

# ER

Winter 2024 £Free

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

# magazine

## Life after service

SSAFA's new campaign shows how communities care.



### THE MILITARY PROVOST GUARD SERVICE

One of the many benefits that members of the MPGS enjoy is the stability of home life, a good work life balance. **P20**

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Promotes lifelong learning and financial support in an upfront payment amongst members of the Armed Forces. **P54**



**Focus on your pension.  
Before it's too late.  
Join us. Job done.**

Even if you haven't spent time understanding your pension earlier in your career, it's not too late to influence what you receive when you leave. Even choosing the right time to go can make a significant difference to your pension income.

So many people join us when they reach Resettlement in order to be sure they've understood their options and made the best choices. The Forces Pension Society's expert Forces Pensions Consultants provide personal guidance.

Once they've become Members of the Forces Pension Society, most stay with us for the long term. In this way, they keep abreast of changes in tax regimes and other decisions that might impact their income (like the McCloud Remedy). They also take advantage of the many membership benefits the Society offers – many of which replace provisions made by the services.

It's not unusual for us to receive testimonials from Members like this one below:

“  
Just a short note to thank your staff for outstanding service and advice. Aged 65 and leaving service after 48 years' unbroken service, my pensions are complex due to the many different schemes I have been on. I am now sorted with the optimum pension that I can take. I always encourage people to join the Forces Pension Society and it is without doubt the best subscription I pay and so much cheaper than Netflix!  
”

And it's not too late for you to get up to speed before you leave.

Visit: [forcespensionsociety.org/join-now/](https://forcespensionsociety.org/join-now/)

When you join us, you will have exclusive access to our Forces Pensions Consultants, our informative Members' Webinars and you'll receive our bi-annual e-newsletters and our magazine, Pennant.

You'll also have access to our wide range of membership benefits from discounts on new cars to insurances, including our latest range of travel policies.



**IT PAYS TO UNDERSTAND THE VALUE OF YOUR PENSION**

**Forces Pension Society**

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**GUIDANCE WHEN  
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This is Bravo 3-4  
requesting support.

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Hold position  
3-4 we're on  
our way.

**OUT.**

For some military personnel, returning to civilian life can be tough. But no matter how dark their challenges, we will be their unit.

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[ssafa.org.uk/requestingbackup](https://ssafa.org.uk/requestingbackup)**



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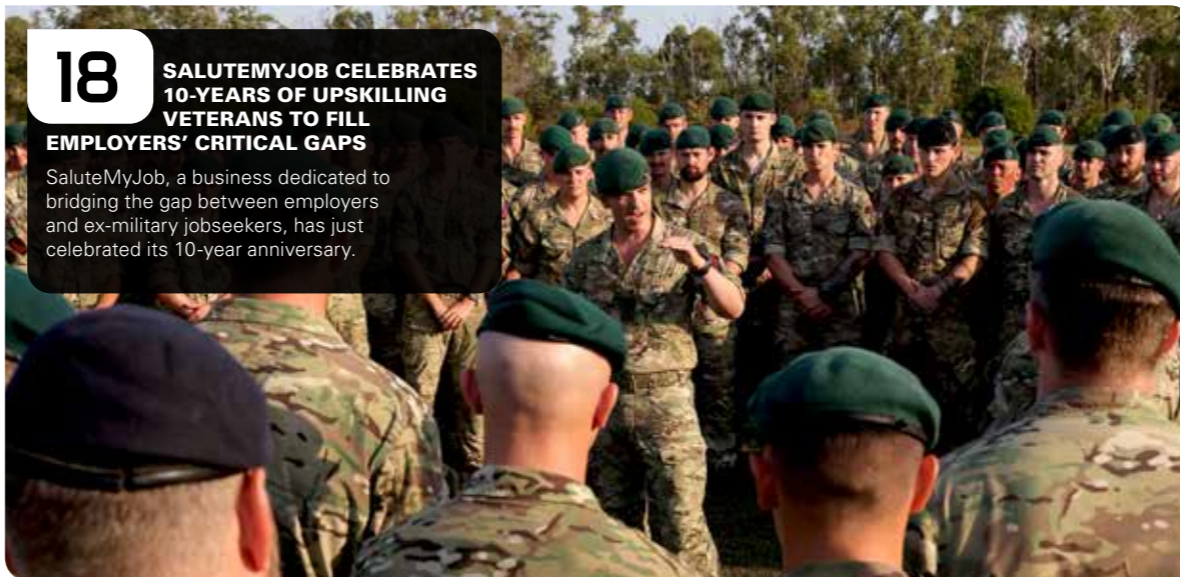
First, it was confirmed that the increase measure to be applied to benefits from April 2025 would be the Consumer Price Index (CPI) of 1.7%.

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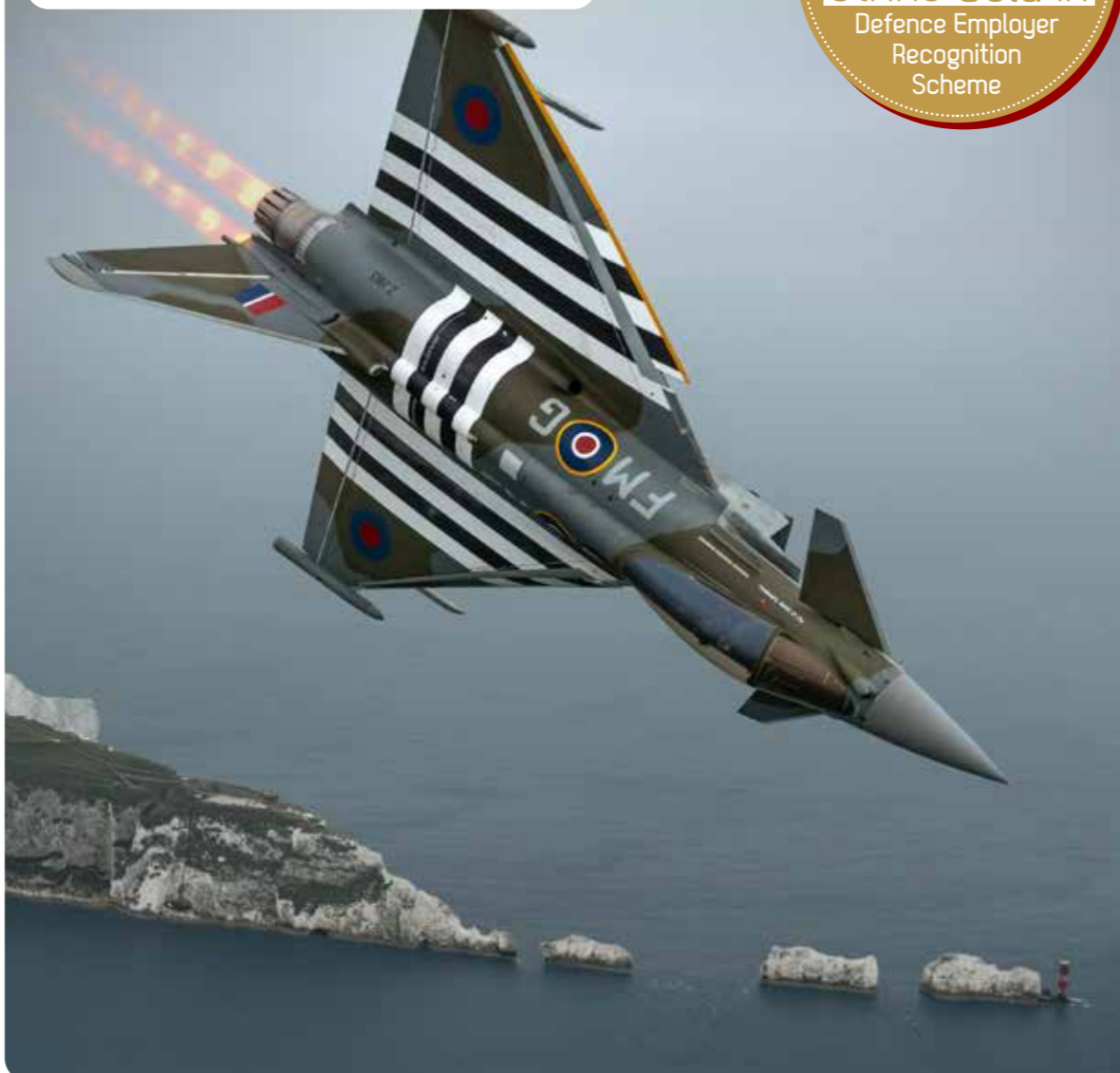


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# Welcome...



## Welcome to the Winter 2024 issue of Easy Resettlement Magazine...

This issue we welcome a new editorial assistant, Philippa Davenport, who will be an invaluable member of the team, working closely with our advertisers and contributors to ensure our readers get the most from each issue. Philippa will also be the main Editor for Police Resettlement, which as many of you may already know is our sister publication, assisting those leaving service from their constabulary and looking for new careers.

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

In this issue we feature various companies offering numerous recruitment opportunities for service leavers and 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, as well as being holders of the coveted Employer Recognition scheme award.

We also feature CTP and elcas approved resettlement training providers, who offer a wide range of training courses, this will help gain further qualifications that are recognised in civvy street. You will also find 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 and possibly feature your story in our magazines.

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If you would like to share anything with any of our team please email [James@easyresettlement.co.uk](mailto:James@easyresettlement.co.uk)

KIND REGARDS  
THE EDITOR



[www.army.mod.uk/hives](http://www.army.mod.uk/hives)

The service is free, easily accessible to all customers, and available worldwide. HIVE staff can research information and are also able to provide confidential signposting to further sources of support. For Service personnel, a partner or wider family member, veteran or MOD civilian, HIVE support is available face-to-face, by phone/email, or electronically from a network of HIVE Information Centres and online platforms.

Find out more

#### HIVE INFORMATION PROVISION

HIVE provides information relevant to the Service community on its Blogs and social media. These publish national and local information from the MOD daily, together with key messages from other Government departments such as Department of Work and Pensions, the NHS, Service charities and support agencies, as well as details of local services and events. A weekly email round-up of the main posts can be signed up for on the HIVE Blog, enabling customers to keep up to date with the latest local and Service-community news.

#### HIVE CORE INFORMATION SHEETS

HIVE maintains core information sheets on its Blog, in addition to individual Location Guides. The following information sheets can be downloaded from the HIVE Blog, by selecting 'Information Sheets' from the menu at the top.

- Accommodation
- Childcare, Schools and Adult Education
- Employment
- Finance
- Health and Wellbeing
- Domestic Abuse support

#### PROVIDING ANSWERS TO INDIVIDUAL ENQUIRIES

HIVEs can answer questions from the Service community on a wide range of topics. Queries could be

Army HIVE is an MOD organisation, delivering information support for the whole Service community on a wide variety of topics affecting everyday Service and personal life, including relocation, accommodation, health and wellbeing, education, employment, finance, deployment, resettlement, and the local area.

anything from an MOD discount code to more complex matters requiring research and liaising with other agencies; either way we aim to provide a response in the shortest time possible and ideally within 24 hours.

