

# ER

Summer 2016, £Free

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

## NEWS

### Veterans' Foundation

July 1 sees the launch of the Veterans' Foundation which will support ex-service men and women make the transition to civilian life.

## RESETTLEMENT Backline Logistics

The process of organising your resettlement training is actually very straightforward!

## RECRUITMENT

# Get your career on the right track

Transferable skills gained during military service can be very easily adapted to the workplace



### NEWS

Invictus Games 2016 kicks off with unforgettable opening ceremony Prince Harry, First Lady Michelle Obama and Morgan Freeman join almost 500 service members. **P62**

### CAREER TRANSITION PARTNERSHIP

Even if you have a job to go to on leaving the Armed Forces, you are still strongly advised to attend the CTP Career Transition Workshop. **P30**

### RESETTLEMENT

Have you considered a career in aviation? You can even combine an interest in aviation with the security skills associated with your past military experience. **P56**

### ELC SCHEME

The MoD's Enhanced Learning Credits Scheme is an initiative to promote lifelong learning amongst members of the Armed Forces. **P72**

"I cannot tell you how much of a relief it is to finally receive a simple, accurate response to understanding my pension forecast."



FIGHTING FOR THE FORCES AND THEIR FAMILIES

*Matt Davies, FPS Member*

Matt wrote to our Pension Advisory Service after failed attempts with other advisors to achieve what our pension experts told him.

We deal with hundreds of such enquiries from our Members helping them through the AFPS pension maze every month. Join us and see how we can help you. Or simply become a Member for the peace of mind of knowing we're here to help you when you need us. You'll be in good company; we have more than 45,000 Members.

### VALUABLE MEMBERSHIP SERVICES

Our Members have access to a range of valuable, through-life services with significant discounts from trusted Affiliates.

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FPS TRAVEL



FPS MOTORING



FPS LEGAL & FINANCIAL



FPS PERSONAL & HOME



### INDEPENDENT, NOT-FOR-PROFIT

At the Forces Pension Society, we value our independence. It enables us to serve the interests of our Members as the Armed Forces Pension watchdog. We hold governments of the day to account, arguing for better pensions and campaigning against unfairness in the schemes. For example, our 2015 campaign won the right for all widows to retain their pension on remarriage.

You will receive a range of other membership benefits, too.

### JOIN ONLINE NOW AND RECEIVE A FREE £100 CITY BREAK VOUCHER

Visit our website at [www.forcespensionsociety.org](http://www.forcespensionsociety.org) quoting Promo Code **ERS2016** (T's & C's apply). Membership **for you and your partner** costs just **£37 per annum**.



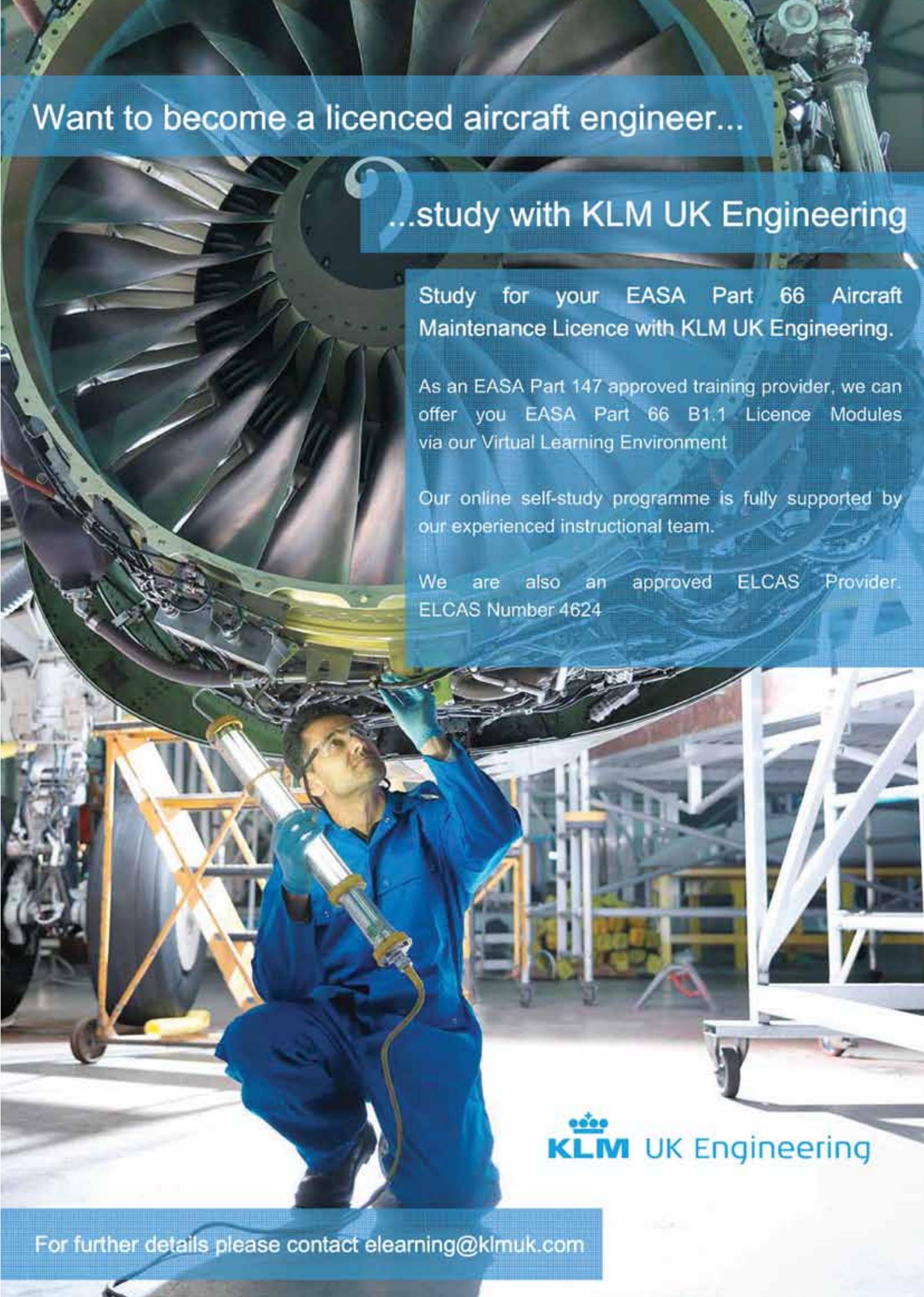
**JOIN US AND GET MORE FROM YOUR PENSION**

