transferred into running his own car body repair business.



"I joined the military in the 1970s, and completed tours in the First Gulf War, Northern Ireland and Bosnia. I was then commissioned into the Logistics Corps and did tours of Iraq and Afghanistan. I took redundancy in 2011 and moved straight into the Reserves where I did another eight years and finished up at the rank of Major."

"I was into my last year of the Reserves when I happened to see a ChipsAway van drive past and was intrigued. The idea of working for myself was very attractive to me – and I also wanted to learn new skills and provide a service."

"A ChipsAway franchise is tailor-made for Forces people because you follow processes. You must practice equipment care and you have got to be disciplined with the repair process. It's then just a case of getting your repair time down, I often thought I don't think I can make that any quicker. But sure enough, in a month or two, the repair time goes down."

As well as equipment care and discipline, there are many more character attributes that can be transferred into running your own franchise business.

DETERMINATION = SUCCESS

Being in the military requires determination and confidence to succeed, similarly, to running your own business. Determination is required to ensure a franchise business witnesses growth and profitability. Andy Darby used the determination skills he had obtained in the British Army to start his own successful ChipsAway franchise.

"I spent 11 years in the British Army prior to joining ChipsAway and all my skills and experience of running a business have been gained whilst operating my own franchise."

Whilst I think my own standards and determination have been a driving force I have been learning on the job. Being a soldier gave me the skills to be successful and being a business owner has helped me realise that. Over the last 21 years I have continued to learn by attending training courses run by ChipsAway and working with others in the industry to help improve my knowledge."

EXECUTING A PLAN

Although a franchise owner receives a proven business model and ongoing business support from the

franchisor, executing plan is the down to the franchisee. Developing a working business model requires an entrepreneurial approach similar to the military training veterans receive.

ChipsAway franchise owner, Andy Darby used his past experiences in the military to expand and develop his mobile car body repair business into a multi-van and fixed based centre operation.

"I started operating in 2000 from a single van working around St Neots, Cambridgeshire and quickly became busy and profitable, so much so that I put another van and technician on the road within a couple of years. This continued and I invested in another van and technician a couple of years later. Currently I operate two vans, a Car Care Centre and an accident repair bodyshop."

MENTORING

After running a successful ChipsAway franchise for over 20 years, Andy now mentors new franchisees within the ChipsAway network.

"I have been fortunate enough to have been involved with mentoring new starters for several years. Typically, this will involve spending time with them offering tips and advice on everything to do with their new business, from Facebook ideas,

local marketing to offering advice on repairs that they have not done before (and how to rectify ones that didn't go quite according to plan!).

I am permanently available to chat any time or day of the week about anything they want, not just business related. It is an aspect of my day that I enjoy as I can see I can make a difference sometimes by just offering words of encouragement. I am still as passionate about the business and ChipsAway as a whole and am always happy to help a neighbour if they are stuck or Head office if they want some feedback on a new piece of kit or product."

ADAPTING TO CHANGE

Typically, military personnel are trained to be adaptive to change, in the forces, everything can change in an instant. So, when the Covid-19 pandemic hit in March 2020, Andy had to quickly adapt his ChipsAway business to reduce outgoings and make customer safety a priority.

"During the Covid-19 pandemic I have had to put extra safety measures in place and closely monitor my expenditure. I have kept outgoings to a minimum and looked at offering discounts and extra services to ensure we booked work in. With the easing of restrictions, we have been able to enjoy a certain amount of normality again."

MILITARY PERSONNEL TO CAR BODY REPAIR TECHNICIAN IN 4 WEEKS

By joining ChipsAway you get to benefit from our excellent reputation and training programs. Our training programs are designed to not only give you the practical skills you need to repair car paintwork damage, but also to help you hit the ground running with sales and marketing.

As part of the ChipsAway package, all new ChipsAway franchisees spend an initial 4 weeks on IMI accredited technical training to learn the repair process, they are also mentored on a one-to-one basis by experienced franchisees. The initial course is then followed up 3 months later by a further week of more in-depth dent repair techniques.

Pat comments; "Once I'd decided to commit, I undertook the training, which was excellent. At the end of it, I felt confident and supported to get out into the field and begin work."

NATIONAL MARKETING CAMPAIGN

The ChipsAway franchise package not only includes business mentoring from an experienced franchisee and ongoing franchise development from a dedicated team, but also full marketing and advertising support including

THE CHIPSAWAY FRANCHISE PACKAGE

By becoming a ChipsAway franchisee, you are investing in a tried and tested business model, with a license to trade in your own area, using the ChipsAway brand. This gives you the recognition of a company that has been around for over 25 years and is nationally recognised by hundreds of thousands of customers across the country.

national TV and digital campaigns generating an average of 1,000+ leads per franchisee in 2020.