#### WELFARE INFORMATION, SIGNPOSTING AND REFERRALS

HIVEs have a vast amount of knowledge of welfare agencies, both internal and external, and can assist customers from across the Service community by researching the most appropriate sources of advice and support for those with specific welfare issues. HIVEs adhere to a strict Code of Confidentiality.

#### HIVE SUPPORT FOR SERVICE LEAVERS, VETERANS, AND THEIR FAMILIES

HIVE works closely with organisations such as the Career Transition Partnership, Veterans UK and Service charities, and regularly posts information relating to employment fairs, job opportunities and the wider support available to Service leavers, veterans and their family members. HIVEs also host information on key Transition topics and events, and can provide publications that offer comprehensive guidance to those leaving Service.

#### HOUSING INFORMATION

HIVEs hold information on all aspects of Service and civilian accommodation and can support those in-Service with accessing the most up to date information on military

accommodation worldwide, plus also Service leavers and veterans with guidance on civilian housing options and sources of Service-specific housing support. HIVEs post housing information regularly on our online platforms, including Civilian Housing Briefs, and schemes such as Op FORTITUDE (which supports veterans at risk of homelessness).

#### HEALTHCARE AND WELLBEING INFORMATION

HIVEs can provide information on military medical and dental care for those serving, and also local civilian NHS GP practices, including those that are accredited as 'veteran friendly'. Information updates from the NHS are provided regularly on our online platforms, particularly regarding schemes relevant to the Service community and veterans, such as Op COURAGE (the NHS veterans mental health support service), Op COMMUNITY (which provides single points of contact for Armed Forces and veterans' healthcare advice), and Op RESTORE (which was formerly the Veterans Trauma Network).

#### HIVE SUPPORT FOR NON-UK NATIONALS

Army HIVE has a team of staff with extensive experience and knowledge on a range of non-UK National topics, and can assist Service personnel and their family members with information on such matters as visas for family members joining a Service person in the UK, and regularising immigration status for those transitioning out of Service.

Get in touch at: RC-Pers-HIVE-NonUKNat-0mailbox@mod.gov.uk

#### HIVE SUPPORT TO RESERVISTS

The HIVE service is equally available to Reserve units, and to Reservist personnel and their families. HIVEs can support individuals with any information, support, or welfare signposting that they may need.

#### TRI-SERVICE COMMUNITY SUPPORT

Customers from across the RAF, Royal Navy, and Royal Marines Service communities can also access support from the single Service HIVE organisations.

#### RAF HIVE

Contact details for RAF HIVEs can be found at: [www.raf.mod.uk/serving-families/hive-finder](http://www.raf.mod.uk/serving-families/hive-finder)

#### CONNECT WITH RAF HIVE

[www.facebook.com/RAFHIVE](http://www.facebook.com/RAFHIVE)  
[www.twitter.com/RAFHIVE](http://www.twitter.com/RAFHIVE)  
[www.instagram.com/rafhiveinformationservice](http://www.instagram.com/rafhiveinformationservice)

#### ROYAL NAVY FAMILY & PEOPLE SUPPORT (FORMERLY ROYAL NAVY HIVE)

Contact details for Royal Navy FPS can be found at: [www.forum.royalnavy.mod.uk](http://www.forum.royalnavy.mod.uk)  
Connect with Royal Navy FPS: [www.facebook.com/RoyalNavyFPS](http://www.facebook.com/RoyalNavyFPS)  
[www.twitter.com/RoyalNavyFPS](http://www.twitter.com/RoyalNavyFPS)

#### THE HIVE COVERING BIRMINGHAM AND THE SURROUNDING AREA IS THE CENTRAL HIVE HUB

01543 434362  
07974 195428  
RC-Pers-HIVE-CentralHub-0Mailbox@mod.gov.uk  
DMS Whittington, Lichfield, WS14 9PY

Or contact Army HIVE Headquarters on: RC-Pers-HIVEComms-0Mailbox@mod.gov.uk

## Independent fee free Military Mortgage & Protection advice

Fee free independent, whole of market, mortgage & military protection advice exclusively for serving HM Forces, veterans & Forces families.

If you need advice on any of the following, please send an enquiry via [info@affs.co.uk](mailto:info@affs.co.uk) or visit [www.affs.co.uk](http://www.affs.co.uk).

- Forces Help to Buy
- First time buyer mortgages
- Home mover mortgages
- Remortgages
- BFPO address history
- Consent to let
- Life insurance
- Serious illness cover
- Family protection cover

AFFS are members of the British Insurance Brokers Association (BIBA) & we are delighted to provide our services under "find a broker" service agreed by BIBA via the Armed Forces Covenant Agreement.



We are also Directly Authorised Independent Financial Advisers & all ex-military.



**armed forces**  
FINANCIAL SERVICES

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# Armed Forces Financial Services



Personnel, Veterans & their families get on the property ladder. Many of those have gone on to use us again at remortgaging time or when they have moved house.

In addition to our mortgage advice & arrangement service we also provide Independent Insurance & Protection advice & arrangement

We support the Armed Forces Community by waiving our right to charge any fees.

## WHAT SETS US APART FROM OTHER IFAS & MORTGAGE BROKERS

We are all ex-military, our unique insight into 'service life' means we understand your financial concerns better than many other financial advisers and mortgage brokers.

- We only provide advice to military personnel, veterans and their families.
- We are Directly Authorised Independent Financial Advisers, which means we do not have to work from a panel of lenders as many other mortgage or insurance brokers do.
- We work for YOU not a lender or insurer, and because we are directly authorised, we have access to ALL lenders and all of their deals, many of which are not available direct to the public
- We know which lenders accept the Forces Help to Buy Scheme, previous or current BFPO address history or the need for Immediate Consent to Let.

## WHAT WE DO

We provide fee free, whole of market, independent mortgage advice to; first-time buyers, those looking to use the Forces Help to Buy Scheme, home movers, remortgage clients, consent to let clients and BFPO address history.

Over the years we have helped thousands of Armed Forces

- We have info that is often difficult to find, for example, lenders' credit and affordability criteria. So, we can gain speedy acceptance by matching you to the right deal the first time.
- We have access to the best Military insurance companies
- We're not just 9 to 5 - we know that given your postings and work commitments we can't operate traditional 'office hours' which is why we operate by email at times to suit you.

## THINKING ABOUT BUYING A HOUSE, BUT NOT SURE WHAT'S INVOLVED?

Buying a house should be an exciting time, but as it's likely to be the most expensive decision you'll ever make, we understand it's also pretty daunting. Which is why, in our opinion it shouldn't be left to chance (or singing men or fluffy animals or other comparison sites!)

### Stage 1 - know what you can borrow

It's a good idea to know how much you can borrow before you start looking at houses that may be outside of your budget. Provide AFFS with some basic details and we will establish how much you can borrow & how much it will cost.

As Directly Authorised Independent Financial Advisers we can use any lender. We won't charge you for our service.

### Stage 2 - start looking

Now you know how much you can borrow, let AFFS know the likely purchase price based on homes you like (don't worry you don't need to have found 'the one' yet!)... Don't forget, you don't have to borrow the maximum amount available to you & in some cases it may be better not to!

We will use the figure you give to gain an agreement in principle with the lender best suited to your needs.

### Stage 3 - find your dream home

Dream house found! When you find a property you like let AFFS know so the following can be checked:

- How long it has been on the market



- how much the current owner paid
- how much it is worth

### Stage 4 - leave it to AFFS

- Once your offer has been accepted:
- Retain a Solicitor (AFFS can recommend if required)
- If you are using Forces Help to Buy - now is the time to apply on JPA
- AFFS will complete the full mortgage application (don't worry we keep you updated throughout the process)
- Lender will carry out the survey & issue the offer
- Solicitor will carry out the legal work (Timescale is usually 8 - 12 weeks depending on the number of people in the chain)

### Stage 5 - get insured

AFFS will then look at protecting your mortgage:

- We will carry out the same research & confirm the best Insurer for your needs then arrange this for you too
- We can also check for any other insurances you may need - don't worry, there won't be any 'hard sell'. If you think you need it, we'll find the best deal for you. If you don't want or need it, we won't!

## THAT'S GREAT BUT I'VE ALREADY GOT A MORTGAGE. WHAT DO I NEED YOU FOR?

For existing fixed rate mortgage holders approaching the end of their fixed term, there are fundamentally two options, switching to a new rate with current lender or moving to an entirely new lender.

The important thing is that you avoid your lender's Standard Variable Rate (SVR). This is the interest rate your mortgage

automatically reverts to at the end of the fixed term. They currently range between 7 - 9%!

Whichever option you decide upon AFFS can sort this out for you. If you use our switching service we can reserve a new rate early with your current lender, which means you probably won't need to supply any supporting documents to the lender or have new credit / affordability check carried out.

If you want a new mortgage provider entirely, we can research the market and carry out the leg work for you in the same way we would for a new homeowner.

In either case it's a good idea to start the process approx. six months before your current rate is due to finish. If rates fall before the new deal starts, we can switch you to the new rate, hassle free.

There are other times you may want to remortgage:

- You want to borrow more for home improvements, debt consolidation etc
- You've lots of equity in your house and can get a better rate
- You want a holiday payment but your current provider won't let you
- You want a mortgage that combines savings and mortgage
- You want to borrow more and your current lender has said no



Whether you are looking to use the Forces Help to Buy Scheme, a home mover, or simply looking to remortgage we keep our processes as simple as possible. You fill in a couple of forms and send us copies of your documents and that's it. You can pretty much leave us to it! We'll work on your behalf as quickly and efficiently as possible while you carry on with your everyday life.

Visit [www.affs.co.uk](http://www.affs.co.uk) or drop us an email at [info@affs.co.uk](mailto:info@affs.co.uk)

## IMPORTANT INFO YOUR HOME MAY BE REPOSSESSED IF YOU DO NOT KEEP UP REPAYMENTS ON YOUR MORTGAGE.

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Career Opportunities for Armed Forces Personnel



## Independent champion for the Armed Forces one step closer as Commissioner Bill introduced

The government has introduced the Armed Forces Commissioner Bill, the first ever independent champion for serving personnel and their families.

In the next step of this government's commitment to improving service life, the government has introduced the Armed Forces Commissioner Bill today (6 Nov 2024) – the first ever independent champion for serving personnel and their families.

The bill introduced today, which was included in The King's Speech in July, is the first step in legislating for the brand-new role which is welcomed by serving personnel. This is the first step of our work to renew the contract between the nation and those who serve.

The Commissioner will be a direct point of contact for serving personnel and their families to raise issues which impact service life, from equipment to housing and unacceptable behaviours.

With powers to visit defence sites unannounced and commission reports, the Commissioner will hold defence to account and drive improvements to

service life. The Commissioner will report to Parliament through annual and one-off thematic reports. The new role, a manifesto commitment, acknowledges need for change to better support serving personnel and follows the largest pay rise for Armed Forces in over 20 years. Recruitment reforms have also taken place to scrap outdated policies and make the process more straightforward for those who wish to join the military.

The Commissioner will be appointed once legislation is complete. Once in post, the Commissioner will incorporate the functions currently undertaken by the Service Complaints Ombudsman Commissioner whose remit is too narrow and reactive. The Ombudsman can only investigate individual complaints after the Service Complaints Process has finished.

The Armed Forces Commissioner is an important part of this government's commitment to renew our nation's contract with those who serve, because the strength of our defence lies in the serving men and women of our forces.



Defence Secretary John Healey MP said: Our government is delivering on our manifesto commitment to renew the nation's contract with those who serve. The new Armed Forces Commissioner will be a strong, independent voice for our forces to improve service life.

Our government will always stand up for those who serve our country, and our Armed Forces will always have our fullest support. That's why we have already confirmed the largest pay rise for personnel in over 20 years, and are taking further steps today.

The Armed Forces Commissioner will champion serving personnel and their families who make great sacrifices to help keep Britain secure at home and strong abroad.



## HRH The Princess Royal named Royal Patron of the Forces Employment Charity

The Forces Employment Charity is proud to announce that Her Royal Highness The Princess Royal has graciously consented to become its Royal Patron.

This new partnership reflects Her Royal Highness's longstanding commitment to supporting veterans and their families and her dedication to charitable causes that enhance their employment opportunities, stability, and well-being.

The Forces Employment Charity exists to provide life-long, life-changing support, job opportunities, and training to Service leavers, veterans, reservists and their families, irrespective of circumstances, rank, length of service, or reason for leaving.

With the support of HRH The Princess Royal as Royal Patron, the charity anticipates an expanded reach and increased ability to raise awareness of the unique employment challenges faced by ex-service personnel and their families.

Her Royal Highness's support will bring national attention to these critical issues and strengthen the charity's mission to provide the guidance and resources veterans need to thrive in their post-service careers.

Alistair Halliday, Chief Executive of the Forces Employment Charity, expressed his gratitude, stating, "We are deeply honoured that HRH The Princess Royal has agreed to become our Royal Patron. Her unwavering dedication to our Armed Forces community will inspire and bolster our efforts to provide veterans with meaningful employment opportunities that honour their skills and sacrifices."

HRH The Princess Royal is widely respected for her extensive charitable work across multiple causes, particularly those involving the Armed Forces. Her Royal Highness's role as Royal Patron will undoubtedly help further the Forces Employment Charity's impact and ensure that veterans and their families receive the support they deserve during a pivotal stage in their lives.

The Forces Employment Charity looks forward to working with HRH The Princess Royal to promote this vital cause and extend its support to more veterans across the UK.

For more information, visit: [www.forcesemployment.org.uk](http://www.forcesemployment.org.uk)



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## Enterprising Cadets Celebrated at London Stock Exchange Graduation

On 22nd November 2024, budding young entrepreneurs from the Cadet Forces were honoured at a graduation ceremony in the iconic setting of the London Stock Exchange on Paternoster Square.

These inspiring young people – members of the Army Cadet Force and the Royal Air Force Air Cadets – had participated in the Cadets in Enterprise programme, delivered by X-Forces Enterprise (XFE), the leading provider of business support to the UK Armed Forces community. Over the course of a weekend in September, this group of future leaders opened their minds to learn about and embrace enterprise and entrepreneurship through hands-on group learning. This was followed, a few weeks later, by a Dragons' Den-style pitch event, where the Cadets presented their business ideas to

a panel of corporate partners from London Stock Exchange Group (LSEG), NatWest, Cisco, Pets at Home, and Reed in Partnership. The graduation event was attended by senior leaders from Defence, education, and business, providing the Cadets with access to role models who inspired them and helped instil the belief that they, too, could be successful in their chosen fields. Ren Kapur MBE, CEO and Founder of XFE, explained the ethos behind the Cadets in Enterprise programme: "I am deeply passionate about introducing entrepreneurship and enterprise skills to young people, firmly believing that these skills will empower and embolden them, enhancing the trajectory of their development. Since its inception, XFE has led the way in providing enterprise training and support to the UK Armed Forces community—including service leavers, reservists, veterans, and their families. Extending this mission to Cadets in a bespoke format is essential to us, with this being the fourth successful Cadets in Enterprise programme and our second graduation at LSEG. We are immensely proud to



witness these young people not just succeed, but thrive, and we are deeply grateful for the ongoing commitment of our partners across Government, Business, and Academia in supporting Cadets in Enterprise and shaping the success of our future leaders." As hosts of the graduation, LSEG arranged for the Cadets to be part of the day's market closing ceremony – a unique experience and a powerful motivator for these ambitious young people. James Eaton, the Veterans Network lead at LSEG, commented: "LSEG is proud to sponsor the Enterprise For Life course for Cadet Forces, which fully aligns with our community support goals – providing opportunities



for education, employment, and enterprise. We are delighted to host a reception for these amazing young people and potential future entrepreneurs. Ren Kapur and her team at XFE are helping people take their first entrepreneurial steps with confidence through practical support and guidance. These valuable life skills are vital to the economic health of society, and it's important that young people have the chance to develop them. On behalf of LSEG, I congratulate each cadet for their trail-blazing achievement and wish them well for their next steps in life." The event also recognised London-based Cadets who provided a Guard of Honour to the Solidering On Awards on 16th October, with certificates of thanks presented by XFE and LSEG.

# BE MORE

WITH THE

# ARMY CADETS

Interested in inspiring the next generation?  
USE YOUR PAST, INSPIRE THE FUTURE!

YOUR ARMED FORCES EXPERIENCE COULD UNLOCK TOMORROW'S POTENTIAL.

Leaving the Armed Forces and wondering what's next? The Army Cadets offers you the chance to keep making an impact – this time by shaping the future of Britain's youth. With your military background, you can inspire the next generation to push their boundaries, grow, and become the best version of themselves.

Our adult volunteers are at the heart of the action, guiding young people through unforgettable

experiences. No matter your background, your skills will be invaluable. And it's not just about them – we're here for your journey too. Whether you're still "green" at heart or interested in adventure, music, or sports, there's a place for you to thrive with us.

So, what are you waiting for? Volunteer today, change lives, and continue to grow alongside the next generation!

Empower the next generation with your skills and experience as an adult volunteer,  
SHARE YOUR JOURNEY, INSPIRE YOUNG MINDS, AND MAKE A LASTING IMPACT.

OUR ACTIVITIES INCLUDE:

ADVENTUROUS TRAINING » SHOOTING & WEAPON HANDLING »  
 OPPORTUNITIES FOR INTERNATIONAL EXCHANGES »  
 PROFESSIONAL & PERSONAL QUALIFICATIONS » MILITARY THEMED TRAINING »  
 DUKE OF EDINBURGH'S AWARD » FIELDCRAFT » MUSIC, PIPES & DRUMS » SPORTS »  
 COMMUNITY ENGAGEMENT » EXPEDITIONS » RADIO COMMUNICATIONS »  
 TRIPS & TRAINING WEEKENDS/CAMPS » LIFE-SAVING SKILLS (FIRST AID)

What are you waiting for?  
Join today and **BE MORE YOU**

**ARMY CADETS**  
GOING FURTHER

## A NEW CHAPTER IN SERVICE

DISCOVER THE ARMY CADETS AS AN ADULT VOLUNTEER

After dedicating years to serving your country, the next step can seem overwhelming. Fortunately, Army Cadets UK offers a rewarding pathway for ex-service members to channel their skills, passion, and experience by becoming an adult volunteer. With a vibrant community, countless opportunities, and the chance to make a meaningful impact, joining the Army Cadets is a powerful way to continue serving while exploring new horizons.

### Why the Army Cadets?

Army Cadets UK stands as one of the nation's largest youth organisations, inspiring thousands of young people to realise their potential. With over 74,000 cadets and more than 11,000 adult volunteers, the Army Cadets create an environment for young people to develop vital life skills, resilience, and self-discipline. Your skills and experience from your time in the Armed Forces will make a lasting impact. But it's not just the cadets who benefit.

For adult volunteers, the experience is an enriching journey, fostering camaraderie, honing leadership skills, and offering a profound sense of purpose beyond military service.

### A Range of Exciting Activities on Offer

If you're looking for adventure and hands-on activities, Army Cadets UK delivers an experience that's hard to beat. As an adult volunteer, you'll guide young people through a range of outdoor pursuits that foster teamwork, confidence, and skill-building. Some of the thrilling activities you could be involved in include:

- **Fieldcraft and Navigation:** Teach cadets survival and navigation techniques, helping them become confident and self-reliant in the outdoors.
- **Adventure Training:** From mountain biking and climbing to kayaking and skiing, there's no shortage of adrenaline-fueled activities for both adult volunteers and cadets.
- **Shooting:** For those with a background in marksmanship, the Army Cadets offers opportunities to train young people in safe and responsible shooting practices.
- **Drill and Discipline:** Pass down your knowledge of military drill, instilling a sense of pride, attention to detail, and self-discipline in young cadets.
- **International Exchanges:** The opportunity to spread our awareness or make lasting memories abroad may come your way. We've been to places such as India, Cyprus, Kenya, Italy, Malta and many more!

These activities not only provide a challenging, fulfilling environment for adult volunteers but also serve as powerful tools for teaching young cadets valuable skills they can carry forward into their own lives. Your role as a mentor, guide, and trainer allows you to leave an indelible impact on the next generation, helping them develop a strong sense of character, determination, and resilience.

### The Professional and Personal Benefits of Volunteering

Joining the Army Cadets as an adult volunteer isn't simply about giving back; it's about growing forward. The organisation provides a wealth of training programs that cater to both personal and professional development. As an adult volunteer, you'll have access to a range of accredited courses and qualifications that can be applied beyond your cadet career, from management and leadership programs to first aid and cyber.

"Joining the Army Cadets as an adult volunteer gave me a sense of purpose I didn't know I needed after leaving the Armed Forces." Former Soldier

### Enhance Your Leadership Skills

Transitioning from a military environment into a civilian role often means that the same leadership skills you developed in the Armed Forces need to be adapted for new contexts. Army Cadet leadership training programs allow you to refine your leadership style, improving skills like communication, motivation, and conflict resolution. Working with young people can be incredibly rewarding yet challenging, requiring a different set of skills to effectively lead them. The Army Cadets' training not only helps you adapt but also strengthens these skills for future civilian roles, enhancing your CV.

### Gain Recognised Qualifications

Army Cadets UK partners with recognised awarding bodies, offering adult volunteers the chance to earn qualifications that hold real value in the job market. Courses include leadership and management, first aid, cyber, and expedition leadership (alongside a whole host of other sporting and adventurous qualifications). Many of these courses are fully accredited and can be applied directly to civilian life, making the time you spend with the Army Cadets an investment in your future as well as theirs (cadets).

### Build Life-Long Connections

One of the most profound benefits of volunteering with the Army Cadets is the sense of community. Many ex-service members miss the camaraderie and team spirit of military life. At the Army Cadets, you'll find a group of like-minded individuals who share similar experiences and values.