"ChipsAway has promoted the business very well online and with TV adverts over the last few years and this has led to an uptake in business leaving us able to get on with the repairs." – Andy Darby, ChipsAway.

MAKING A CAREER CHANGE INTO FRANCHISING

In most cases, investing in a franchise can be the perfect choice for veterans. The highly transferable skills that ex-military personnel possess are a great match for franchising, and the training, network community, unlimited support and opportunity to lead has helped many ex-forces personnel create fantastic businesses of their own with ChipsAway.

From Forces to Franchising

Like cars? Like the idea of running your own business? You'll love this opportunity.

ChipsAway franchisees offer a convenient high quality and cost-effective alternative to car body shops through mobile SMART repair.

No experience necessary - full training is provided! Be your own boss and take control of your life. Benefit from fantastic earning potential, and full sales and marketing support from head office, including TV advertising.



Over £150k Worth of Leads Generated per Franchisee in 2020*



Market-leading Brand with Proven Demand



National Marketing Campaigns, inc. TV, Social & Digital

Get started from £15,000 +VAT**

* Based on the number of leads received in 2020 at our average repair value.
** The franchise is £29,995+VAT, but with the various pricing options that we offer, you only need £15,000 + VAT of your own funds to start your business.

"I'm more financially secure than I have ever been."

ANDY DARBY - A ROYAL ENGINEER FOR 11 YEARS AND CHIPSAWAY FRANCHISEE FOR 19 YEARS



Call now 0800 980 5422 **ChipsAway**
www.chipsaway.co.uk LIKE IT NEVER HAPPENED

Create a safe and secure world, together

This is Babcock's purpose. It defines our strategy, what we do and how we do it. We provide a range of products and services which enhance defence capabilities, helping our customers achieve their missions. We help military and civil customers around the world to cost effectively improve the capability, reliability and availability of their most critical assets.

We know that in your military career, you have been committed to helping create a safe and secure world too. That's why Babcock would like to hear from you. The skills and experience you have gained during your Service could be the perfect fit to help us support our customers.

We have an enviable track record of supporting service leavers into challenging and rewarding careers and we can help you make the transition too.



Our commitment

Our commitment to the Armed Forces Covenant (AFC) has been recognised with a Gold Award from the AFC's Employer Recognition Scheme



Babcock offers many benefits to Service Leavers and Reservists, including:

- ✓ Guaranteed interview as long as you meet the minimum requirements for the role
- ✓ Up to 10 days of special paid leave for reservist duties
- ✓ Training
- ✓ Career opportunities and progression
- ✓ Employee Share Ownership Scheme
- ✓ Occupational Health Services
- ✓ Salary Sacrifice benefits e.g. childcare vouchers; cycle to work scheme

With a variety of vacancies across the UK, Babcock has challenging and rewarding opportunities waiting for you.

If you are considering a new career then visit our website and register to receive job adverts at <https://jobs.babcockinternational.com/talentcommunity/subscribe> or email: armedforcescareers@babcockinternational.com for more information.

Griffin

We are Europe's No.1 Military, Diplomatic Car Sales Specialists, supplying cars to serving military personnel and veterans, as well as emergency services staff, NHS employees, and diplomats across the Globe.

We currently sell just over 4,500 new tax free and tax paid new cars every year. We supply British and Foreign Military, both here in the UK and overseas, as well as the Diplomatic Corps Worldwide. We offers exclusive savings for all serving members of the British Armed Forces as well as Reservists, Veterans, and MOD Staff. We also supply members of the European Police Agency's, EUROPOL, and INTERPOL, as well as serving Blue Light Card members. We also run the CSMA (Boundless) car programme, bringing savings to Civil Service and public sector employees. We have the widest selection of manufacturers anywhere, meaning more choice and an unbiased approach to car sales.

co.uk, and **BlueLightCars.co.uk** are all dedicated to the individual customers we have, and customers will find special offers, finance specials, as well as specific manufacturers pages with our favourite videos. We hope you enjoy your visit to one of our three sites.

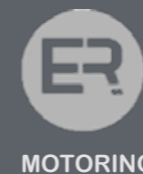
Our philosophy is simple, 'what we quote is what you pay!' No gimmicks, No misleading adverts or prices, No hidden 'admin or sales fees', and definitely No middlemen. You deal with us from initial enquiry right through to delivery. Plus we're not restricted in our advice by the need to hit big manufacturer targets, so you'll get the best advice for you, not us.

We are the Official Military & Diplomatic Specialists for Renault, Skoda, SEAT, Audi, Mercedes-Benz, LOTUS, Mazda, Peugeot, Hyundai, KIA, Honda, Alfa Romeo, Fiat, Abarth, Jeep, Citroen, DS, Nissan, Subaru, and Isuzu.

We have a simple and straight forward approach with no hard sell. We like to look after our customers, giving them the right advice on what is good to buy and what is not. Our customers in return look after us by coming back time and time again, as well as referring their friends and colleagues.

We are proud and humbled to have been awarded the highest honour a company can be given by the MOD. Our commitment to our Armed Forces is key to everything we do. Being owned and operated by ex-military personnel we are more aware than most of the rigours of military life, and the lifestyle changes in leaving the military and starting afresh in the civilian world.

On our uncomplicated sites, **Griffintaxfree.com**, **DDSCARS**.



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or email us at info@Griffintaxfree.com

The MoD Enhanced Learning Credits Scheme

The MOD's Enhanced Learning Credits Scheme (ELC) promotes lifelong learning amongst members of the Armed Forces.

The scheme provides financial support in the form of a single up-front payment in each of a maximum of three separate financial years. You are reminded that ELC funding is only available for pursuit of higher level learning i.e. for courses that result in a nationally recognised qualification at Level three or above on the National Qualifications Framework (NQF) (England, Northern Ireland and Wales), a Level six or above on the Scottish Credit and Qualifications Framework (SCQF) or, if pursued overseas, an approved international equivalent qualification with an approved learning provider.



BACKGROUND

The Publicly Funded Further Education/Higher Education scheme provides Service Leavers and Service Personnel in their qualifying resettlement phase with access to a first full Level three (GCE A level or vocational equivalent), or a first higher education qualification (a foundation degree or a first undergraduate degree or equivalent) free from tuition fees.

If a Service Personnel has obtained 120 credits this would result in a Higher Education qualification and makes them not applicable for this scheme. MOD and the relevant national education authority in England, Scotland, Wales and Northern Ireland pay for the tuition fees in full rather than the individual making a contribution towards the cost.

Before making an application, Service Leavers are advised to first check the national position on existing support with the relevant national education authority (e.g. in England BIS or SFA). There may already be existing 'free' provision by another route e.g. those aged 25 years or under are already entitled to a first level 3 in England; free entitlement for all who fulfil the residency requirements on degree/HND level courses in Scotland; Welsh residents also attract some support for FE and HE provision. It makes sense for SL to explore alternative routes before considering support and access through the ELC 'top up' scheme, but there are safety measures in place to prevent any possibility of double funding.

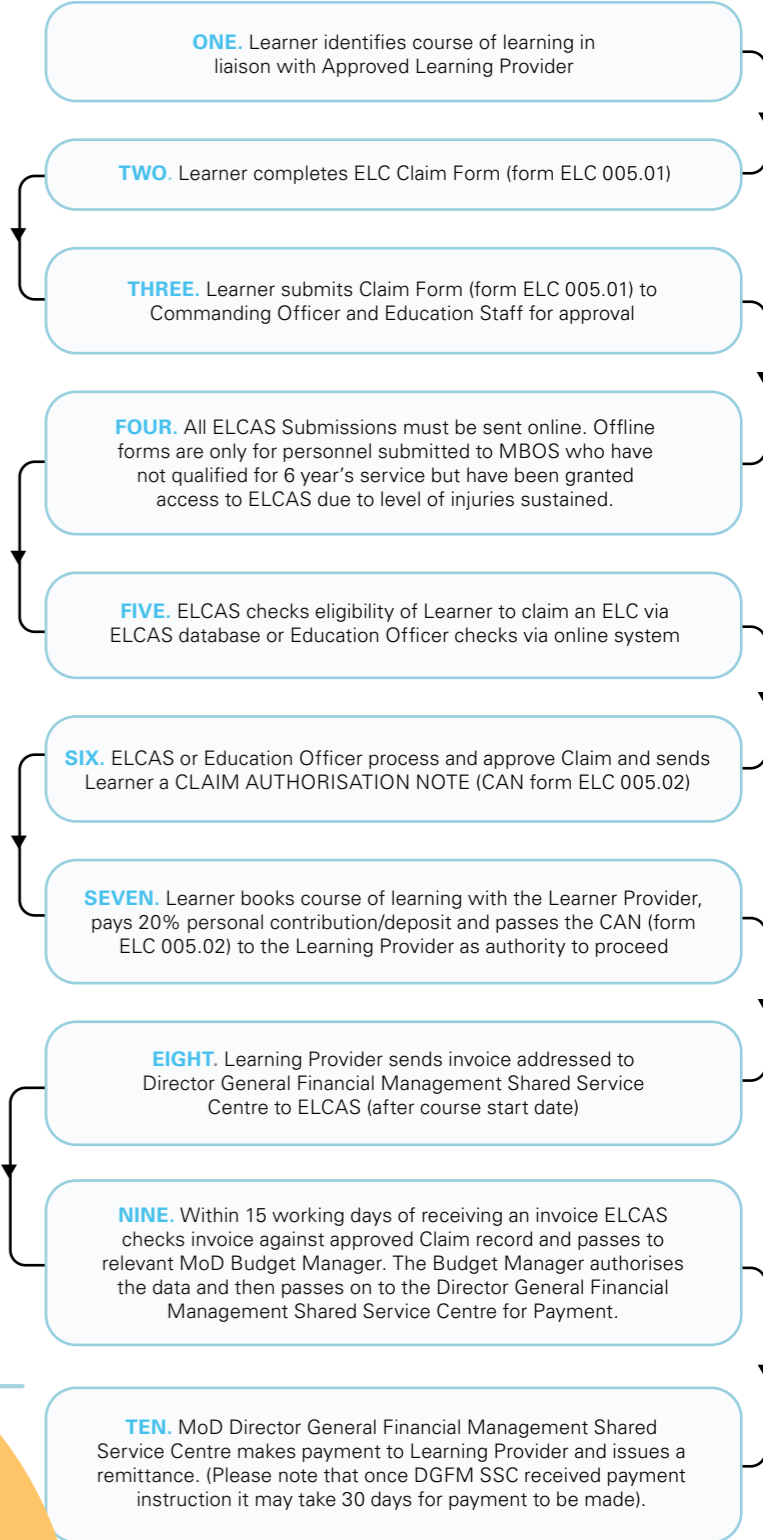
CLAIMANTS PLEASE NOTE: YOU ARE REQUIRED TO SUBMIT A CLAIM FOR EACH ACADEMIC YEAR OF THE COURSE. ONLY ONE YEAR OF STUDY SHOULD BE ENTERED ONTO EACH CLAIM FORM.