### Flexibility and a Role That Fits You

We recognise that everyone's availability varies. The Army Cadets provides various roles and time commitments to suit your personal circumstances. Whether you have the time to commit a couple evenings a week, or can only volunteer on weekends, there's a role that can fit your schedule. This adaptability allows you to balance other aspects of your life while making a meaningful contribution.

From leading training sessions and outdoor activities to handling logistical tasks behind the scenes, there's no shortage of roles that play to different skill sets and interests. Some volunteers work as instructors, while others support with administration, events, and even fundraising. Whatever role you choose, you'll be an integral part of the team.

### Making Memories That Last a Lifetime

While volunteering with the Army Cadets is a chance to give back, it's also an opportunity to gain something priceless: unforgettable experiences. From weekend camps and adventure training sessions to national competitions and international trips, the Army Cadets offers countless opportunities to create unparalleled memories.

Imagine leading a group of young cadets on an expedition, watching them grow in confidence and capability with every step. The thrill of seeing cadets overcome their fears on the climbing wall, knowing that your guidance helped them achieve something they never thought possible. These moments become part of your own story, a reminder that the spirit of service doesn't end when you leave the Armed Forces — it just takes on a new form.



"The friendships I've built, the skills I've gained, and the impact I've been able to make on these young people's lives are beyond anything I expected." Former Soldier

### Joining is Simple and Rewarding

If you're interested in becoming an adult volunteer with the Army Cadets, the application process is straightforward. Volunteers need to be at least 18 years old and willing to undergo background checks, including a DBS check.

Once accepted, you'll receive a warm welcome and begin training with other new volunteers. From learning safeguarding practices to developing skills in leadership and outdoor training, the support network at Army Cadets UK ensures that every adult volunteer feels confident and capable in their new role.

### Start a New Chapter with Army Cadets UK

Leaving the Armed Forces doesn't have to mean the end of your journey in service. Joining the Army Cadets as an adult volunteer allows you to continue making a difference, using your skills and experience to guide and inspire young people. It's a role that offers adventure, growth, and community — and it's a way to make memories and friendships that will last a lifetime.

So, why not turn the page and start a new chapter? Join the Army Cadets UK as an adult volunteer and discover how you can continue to serve, inspire, and grow in ways you never expected.

For more information on becoming an adult volunteer with Army Cadets UK, visit [www.armycadets.com](http://www.armycadets.com) and start your journey today.



What are you waiting for?  
Join today and **BE MORE YOU**





## Organisations 'win gold' for supporting armed forces community

193 organisations recognised with highest 'Gold Award' by UK Government for supporting the Armed Forces community.

Nearly 200 organisations have been recognised by the UK Government with the highest badge of honour for supporting the Armed Forces community.

The Defence Employer Recognition Scheme Gold Award recognises the positive role that employers play in supporting defence and inspiring others to do the same.

This year organisations of all sizes, from all sectors and from across the UK have been successful including Stirling Highland Games, Expedia.com, Google and B&Q.

In total, 33 sectors are represented from Healthcare and Education to Recruitment and Food and Beverage. To win a gold, an organisation must demonstrate exceptional

commitment to supporting the armed forces community.

The winners have all been powerful advocates for the Armed Forces Covenant by actively engaging with their peers, encouraging them to employ armed forces personnel, veterans, and their families, and providing robust and sustained support for reservists.

Gold status is also awarded to those who implement HR policies that accommodate the needs of the Armed Forces Community, while continuously promoting this advocacy within their own networks and industry.

The scheme aligns with the new government's manifesto promise to strengthen support for armed forces communities, including putting the Armed Forces Covenant fully into law and a commitment to create a new Armed Forces Commissioner to improve service life and be a strong, independent voice for service personnel and their families.

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. This scheme aligns with this government's determination to renew the nation's contract with our Armed Forces."

"I would like to thank the nearly 200 organisations that have been recognised with a gold award this year. Their continued support ensures that our Armed

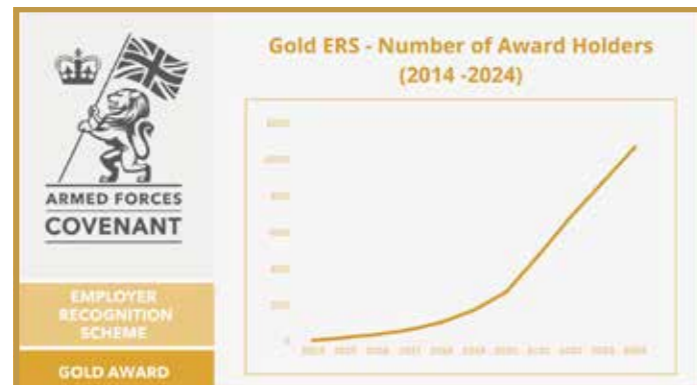
Forces Community are given opportunities needed to flourish."

B&Q CEO Graham Bell said: "We are delighted that B&Q has been awarded the Gold in the Employer Recognition Scheme - it is a fantastic achievement for everyone involved, both for our Armed Forces colleague network and colleagues across the business."

"We're committed to creating a workplace where everyone can feel they belong, and we support all members of the Defence community - from adjusting our policies, to providing extra paid leave for those who serve our country, our by giving our Customer Advisors the automatic right to transfer to another store to be with a spouse or partner serving in the armed forces."

Managing Director of Manx Radio, Christopher Sully, said: "We are very proud to have been awarded ERS Gold status and will use that to build closer and stronger relationships between the various organisations and individuals here both serving, veteran and cadets on the Isle of Man. We'll continue to use our on-air and digital platforms to help raise the voices of the community."

"To win a Gold award from the Ministry of Defence, employers must provide 10 extra paid days leave for reservists, and have supportive HR policies in place for reservists, veterans, Cadet Force adult volunteers and the spouses and partners of those serving in the Armed Forces."



# PATHWAYS

## LOOKING TO FIND A NEW CAREER? REGISTER FOR ONE OF OUR FREE CYBERSECURITY COURSES

THINKING ABOUT RESETTLEMENT?  
ARE YOU A SERVICE LEAVER?  
ARE YOU A RESERVIST?  
ARE YOU A MILITARY SPOUSE?

NO  
HIDDEN  
COSTS

FULLY REMOTE LEARNING

EXCLUSIVE WEBINARS

RECOGNISED QUALIFICATIONS

UPSKILL  
FOR FREE  
START  
TODAY

Institute Coding **CLICK START** FUNDED BY **NOMINET** Abertay University **PATHWAYS**

FIND OUT MORE AT [WWW.SALUTEMYJOB.COM/PATHWAYS](http://WWW.SALUTEMYJOB.COM/PATHWAYS)

## READY TO STEP INTO YOUR NEXT ROLE?

REGISTER YOUR CV WITH US TODAY.  
[WWW.SALUTEMYJOB.COM](http://WWW.SALUTEMYJOB.COM)

Salute  
MyJob



Timeline

**2014**  
SaluteMyJob began, set-up by Andrew Jackson, a former Brigadier who saw first-hand the discrepancy between the high-demand for ex-military talent and the view of Service were no jobs for them in Civvy street.



**2015**  
We begin our journey into helping veterans upskill into areas with a notable skills gap, with a huge number of veterans qualifying as IBM certified data analysts thanks to SaluteMyJob, Corsham Institute and IBM's partnership - with many candidates going on to make their mark in multi-national companies.



**2017**  
In partnership with Business in the Community we created a first-of-its kind toolkit for HR professionals on how to develop an Armed Forces friendly recruitment practice. We were also presented with the Employer Recognition Scheme (ERS) Gold Award, moving from Bronze to Gold in only three years.



**2018**  
Through our blog, The Saluting Post, we began curating a library of resources, support, and guidance tailored to Service Leavers and veteran job seekers, empowering them to unlock their full potential in civilian careers.



# SaluteMyJob celebrates 10-years of upskilling veterans to fill employers' critical gaps

SaluteMyJob, a business dedicated to bridging the gap between employers and ex-military jobseekers, has just celebrated its 10-year anniversary.

For a decade, SaluteMyJob has been fighting to bridge the gap between the skills and experiences of the two-million strong Armed Forces Community - a unique talent pool often overlooked and misunderstood.

SMJ offers a range of specialist services. SaluteMyJob Search, where we expertly match talent to opportunities in the public, private and Third sectors, helping employers create a sustainable talent pipeline. Our fully-funded Pathways Programme provides free cybersecurity training, targeted at filling employers' business critical skills gaps. Our SMJ Consulting Services provide specialist advice to help organisations implement structured sustainable and measurable

programmes to deliver their Covenant pledges, build pipelines of talent and realise the social value of their activities to support the Armed Forces community.

We are very proud of our Pathways Programme, which focuses on transitioning ex-military personnel into the fast-growing world of cybersecurity. A collaborative programme between Abertay University, IBM and SaluteMyJob and supported by funding from Nominet, and the UK and Scottish Governments and the Institute of Coding's Click Start initiative, this unique programme attracts, skills and provides the commercial and practical experience required for people from across the Armed Forces community to compete for demanding roles, within cybersecurity and AI. But that is the future!

The programme is also supported by 'Forces-Friendly' employers offering guidance, further training, work placement and employment opportunities. Andrew Jackson, Managing Director of SaluteMyJob, said: "We

are incredibly proud of the success of our Pathways Programme, which makes the most of veterans' transferable skills and helps them acquire the requisite skills and experience to succeed in digital, AI and cybersecurity roles where there is the greatest demand. What is unique about our programme is our employer partners gain free access to high quality talent from across the Armed Forces Community, in return for their in-kind support to the programme."

One of our employer partners, Securious, has reaped the benefits of our programme, employing two graduates of our Penetration Testing course, who are now trained Cybersecurity Consultants. Peter Woodward, CEO of Securious, and ex-Royal Air Force, said: "For us [the programme] is like a breath of fresh air. It lowers our risk of cost and gives us that extra confidence to make the growth and change we want to make to build the business. The biggest thing we found was they just landed on the ground and were part of the team. Helping ex-Forces on their journey is a win-win. Helping our growth; our economy; helping the whole industry by employing ex-Forces into valued jobs is a no brainer for me."

It's been a pleasure to work with so many talented veterans and supportive employers over these past ten-years. You can find out more about our success stories here and watch this space to hear more about our exciting new venture in 2025! If you are an employer and would like to become a partner and access our talented pool of veterans, email Andrew Jackson at [andrew@salutemyjob.co.uk](mailto:andrew@salutemyjob.co.uk).



**2020**

A new eight week pilot programme kicked off in March 2020 in partnership with Abertay University and Skillzminer. Veterans developed 'ethical hacking', otherwise known as penetration testing skills, helping to fill some of the digital skills gaps facing employers in Scotland.



**2022**

SaluteMyJob, in partnership with the South West and Swindon and Wilts Cyber Security Clusters. IBM, Hirevue and SHL launched a Department for Digital, Culture, Media and Sport (DCMS) funded pilot of its new Cyber Career Jumpstart programme. The project was designed to attract, select, qualify and place jobseekers from the Armed Forces community into either work placements or employment in the South West.