Getting Started: How does it work?

1. There are several stages to the ELC process. Full information is set out in Joint Service Publications (JSP) 822.
2. First you must have already been registered to become a Scheme Member and have accrued a sufficient amount of service before you can submit a claim. If you are still serving speak to your local Education Staff as they will be able to check your entitlement for you. If you have left the forces contact ELCAS as they can make the appropriate checks.
3. Have a look at Service Personnel Claiming ELC or Service Leaver Claiming ELC respectively as these pages will tell you how to make your claim.
4. Finally you must complete your Course Evaluation via the Member's Area. Please note that further claims cannot be processed until the evaluation has been completed.



Claim Process to be Followed by Learners and Learning Providers



FURTHER INFORMATION

If claim is rejected in step three (return to step one) or five (return to step three).

Invoices for unauthorised claims and/or missing the required information returned to the learning provider.



Claiming

Before being eligible to make an ELC claim, individual scheme members must have completed not less than six years eligible service (lower tier). If you have completed four years qualifying service prior to 1st April 2017, please read JSP 822. The lower tier of funding is up to £1,000 per claim instalment and the higher tier (eight years service) is up to £2,000 per claim instalment. Only service accumulated since 1st April 2000, may be counted as eligible service for the purpose of the ELC Scheme.

You are entitled to make three ELC claims in total. You can only make one claim per financial year (1 April – 31 March), however if you have served between 6 and 8 years you are eligible to aggregate all three claims together. As the expiration date of your claims is dependent upon many factors please read JSP 822. If you are claiming in the last year of scheme eligibility, study must commence before scheme expiry date.

If you are in your qualifying resettlement phase you may be eligible to claim under the Joint Funding Initiative (PF FE/HE Scheme). For the full details and to check the eligibility rules, please view the Serving Personnel/Claiming Publicly Funded FE/HE page. ●

Claiming ELC Funding

You are required to read this page if you are in service or ex-service and are looking at claiming on the ELC Scheme.

Before registering for any learning activity serving personnel must get authorisation from their line manager and Education Staff to ensure that their chosen course meets the MOD requirements for ELC funding. Ex-Service personnel must get authorisation from their Single Service Representative.



ONE.

You fully must research both the Provider that you choose and the course that you wish to study.
TOP TIP: Please note that providers may move on and off the approved list and so it is advisable to check your provider is approved before you undertake any claim.

TWO.

ELC funding is only available for courses that result in a Nationally Recognised Qualification at level three or above on the National Qualification Framework or level six or above on the Scottish Credit and Qualifications Framework. Just because an organisation is listed as an Approved Provider does not mean that all of their courses are of the required level.
TOP TIP: The course must be listed as an approved course (on the ELCAS website) for your chosen Learning Provider. You can verify this information by viewing the Searching for a Learning Provider page.