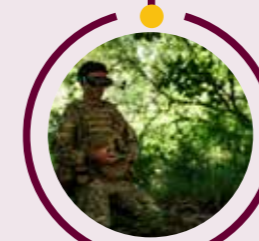
**2023**

Following our successful pilot project in 2023, Abertay University and SaluteMyJob were awarded more than £800,000 in grants, by Nominet, to scale up their part in the IoC's 'Click Start' initiative. Through our unique Pathways Programme, we help members of the Armed Forces community bridge the gap between military life and a rewarding career in the burgeoning fields of cybersecurity, data analytics and AI (for free) - and fill key skills gaps facing UK employers.



**2024**

A busy year for SaluteMyJob, with our Pathways Programme going from strength to strength, we are so proud of all our candidates who have completed our training courses and started their journey into cyber. The programme aims to upskill 500 people This year also saw us working closely with our employer partners, supporting ex-military jobseekers into cyber jobs with small businesses in the South West.



**2025**

We are excited to launch our new consulting service in 2025, spearheaded by our MD Andrew Jackson. Our aim is to help businesses deliver business and social value through the implementation of structured, sustainable and measurable programmes, empowering organisations to generate positive social impact on the UK Armed Forces community, to the benefit of their organisation."



**MEN GURUNG**  
One of our biggest success stories is former British Gurkha Men Gurung, who was part of one of the first cohorts who successfully completed the Penetration Testing course at Abertay University. His inspirational journey shows that even coming from an less technical background, you can still excel in the world of cybersecurity - as Men is doing right now. "Coming from a non-tech background, I challenged myself to pursue a new career in IT. Initially, it was very challenging, but by embracing those challenges every day, I gained a better understanding of cybersecurity and technology. The Penetration Course has helped me enormously," said Men.

"SaluteMyJob has been the backbone of my cybersecurity journey. Providing valuable resources, guidance, training courses and morale support as well as connecting me with industry professionals, has helped me immensely in reaching where I am today." Men's first cyber opportunity was at Wood PLC in Aberdeen, as a Business Information Security Analyst. Now he is in his 'dream role' at IBM, as a Cybersecurity Analyst. The valuable skills and experience he gained within his 20-years Service, he still uses in his role today. He believes veterans are well-suited to cybersecurity roles because they 'possess strong analytical skills, attention to detail, and a disciplined approach to problem-solving'. He added: "Their experience in high-pressure environments equips them to respond effectively to security incidents. Most of the soft skills they possess can directly translate to cybersecurity roles, making them valuable assets in protecting organisations."





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.



### 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

# MPGS | THE BRITISH ARMY

MILITARY PROVOST GUARD SERVICE

### 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

**IN NUMBERS**

Established **27** years ago

Strength **2900+**

Guard **119**

Serve until **60**

Starting Salary **£24,238**

Locations across the UK **57**

Maximum age for joining **57**

Days Annual Leave **30**

**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**

**ARMY**



# 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](mailto: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](mailto:NAVYPEOPLE-CMRESFFMAILBOX@mod.gov.uk)

**THE JOURNEY DOES NOT HAVE TO END!**



# East Anglian businesses and public bodies strike Gold in Defence Employer Recognition Scheme

The Defence Employer Recognition Scheme (ERS) features three tiers of awards: Bronze, Silver, and Gold. Gold Awards are of course the top tier, earned by organisations showing exemplary backing to veterans, reservists, cadet forces adult volunteers and their families.

Gold Award winners—including companies, public bodies and charities—not only show a high level of support for the defence community but advocate that fellow employers follow suit.

On their journey to winning Gold, the best ERS participants actively engage with their peers, encouraging robust and sustained backing for armed forces personnel, reservists, veterans and their families through recruitment and HR policies in particular.

Employers' efforts to champion members of the defence community have led to tangible positive outcomes for defence personnel, partner organisations, suppliers, and customers.

Martyn Fulcher, Director of Place and Climate Change at North Norfolk District Council (NNDC), is just one example of how veterans can flourish in a

Employers from around East Anglia last month received the highest honour the Ministry of Defence bestows for supporting the Armed Forces community.

Gold Award winning organisation. Martyn said: "Since leaving the RAF and making the transition from military to civilian life, I have felt fully supported and respected at NNDC.

"I have also observed with pride the tremendous efforts given to supporting veterans and reservists, and the high

regard shown to all those from a military background also entering civilian life."

Moreover, the knowledge and experience those people bring to employers can benefit their operations too.

Roland Carter, chief executive at Smiths Detection based in Watford, said: "We take great

pride in creating an inclusive environment for veterans, reservists and military families, recognising the skills they bring to the workplace.

"Our commitment to supporting defence personnel strengthens our organisation by fostering a culture of respect, diversity, and excellence."

Nine of the 2024 Gold recipients are based in East Anglia. They are:

- Anglia Ruskin University
- A.P. Security (APS) Ltd
- Bedford Borough Council
- Defence Leaders
- Marlborough Highways
- Marshall of Cambridge Aerospace Ltd
- North Norfolk District Council
- Smiths Detection
- Spicerhaart Group

Craig Austin is Director of Environment at Bedford Borough Council. He said: "I didn't expect being a civilian would be as difficult as it was after leaving the Army, my regiment, friends and fellow guardsmen

"As an ex-service member I'm delighted that the Ministry of Defence has recognised our dedication to the Armed

Forces community...We deeply appreciate the significant sacrifices made by service personnel and their families, and it's only fitting that we offer our full support both during their service and beyond."

Harry Macleod left the British Army in 2013 and is now Defence Director at Defence Leaders in Chelmsford, Essex. Harry explained: "We endeavour to interview and employ Service Leavers and I have acted as a mentor for several in their journeys outside of the Armed Forces.

"Our leave policy and deployment support, plus our support to military operations via our events makes it a hugely rewarding place to work."

With their Gold Awards presentation behind them, employers continue to see the benefits of working with the Armed Forces community.

Matthew Revell, Managing Director at Marlborough Highways, also in Chelmsford, said: "We deeply value the skills and experience that service leavers, veterans, and reservists contribute to our business, and we are dedicated to providing the support they need to thrive in their careers.

"It is our privilege to offer opportunities for growth and success to those who have served our country, and we remain committed to supporting them in their civilian careers."

Nationwide, nearly 500 employers currently hold an ERS Gold Award when counting previous years' winners. The awards are subject to regular revalidation.

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.

"Their continued support ensures that our Armed Forces Community are given the opportunities needed to flourish."

RFCA Regional Employer Engagement Director Kristina Carrington said of the ceremony: "It's been an absolute pleasure to host our Gold Award winners at the Churchill War Rooms. What an appropriate setting to celebrate their commitment to our Armed Forces."



# MAKE ROOM FOR YOUR BIG MOVE IN 2025



## Get moving with Home Reach

Home Reach is a Shared Ownership scheme that lets you buy a share of a newly built home and pay a monthly rent on the part you don't buy. Your budget decides the size of your share, not the size of your home.

With Home Reach you can make the home your own with the freedom to decorate, keep pets\* and buy a larger share of your home when you are ready to. New properties are being added every day so get started on your Home Reach journey and find a new home today.

visit: [homereach.org.uk](https://homereach.org.uk)  
call: 020 3744 0415



Receive £500 towards legal fees when you buy with Home Reach\*



## Now available with Home Reach Shared Ownership

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3 Bed Homes Available	30% Shares from £84,000*
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DEPOSIT FROM £4,375\*

### Inglewhite Meadow

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3 Bed Homes Available	35% Shares from £87,500*
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DEPOSIT FROM £5,925\*

### Bollin Grange

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3 & 4 Bed Homes Available	30% Shares from £118,500*
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DEPOSIT FROM £6,975\*

### Cornish Quarter

Cornwall, PL27 6GF

3 & 4 Bed Homes Available	30% Shares from £139,500*
------------------------------	------------------------------

Many more homes available across the country



## Sublet your home when on Deployment

You have the option to sublet your entire home if posted\*\*

\*Shared Ownership eligibility criteria will apply. Starting shares vary across plots. Rent on the unsold share charged at 2.75% and increases annually by RPI + 0.5%. Pets may need the permission of the managing agent or developer. New reservations only. You must provide valid Armed Forces ID, presented at the time of reserving and a copy sent with a reservation form, £500 will be deducted from the completion, no cash alternative.  
\*\*Subject to mortgage lenders approval.  
Shared Ownership is different to outright ownership. Please speak to a sales assistant for more information.



## Vistry smashes SSAFA fundraising target, and it's still climbing

Vistry Group, the UK's leading mixed tenure housebuilder, launched its 2024 charity partnership with SSAFA, the Armed Forces charity with the aim of raising £270,000 during the year.

Vistry, it can be reported, has not raised £270,000. It has, in fact, raised more than £700,000 with around four weeks to go in the year-long partnership.

This incredible amount has been raised by dedicated Vistry staff around the country finding any means – from hikes and bikes to golf tournaments and cricket matches to taking part in SSAFA's 13 Bridges and most recently, a trek with SSAFA through the lowlands and mountains of Vietnam – to fundraise for the UK's oldest tri-service charity.

Some £54,000 alone was raised with a golf tourney at the JCB Golf and Country Club in Staffordshire, £6,000 climbing Scafell Pike, £57,000\* with a combined clay shoot and golf day in Kent... The list of achievements rolls on.

Lizzie Rossiter, SSAFA's Corporate Account Manager, said: "Each month, each week almost, Vistry astounds us again with what its amazing people do for SSAFA to such an extent that we've pretty much run out of superlatives to describe their selfless fundraising and efforts."

"The team at Vistry have rallied behind SSAFA. Part of the reason for this is because so many of them have a Forces connection, whether a family member or themselves – there was a six-person cohort taking part in the march-past The Cenotaph with SSAFA on Remembrance Sunday – so they know what the life is like, in and out of the Services."

"Very simply, thank you, Vistry, on behalf of all at SSAFA, and all those who come to us for help, because Vistry's support is vital in ensuring that no-one who comes to us battles alone."

*\*Funds raised on the day went to both SSAFA and children's charity Demelza.*

**Vistry Group**



# SSAFA launches new campaign to ensure no one ever battles alone

SSAFA, the Armed Forces charity has launched a new campaign, Requesting Backup, to raise funds and boost support for veterans returning to civilian life.

**R**equesting Backup is the first campaign of its kind at SSAFA, and focuses entirely on the veteran experience and the support that SSAFA provides to the Armed Forces family when needed. The campaign highlights the varied challenges people face when leaving the military, and the difference that meaningful help can make in their lives.

SSAFA is using real people with their real stories, just like Lee's below, to bring the challenges veterans face to life.

The campaign is live across SSAFA's website and social media channels, with paid advertising and a media relations campaign taking place in "test regions" of the East Midlands and Glasgow. A radio advert is

running across Global radio stations in the regions, with impactful campaign advertisements on display in select railway stations and other public places.

While a bold step in terms of how SSAFA promotes its work, fundamentally it spotlights what SSAFA has been doing since its founding nearly 140 years ago in 1885.

### LEE'S STORY

Growing up in an area blighted by crime and gangs, Lee was desperate to take a different path. Ambitious and hungry for new experiences, he went against the grain and joined the Army.