20%

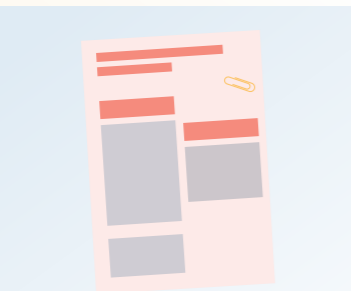


SIX.

You must make a personal contribution of at least 20% from your own resources towards the total course cost. You will also be responsible for any costs associated with food, accommodation, course books, material, travel and subsistence.
BE AWARE: MOD rules strictly forbid the acceptance of inducements or incentives from providers including subsidies, free accommodation, travel and equipment. Learners who breach these rules risk forfeiting their ELC membership.

SEVEN.

If you are making a second or third claim you must first ensure that you have completed the Evaluation Form via the Member's Area for all previous ELC funded courses. You must also provide documentary evidence to demonstrate that you have completed previous courses to your Education Staff.
TOP TIP: MOD and ELCAS rely on accurate completion of evaluation forms to help us assess Learning Provider performance. Please help your fellow claimants to access the best possible learning provision by providing timely and accurate evaluation feedback.

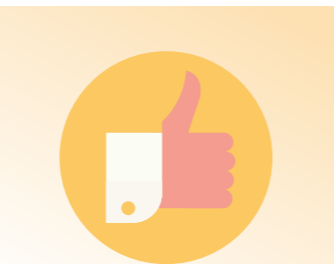


THREE.

You must present your Claim Authorisation Note (CAN) to your chosen Provider before your course start date. If for any reason you do not undertake the course you must submit a request to cancel/reinstate the claim. Failure to do so may result in the loss of Scheme Membership, which will prevent any future claims.

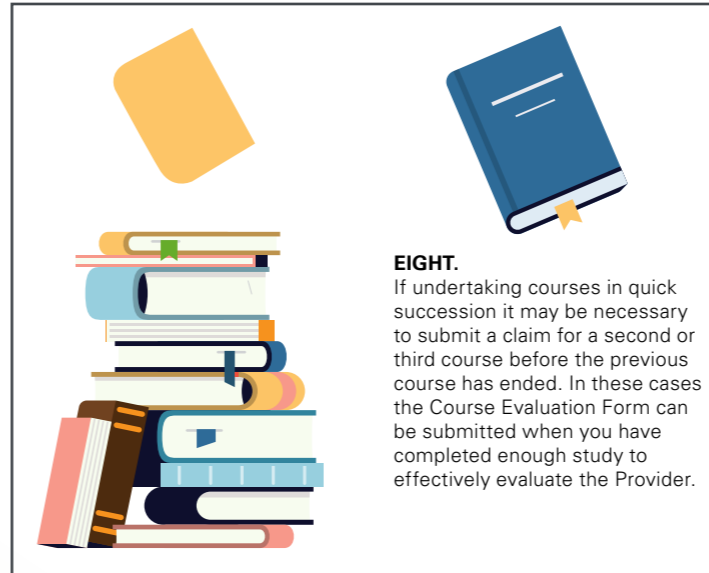
FOUR.

You must ensure that you fully research the course and the requirements prior to submitting a claim for ELC funding. Claimants need to be aware of the implications of cancelling or withdrawing from a course of study funded by ELC. Always consult Education Staff before doing either in the first instance, because it can have a serious effect on future ELC eligibility. (See cancellation/reinstatement section).



FIVE.

The proposed learning activity must be of benefit to the Service. Applicants are required to demonstrate that their proposed course of study is as a result of careful planning (use Personal Development Records).



EIGHT.

If undertaking courses in quick succession it may be necessary to submit a claim for a second or third course before the previous course has ended. In these cases the Course Evaluation Form can be submitted when you have completed enough study to effectively evaluate the Provider.

NINE.

If your course is split into modules, list each module you are claiming for. However, for longer courses of study such as degree level, where the academic year is out of synch with the financial year, it is permissible to use one claim for several modules which count towards a continuous and recognised block of study which may extend into or start in the next financial year.
TOP TIP: You must refer to the Joint Service Publications (JSP) 822.



TEN.

Retrospective ELC claims are not permitted. Claim forms must be received by your Education Staff at least 25 clear working days prior to the course start date. You must ensure that you have enough time to receive the Claim Authorisation Note to present to your chosen provider before the course starts. (Please note that for courses with Open University the CAN must be presented to them by the final course registration date).

Eligible Service Personnel

PROCEDURE FOR ELIGIBLE SERVICE PERSONNEL

Please note that the following information must be submitted to your Education Staff (in paper or electronic format) a minimum of 25 working days prior to your course start date/registration date:

- Fully completed claim form.
- Full information about the course that you wish to undertake and include details of your registration date where applicable.
- On receipt of your Claim Authorisation Note (CAN), you must present it to your chosen Learning Provider before the course is due to start.



Choosing Your Learning Provider

A key stage of making a claim is choosing a suitable learning activity and Provider.

Your chosen organisation must be an ELC Approved Provider. For claims including an element of PF FEHE funding your chosen organisation must also be a PF FEHE approved provider. Use only the comprehensive list of Approved Providers available via the search engine by visiting www.enhancedlearningcredits.com/learning-provider/provider-search

The easiest way to identify a suitable provider is to use the search filters

available. Using these results you can then either refine your search to take into account other factors or you can explore the individual provider websites through the links provided. This search engine facility also allows searches for PF FEHE approved providers, Approved Learning Providers by name, The Geographic Area, Course Title, and/or Delivery Method. Please note that when searching for Learning Providers offering distance learning you should not search by geographic location. ●

Points to note when booking your course

If you are not happy that your chosen Learning Provider is following the ELC scheme policies, please detail your complaint in writing via your Education Staff or Single Service Representative.

Please note that although the Learning Provider as an organisation may be Approved you must still ensure that the specific course has been approved by MoD. Only MoD approved courses will appear on the Provider's course listing on the ELCAS website Learning Provider Search Engine.



Single Service Representatives

AMENDING, CANCELLING & REINSTATING A CLAIM

All Learners wishing to withdraw from their chosen learning activity should contact their designated Education Staff. Learners are reminded that re-instatement of an ELC instalment is only permitted for those who have to withdraw from a course of study because of operational or compassionate circumstances. Further details can be found in JSP 822.

Individuals who give up a course through lack of commitment will not be considered for reinstatement of an ELC

instalment. This also applies if they withdraw because the course did not meet their expectations.

Scheme members who request a reinstatement under such circumstances risk forfeiting their ELC instalment and membership eligibility of the ELC scheme.

If ELCAS has already generated a payment file for the learning activity then the Learner should follow the Single Service reinstatement procedure NOT the cancellation procedure. Outlines of these procedures along with the necessary forms are available through the links from this section of the magazine. ●

LEARNERS WISHING TO AMEND THEIR CLAIM DETAILS SHOULD FOLLOW THE GUIDANCE BELOW

CHANGE OF DETAILS	PROCESS TO FOLLOW
Change of course start date (up to three months)	Amendment
Change of course start date (greater than three months)	Cancellation/Reinstatement
Change of course end date	Ed Staff/Line Manager to agree. ELCAS do not need to be informed
Change of course costs (total, ELC grant or contribution value)	Amendment
Change of course costs from lower tier to higher tier (claim form signed prior to claimant becoming eligible at higher tier rate)	Cancellation
Addition or Deletion of a module from an overall course (only to be permitted where resultant course still fulfils eligibility criteria)	Amendment
Change of course	Cancellation/Reinstatement
Change of Provider	Cancellation/Reinstatement
Change of course code	Amendment

N.B All amendments must be received by ELCAS in writing (email, fax or letter) from a member of Education Staff who is authorised to sign off claims.

Personnel should only contact their Single Service Representative (SSR) if they have been unable to find the answer to their query on the website and the FAQs page.

Changes to Enhanced Learning Credits and Further Education and Higher Education Schemes

Since 01 April 2016 the Enhanced Learning Credits (ELC) and Further Education and Higher Education schemes have changed, including the introduction of auto-enrolment of all current Service Personnel. The MoD promotes lifelong learning among members of the Armed Forces, and this is encouraged through the Learning Credit schemes. The aim of the changes to the schemes are to make ELC easier to use and more accessible to all current Service Personnel (through auto-enrolment); and to enable them to make use of ELC to enhance personal and professional qualifications in a more flexible way, both while serving and to aid career transition from the Service. Under the ELC and FEHE schemes

qualifying Service Personnel (SP) and Service Leavers (SL) receive financial help with the cost of learning. ELC allows a single payment in each of a maximum of three separate financial years; or now a single, aggregated lower tier payment. The FEHE scheme provides full tuition fees for eligible SL undertaking their first further or higher level qualification. The level of funding will remain the same, with an ELC lower tier of up to 3 payments of up to £1000 in 3 separate financial years and a higher tier of up to 3 payments of up to £2000 in 3 separate financial years. SP and SL are eligible for up to 3 payments. FEHE will continue to pay in full for a first qualification from Level 3 (2 x A Levels or equivalent) up to undergraduate degree level. •