A proud soldier, he thought he'd be a military man for life – until illness stopped him in his tracks.

Diagnosed with a neurological disorder and medically discharged, he was left grieving the career he thought he'd have. He asked himself: if he wasn't a soldier, who was he?

But leaving the military is more than just losing a job or your sense of self. You also lose your home.

Like many veterans, Lee had to quickly transition into a civilian life he wasn't prepared for. Without the practical experiences that most people take for granted – how to find a new home, how to set it up, or pay bills; he was quickly overwhelmed by the enormity of the change.

Compounded by family tragedy – he and his wife Louise lost their daughter Lily-Rose and two of their other children had been diagnosed with complex additional needs – Lee was at breaking point.

When life seemed at its most hopeless, SSAFA was there.

SSAFA, as the Armed Forces charity, has seen many veterans similarly challenged. And this vast experience enabled the SSAFA team to recognise that Lee needed urgent help, both practically and emotionally.

Quickly, Lee was assigned a mentor, Laurence.

Laurence was a veteran who knew only too well what a battle transitioning from military to civilian life could be. He had battled alone; he was determined Lee wouldn't.

Laurence soon became a confidante, and a safe place for Lee to share experiences, away from the pressure of his roles as a father and husband.

"I was able to share and talk with Laurence because I felt like we had shared trauma... We've both been in the military. We've both left. We both know what's expected of a soldier, but only Laurence knew what was available to and expected of a veteran."

Having built a bond with Lee, Laurence set about helping him practically.

Laurence took charge on all fronts. He helped Lee secure a home, and secured SSAFA funding for carpets and a cooker. He organised the installation. And even sorted the fees to move Lee and family in.

Laurence created a cosy home for Lee and his family where they could rebuild confidence and imagine a new future.

Today Lee has forged a new career path. In June 2025, he will be ordained a vicar in the Anglican church, watched on by a proud Laurence. The two remain firm friends.

When Lee didn't have a home, SSAFA found him one. When he was lost, we guided him. And when he needed a friend, we were there.

Just because someone stops wearing their uniform doesn't mean we stop caring. Join us. Because no-one should ever battle alone.

To learn more, and to watch the campaign advert, visit [ssafa.org.uk/requestingbackup](https://ssafa.org.uk/requestingbackup).

This is Bravo 3-4 requesting support.

OVER.

Hold position 3-4 we're on our way.

OUT.

For some military personnel, returning to civilian life can be tough. But no matter how dark their challenges, we will be their unit.

Help us answer their call. Donate at [ssafa.org.uk/requestingbackup](https://ssafa.org.uk/requestingbackup)

# 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?

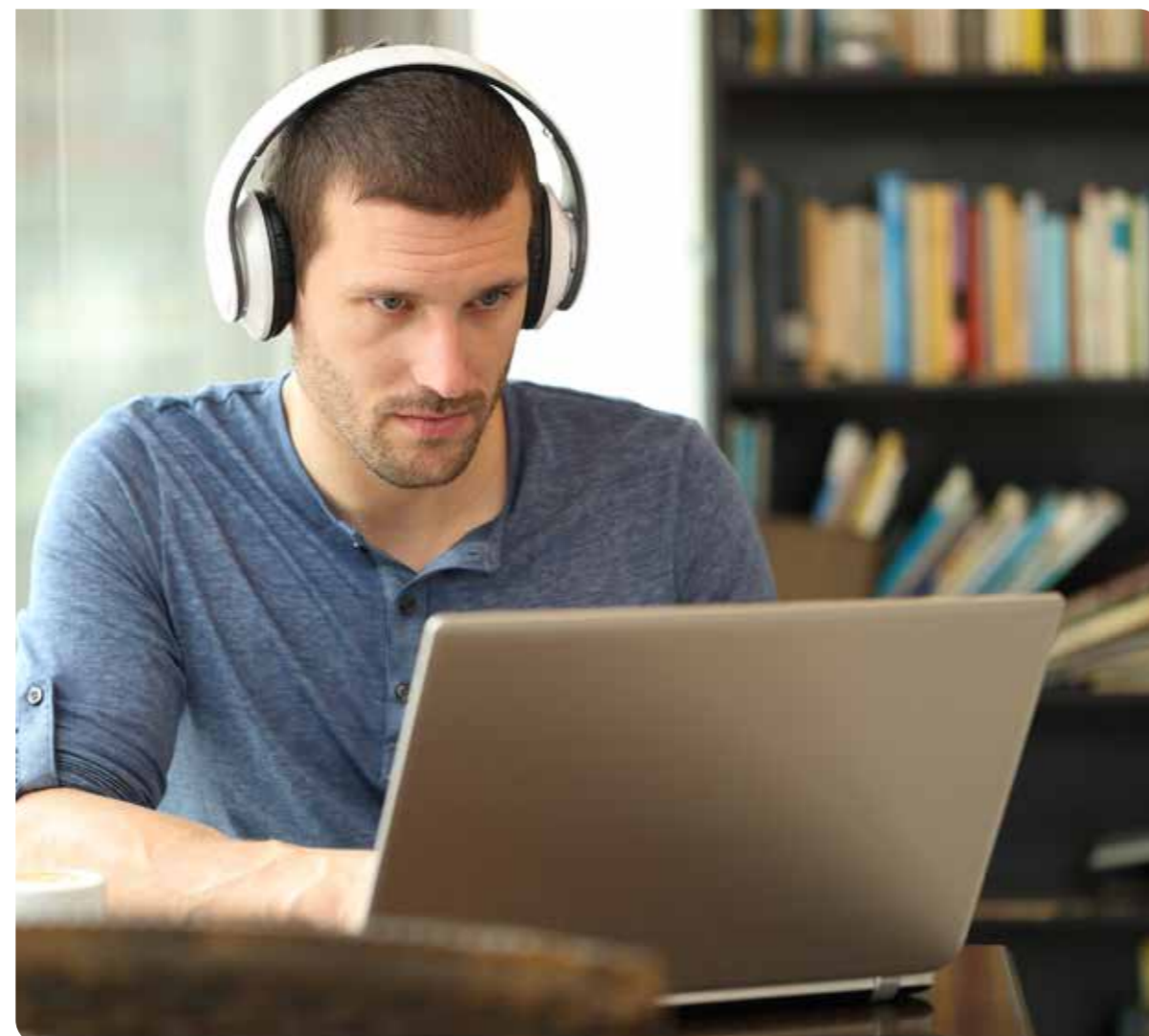
CTP provides advice, guidance, training and support to those leaving the military, and also incorporates RFEA – The Forces Employment Charity, who provide lifelong job finding support to Service leavers. Your resettlement consists of three broad areas: Transition, Training and Employment. From creating 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](http://www.ctp.org.uk).





# 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.

**B**y 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](http://ciltuk.org.uk/elcas) to discover the full range of qualifications available under the ELC scheme or email [learningcentre@ciltuk.org.uk](mailto: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](http://www.ciltuk.org.uk/ELCAS)

➔ [learningcentre@ciltuk.org.uk](mailto:learningcentre@ciltuk.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 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

SCAN ME

Quote **EASY** **RESETTLEMENT** for £250 off course fees

www.sava.co.uk | hello@sava.co.uk | 01908 442 158

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](mailto:hello@sava.co.uk), call Sava on **01908 442158** or scan the QR code below for further information.

# 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](mailto: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](mailto:tom@tombattye.com) or call +44 (0) 7720 286696



Provider ID 11906



# 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](http://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](http://www.fireriskconsult.com)

### Progression Routes to Further Courses:

Fire Risk Assessment in Specialised Housing (Sheltered Housing, Extra Care and Supported Living)



The 30th October 2024 saw the first Budget of the new Government. In this item Mary Petley of the Forces Pension Society outlines three pension-related issues that could matter to you.

## Three pension-related issues that could matter to you

First, it was confirmed that the increase measure to be applied to benefits from April 2025 would be the Consumer Price Index (CPI) of 1.7%.

Traditionally there has been a link between the rate agreed for the increase of benefits and the increase of public sector pensions but, given what we were hearing about the public finances, we had to wait for the Budget to be sure that it would be applied to your pensions in the normal manner next year. The increase will come into force on the first Monday after the beginning of the new tax year - so, the date for the 2025 increase will be 7 April 2025.

This uplift matters to you because:

- the AFPS 05 pension award is calculated using the best consecutive 365 days' pay in the last three years, with the two earliest years increased by CPI. This helps protect the member when inflation is high and pay awards are low.
- the AFPS 05 Early Departure Payment (EDP) scheme is based on the pension calculation.

- AFPS 15 Added Pension which has already been purchased increases by CPI each year.
- CPI increases build up from the time you leave the Armed Forces whether your pension is paid immediately or preserved/deferred until you are old enough to draw it. They are stored and applied automatically when you reach age 55.

Next, although we appreciate that most of you are nowhere near State Pension Age, some of you will want to know what's happening to the State Pension. The full state pension entitlement is to rise in April by 4.1% to £230.25 per week from 6 April 2025.

Finally, the government is aiming to close an Inheritance Tax loophole regarding 'unused' pensions. Don't worry. This does not mean that they are looking to tax your pension lump sum when you draw it. The HMRC tax free limit for lump sums remains at its 2024

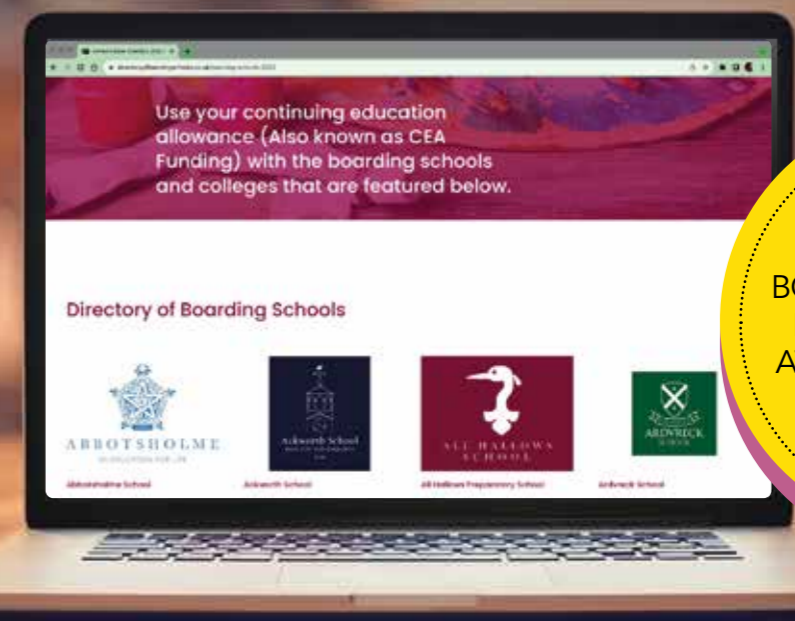
level (normally £268,275) – a level which most people will not reach. For those of you who would like to read more about what is proposed, the consultation document is at Technical consultation - Inheritance Tax on pensions: liability, reporting and payment - GOV.UK ([www.gov.uk](http://www.gov.uk)). The Forces Pension Society will be responding to the consultation, the period for which runs until 22 January 2025.