- The key changes to the schemes are as follows:
- All Service Personnel (SP) currently in service will be auto-enrolled to be eligible for both Schemes, as will future SP on completion of Phase 1 training
 - A new ELC payment has been created: an aggregated lower tier payment, a single payment of up to £3000 for those with 6 or more years of qualifying service completed on or after 1 Apr 16, which will count as all 3 payments.
 - The qualifying service required for lower tier payments and FEHE will increase from 4 to 6 years from 1 Apr 2017. SP who have already accumulated 4 years qualifying service before 1 Apr 2017 will keep their entitlement to use lower tier payments and FEHE.
 - Post service access to ELC and FEHE, for all those leaving on or after 1 Apr 2016, will be reduced to 5 years.
 - Those who left between 1 Apr 11 and 31 Mar 16 (both dates inclusive) will have until 31 Mar 21 to use ELC or FEHE – 5 years from now. Anyone who left before 01 April 2011 will retain 10 years of post-service access.

Single Service Representatives (SSR) Contact Details

If you are out of the services please ensure you send your claim form and required documents to your Single Service Representative and not ELCAS. You can view their details by visiting the Service Leaver Claiming ELC page.

ELCAS CONTACT DETAILS
 ELCAS
 Basepoint Business Centres
 Tewkesbury Business Park
 Oakfield Close
 Tewkesbury
 Gloucestershire
 GL20 8SD

Tel: UK: 0845 3005179
 Overseas: 0044 191 442 8196
 Lines open 09:00 – 17:00
 Monday to Friday
 excluding bank holidays
Email: elcas@m-assessment.com



CONTACT US

Service Representative (SSR) if you have been unable to find the answer to your query on the website and the FAQs page, contact;

ELC MANAGER
 Mailpoint 3.3
 Leach Building, Whale Island
 HMS Excellent
 Portsmouth
 PO2 8BY

Tel: 02392 625954
Email: NAVYTRGHQ-EL3RRESETSO3C@mod.uk

ARMY
 Learning Credit Scheme (LCS)
 Manager
 Education Branch Zone 4, Floor 2,
 Army Personnel Services Group,
 Room 221B
 Home Command
 Ramillies Building, Army HQ
 Monxton Road, Andover
 SP11 8HJ

Tel: 01264 381580
Email: elc@detsa.co.uk
 The Army ELC helpline is open Wednesday 0930-1230.

ROYAL AIR FORCE
 Learning Credits Administrator
 Accreditation and Education Wing
 RAF Central Training School
 HQ 22 TrgGp
 Room 221B
 Trenchard Hall
 RAF College Cranwell
 NG34 8HB

Tel: 01400 268 183
Email: 22TrgGp-CTS-AandEWg-LCA@mod.uk

Eligibility Rules

IN ORDER TO TAKE ADVANTAGE OF THE SUPPORT CLAIMANTS MUST:

- Have previously joined the Enhanced Learning Credit (ELC) scheme and have completed six years eligible service (four years qualifying service prior to the 1st April 2017).
- Only apply for a first eligible FE/HE qualification at the level for which they are academically qualified to enter learning on leaving the Service.
- Have not already obtained 120 credits.
- Have left the Service or entered their qualifying resettlement phase on or after 17 July 2008.
- Meet UK's residency requirements to qualify for full state subsidy.
- Be undertaking at least the equivalent of 25% of a full time course.
- Undertake learning with an approved provider listed on the ELCAS

website as a PF FEHE provider and ensure the chosen course is designated for student support.

- The course of study must be completed prior to the period of entitlement ending.

QUALIFICATION LEVEL

- This commitment will provide access, free from tuition fees, for your: **First Level three or national equivalent.** This refers to a first full Level three i.e. the achievement of two GCE A levels (A2) (passes at A-E) or vocational equivalent as defined by the National Qualifications Framework (NQF) or the Qualifications and Credit Framework (QCF) (England, Northern Ireland and Wales); or in Scotland a Level six qualification (SVQ Level three on the Scottish Credit and Qualifications Framework (SCQF).

- Or a first foundation degree or first full undergraduate degree or national equivalent. Typically to be eligible for this support, the higher education qualifications would be at levels four-six of the Framework for Higher Education and Qualifications in England, Wales and Northern Ireland (FHEQ) eg: a first undergraduate degree (including foundation degree) or Higher National Certificate or Diploma for which the entry qualification is lower than a degree and which normally takes place at a publicly funded institution.
- In Scotland the equivalent qualification is a Higher National Certificate (HNC), Higher National Diploma (HND) or a first undergraduate degree, undertaken at a further education college (FE college) or a higher education institution (HEI).

CLAIMING

- Firstly read the Joint Service Publication (JSP) 822 and ensure you meet the eligibility criteria.
- Complete the PF FE/HE claim form (paper/electronic) and submit it to your Education Staff a minimum of 25 working days prior to your course start date/registration date.
- Check the ELCAS website of approved PF FE/HE providers – Publicly Funded FE/HE providers for the purpose of this support will be highlighted and ensure the chosen course is designated for student support.
- Provide evidence of your last day of Service which can be one of the following: - copy of your discharge document, copy of P45 terminating employment, document stamped by regiment confirming leaving date.
- Provide a copy of a utility bill showing your home address.

- Submit full information about the course that you wish to undertake and include details of your registration date where applicable.
- If wishing to use a new provider ensure they will be eligible to participate in this scheme (they must deliver Publicly Funded FE/HE) and ask them to apply for approved provider status as per the information on the Learning Provider page of the ELC website.
- As with the current ELC scheme – try not to leave everything to the last minute. Allow time for any new providers to be accepted onto the scheme. This can be a lengthy process. Once accepted you can submit your application.
- Remember! If you are submitting your second or third claim, you must complete your previous claim evaluation form online via accessing your Member's Area.

If you have any questions with regards to the above, then please discuss with your Single Service Representative.



Submit all necessary documentation to your Single Service Representative (address details above).

RAF Personnel can request a copy of their discharge document from the RAF Disclosures team at www.raf.mod.uk/links/contacts.cfm.

Army Personnel can request details of discharge dates from the Army Personnel Centre – phone number **0845 6009663**.



Start working towards your distance learning HNC in Construction and the Built Environment today, just one unit at a time. Pearson accreditation will be provided per unit, with up to 5 years to complete the full 8-unit qualification.

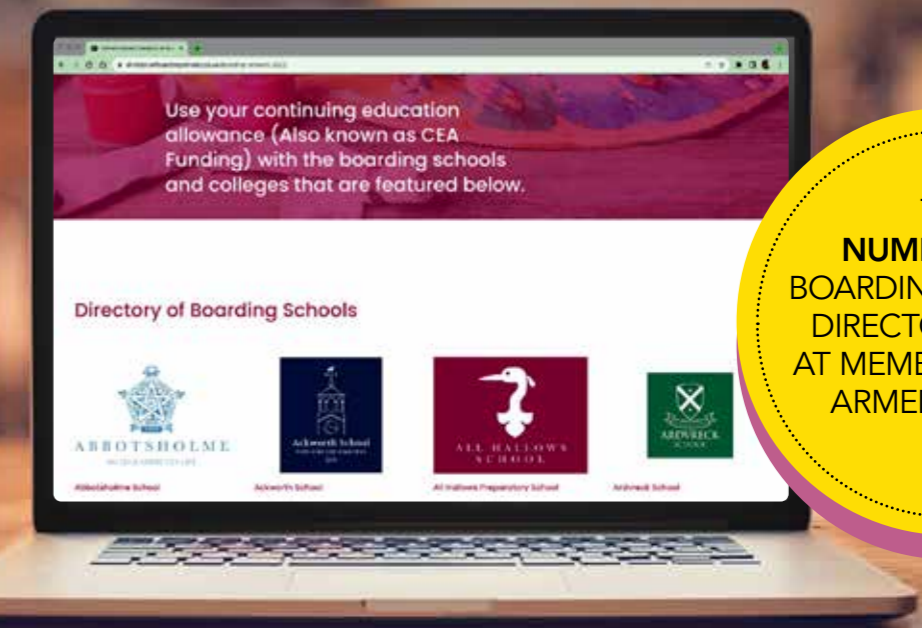
The blended programme would be delivered as follows:

- Skills4Stem eLearning online eLearning (24/7)
- Skills4Stem workbooks
- Fortnightly interactive webinars
- Weekly group assignment surgeries
- Unlimited support by Skills4Stem qualified lectures

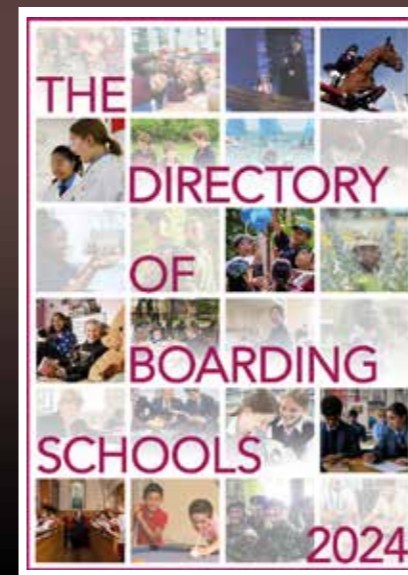
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