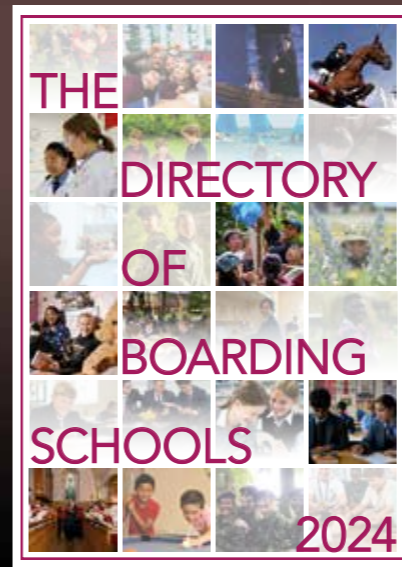
If you are a Member of the Forces Pension Society and have pension-related questions, please contact us via 'Submit a Question' in the Members' area on the website. If you are not a Member but would like to learn more about us, visit [www.forcespensionsociety.org](http://www.forcespensionsociety.org)

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## Gold standard employers celebrated

Fourteen organisations from across the wider West Midlands area attended an awards ceremony in Shropshire to receive their Defence Employer Recognition Scheme (ERS) Gold Awards, recognising their exceptional level of support to the Armed Forces community.

**H**eld at Lilleshall House and Gardens in Shropshire – home to one of the UK’s National Sports Centres and the Royal British Legion’s Battle Back Centre – the awards were presented by Air Vice-Marshal Shaun Harris CBE MA BEng (Hons) CEng MIET, Director Support and Chief Engineer RAF, on behalf of the Ministry of Defence.

The winners are:

- Allsports Coaches Coaching Academy CIC
- Career Pursuit CIC
- Carwood Motor Units Limited
- Coventry and Warwickshire Partnership NHS Trust
- Leominster Town Council
- Marston’s PLC
- NP Aerospace Limited
- Risk Evolves Ltd
- Staffordshire Police
- Summit Learning Trust
- Telnet Technology Services Limited
- Unmanned Air Veterans Ltd
- Worcestershire Acute Hospitals NHS Trust
- Worcestershire County Council

In addition to the winning organisations we welcomed Reservists from 605 Squadron

mark the selfless commitment and huge enthusiasm of our Gold Award winners. All of them are exemplars in going above and beyond in their support for the Armed Forces community.

“I’d like to thank all the winners, once again, on behalf of West Midland RFCA and the whole of Defence.”

Carwood Motor Units Limited commented: “We are thrilled to receive the Gold Award. Carwood has a long-standing history with the British Military, and this prestigious award underpins our commitment to treat members of the Armed Forces community with fairness and respect.

“As a forces-friendly employer, we have, and will continue to benefit first-hand from the raft of highly transferrable skills and qualities that ex-service personnel offer. They bring values that we look for in every one of our employees – resilience, commitment and a great working attitude amongst them – and is why we will always



welcome the Armed Forces community at Carwood.”

The Gold Award is the Ministry of Defence’s highest level of award available to employers who have gone the extra mile to support the wider Armed Forces community within their workforce, and communities.

To win a Gold Award, organisations must provide ten extra paid days leave for Reservists and have supportive HR policies in place for veterans, Reserves, and Cadet Force Adult Volunteers, as well as spouses and partners of those serving in the Armed Forces.

Organisations must also advocate the benefits of supporting the Armed Forces community by encouraging others to sign the Armed Forces Covenant, and engage in the Employer Recognition Scheme.



To find out more about the Employer Recognition Scheme and how your business can benefit from supporting the Armed Forces community visit [www.wmrfca.org/employers](http://www.wmrfca.org/employers).

To view the list of organisations who have signed the Armed Forces Covenant visit <https://www.armedforcescovenant.gov.uk/get-involved/who-has-signed-the-covenant/>





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## 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](http://www.SecurityClearedJobs.com).



# SCJ SecurityClearedJobs.com

The definitive jobs portal for government, defence & nuclear sectors

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now to receive job alerts tailored to your skills.

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Aerospace  
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Cyber Security  
Defence  
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CTC

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Nuclear  
Telecoms



Franchise

## BFA Survey reveals 99.5% of franchises are successful could this be your route to safer self-employment?

In the latest BFA Survey sponsored by NIC Services Group, data has revealed that the commercial failure rate of UK franchises is just 0.5%, meaning they are virtually fool proof. Is this the evidence you need to consider franchising as a resettlement option?

Many people leaving the armed forces or police force dream of owning their own business, but realise, like our case study, former soldier Richard Elliot admits, he hadn't the first clue how to start or run a successful business.

**VALUABLE SERVICE**  
After decades devoted to protecting our country and its citizens, your skills are exceptional but probably don't stretch to marketing, advertising and accountancy. With franchising you can still own your own business but with full support from day one and a 99.5% chance of making a success of it. Let the BFA help you take that next step.

**WHO ARE THE BFA?**  
Founded in 1977 and with a strapline of 'Discover Your Tomorrow', the BFA is the hub of franchising in the UK. We strive to brighten people's futures, by showcasing the opportunities for businesses and individuals to transform their lives through franchising, whilst also providing an educational space and accreditations, governed by high standards and a code of ethics.

**HOW THE BFA CAN HELP YOU BUY A FRANCHISE SAFELY**  
Not all franchise models are made equal. As in any walk of life (and business), some are better than others. All 350 of our members, who you'll find

on our website, have had their franchise business models thoroughly checked to make sure they are ethical, professional and sustainable. Furthermore, they have all pledged to adhere to our strict code of ethics, so you know you're in safe hands (but still do your due diligence).

**FREE INFORMATION COURSE**  
Our website, [www.thebfa.org](http://www.thebfa.org) is full of information about how to buy a franchise safely, but in the first instance, we'd suggest you complete our free, online Prospect Franchisee Certificate. The course will cover what to expect as a franchisee, from your first call with the franchisor and what question to ask, to seeking funding and specialist legal advice. Some franchisors will ask you to complete the course, so you have a basic understanding of franchising before they talk to you in any kind of depth, so get it done early and be ahead of the research game.  
We sincerely hope you will give franchising a go and look forward to helping you make your self-employment dreams come true.



[www.easyresettlement.com](http://www.easyresettlement.com)



Your name: Richard Elliot

When did you join the forces?  
1999

When did you leave the forces?  
End of 2012

What regiment/unit/division were you with?  
1st Bn The Staffordshire Regiment, completing tours of Kosovo, Bosnia and Iraq.



What role did you play?  
I was in a rifle company in an armoured infantry battalion (warrior gunner/vehicle commander/section commander). Recruit training at ITC Catterick.

What rank did you leave at?  
Sgt

What attracted you to buying a franchise rather than going it alone?  
I wanted to be self-employed but realised I hadn't a clue how to start or run my own business. That's when I looked into franchising because I believed that you would be starting a business but also having a support network and management systems already in place; and I was right!

How did you find your franchise?  
I read an article with a current franchisee and arranged to meet him.

Which franchise did you buy?  
Drain Doctor (Derbyshire).

How did you know it was the right franchise for you?  
The systems in place and the network were the main attraction having researched and met with a few different franchises. I felt this was the one for me.

How did you finance your purchase?  
A loan through NatWest, who are really good with new franchise businesses, especially if they have worked with the franchise before and it's a reputable business with a track record.

Why do you think ex-service/military people make good franchisees? What are the transferable skills?  
I think a lot of ex-squaddies under value our skill sets and do not feel ready for civilian life. It couldn't be further from the truth, there are so many transferable skills that just come natural to us but actually are difficult to acquire in civvy St. Eg: attention to detail along with doing the small things right, knowing then that the big things will be easier to deal with. Also being consistent and holding yourself and others to account comes more naturally if you have been in the 'green machine'.

What are some of the best things about being a franchisee?  
Definitely being in charge of your own schedule and workload. Also, it's nice being able to give someone an opportunity and watch them progress within your business..

What advice would you give to someone about to leave the forces/police and thinking of buying a franchise?  
I would tell them to find something they think they can throw themselves into. It's hard to leave the military and sometimes people struggle with their identity once they have left. I think you must put your heart and soul into something new, and trust that your background will help not hinder you.





# 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.

**B**ut 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](http://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



Joe Coulter served in the Army Reserves for 23-years, retiring as a Warrant Officer Class 2, from the 253 Medical Regiment based in Belfast, in May, 2017. He is currently on the 'Pen Testing' Pathway course, hoping to pursue a career in the same field, and believes ex-military personnel are well-equipped to fill a huge number of cyber roles. "Many of the skills attained or honed in the military are transferable into the cybersecurity arena, the use of standard procedures and methodologies used is akin to the military drills that we are all used to," Joe said. "The cybersecurity environment fits well with the military environment. I believe that a veteran would fit in well and quickly into a cybersecurity environment."



As well as the Pen Testing Course, SaluteMyJob, alongside IBM's Skillsbuild platform, provides a number of dedicated training pathways to the Armed Forces Community, you can find out more here and if you would like to provide work placements for any of our pathways - we'd love to hear from you. And if you want to hear more about the most recent candidates, including veteran reservist Joe, get in touch with Managing Director, Andrew Jackson, at [andrew@salutemyjob.com](mailto:andrew@salutemyjob.com) today.



# Fill widening cyber skills gap with highly-skilled ex-military cyber warriors

With their sharp decision-making skills, security mindsets, risk and crisis management experience and cross functional 'soft skills', ex-military personnel are well-matched to fill roles in the cyber industry and help close a widening skills gap.

A pioneering programme that attracts, selects, trains and places talent from the Armed Forces into employment in cyber jobs, aims to develop new ways to help employers access new talent pools and fill their skills gaps - and to remove some of the barriers facing people from the military community. SaluteMyJob has teamed up with Abertay University and the Scottish Cyber and Fraud Centre to deliver an 'Ethical Hacking'

pathway, part of SaluteMyJob's innovative Cyber Jumpstart programme. This is designed to support members of the Armed Forces community on their journey towards a promising and exciting career in roles where employers face a significant skills shortage. Currently, there are 50+ members of the Armed Forces community taking part in the 'Pen Testing' Pathway course due to graduate this month (June), with more applicants waiting for future Pathways courses, keen to learn

new skills to springboard them into their new careers. SaluteMyJob is proving that demand is high for programmes such as these, helping people from the military community into employment in cyber jobs with our biggest cohorts to date. Having acquired the sought-after skills through the training, the biggest barrier faced by this unique talent pool is practical and commercial experience. To overcome this, from summer 2023 onwards, the social enterprise is looking for employer partners

to provide paid work placement opportunities and entry level employment opportunities. "We need the help of companies, large and small, to provide these placement opportunities for the Pathways graduates and help them overcome this substantial obstacle, on their way to an exciting new career filled with possibilities," said SaluteMyJob MD, Andrew Jackson "We provide the skills if you can provide paid work placements to fill the experience gap."

TEACHING TOMORROW'S TECHNOLOGY



Global Leading Technical Education for the **Digital Infrastructure Industry**

## Resettlement & Ex-Forces Education Programs

Across the Digital Infrastructure Industry

Since 1996, CNet Training has educated thousands of Service Leavers, providing them with the skills and hands-on experience to enter, and progress within, the lucrative Digital Infrastructure Industry (the network cable installation and data centre sectors).

Today, CNet is the only industry dedicated education provider in the world to award both internationally recognised qualifications and official certifications, providing sought after credentials that are in demand across the industry and the world.

NETWORK CABLING

COPPER

FIBRE

DATA CENTRES

Contact the Resettlement & Ex-Forces Team at CNet for a 1-to-1 to discuss the best educational routes you can follow to achieve your future career goals.

[resettlement@cnet-training.com](mailto:resettlement@cnet-training.com) | +44 (0)1284 767100

[cnet-training.com/resettlement](http://cnet-training.com/resettlement)



# 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.

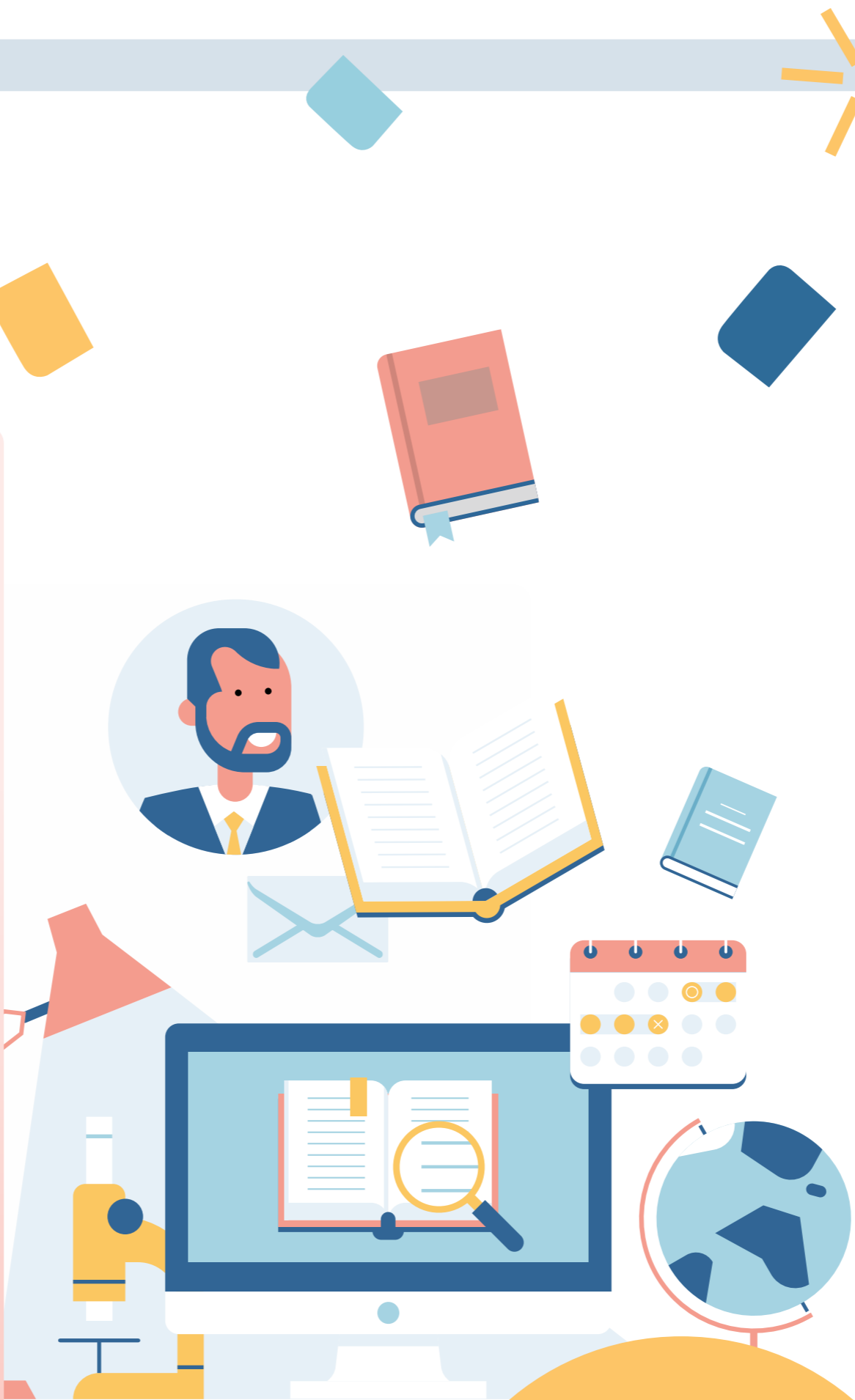
If a Service Personnel has obtained 120 credits this would result in a Higher Education qualification and makes them not applicable for this scheme. MOD and the relevant national education authority in England, Scotland, Wales and Northern Ireland pay for the tuition fees in full rather than the individual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

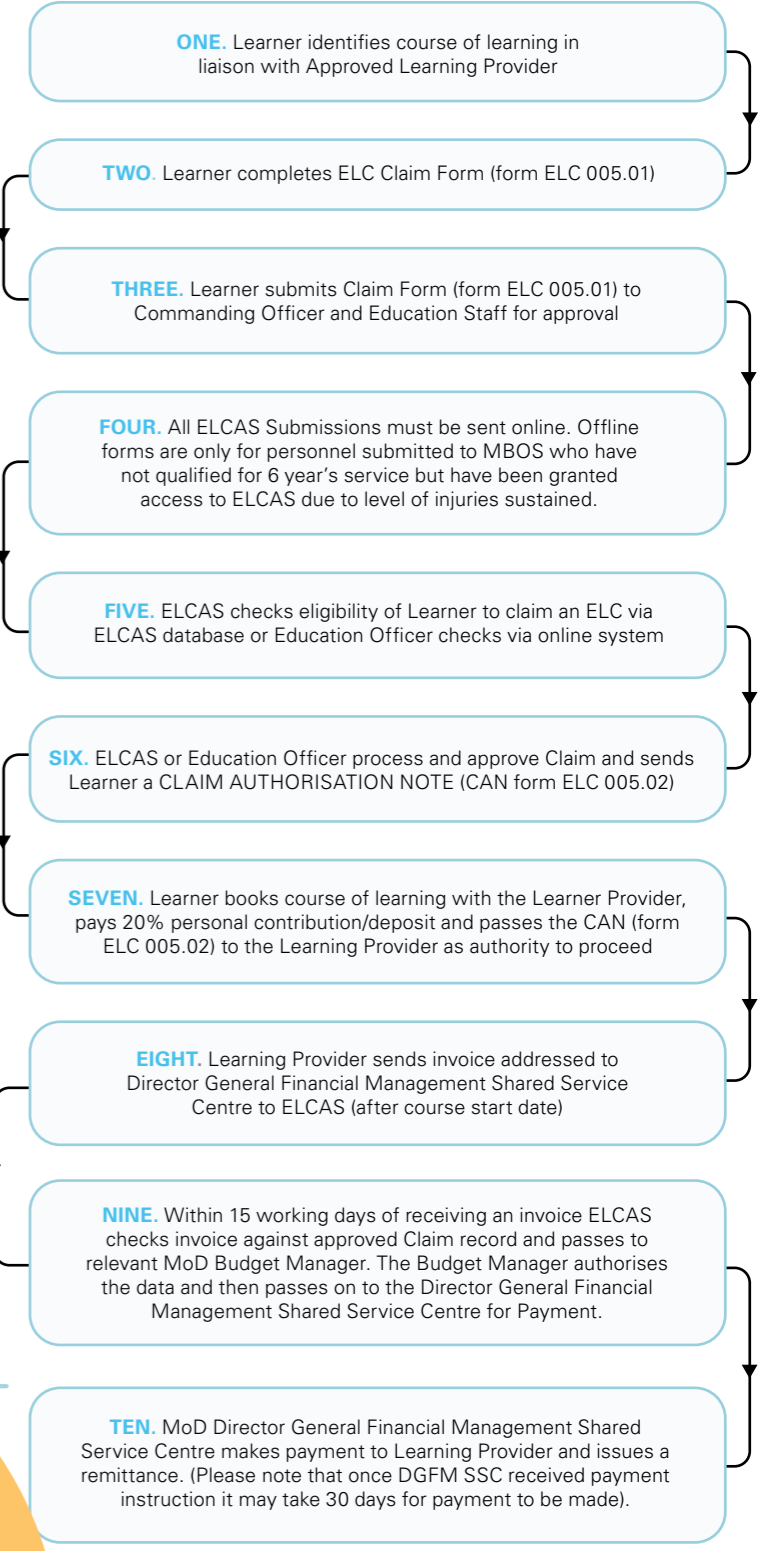
**CLAIMANTS PLEASE NOTE: YOU ARE REQUIRED TO SUBMIT A CLAIM FOR EACH ACADEMIC YEAR OF THE COURSE. ONLY ONE YEAR OF STUDY SHOULD BE ENTERED ONTO EACH CLAIM FORM.**

### 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%

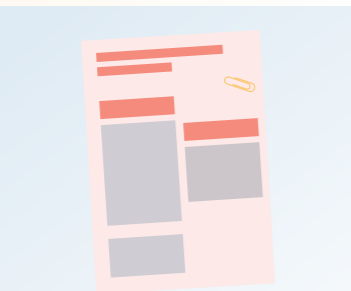


**SIX.**

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.

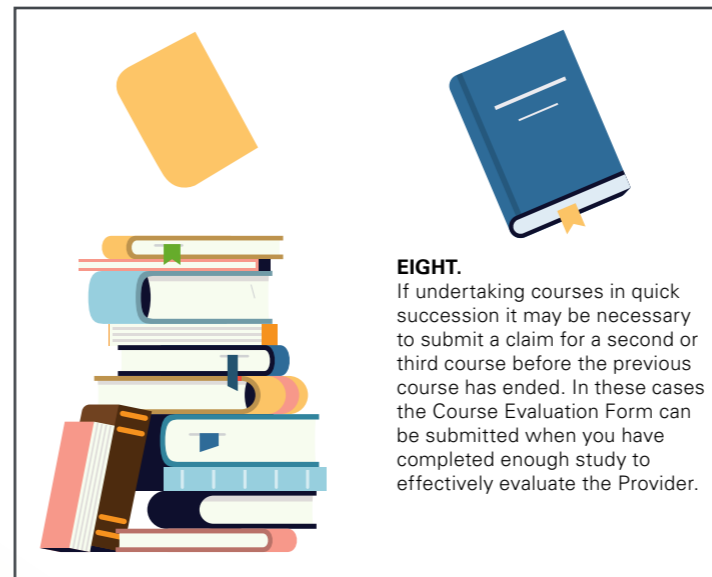
**FOUR.**

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](http://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](http://www.raf.mod.uk/links/contacts.cfm).

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

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