### Forces Pension Society

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Prince Harry, First Lady Michelle Obama and Morgan Freeman join almost 500 service members to celebrate a week of competition, adaptive sport and recovery



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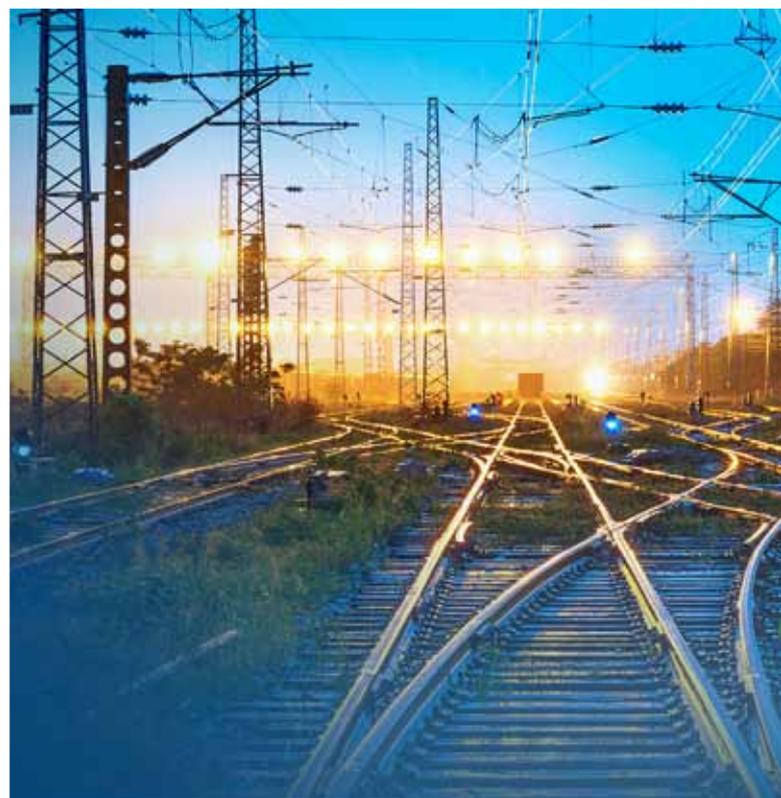
No medical experience necessary



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Morson Vital Training focuses on depth of delivery and customer service combined with sound technical knowledge and expertise.



# Welcome...

Welcome to the Summer issue of Easy Resettlement magazine.

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to read about. We still offer the £100,000 worth of free training courses and will have a new batch in future issues. In this issue we welcome PQMS and CMP who have offered some of these courses. The Autumn issue will feature many more which you will be able to view in the centre pages of each issue.

Towards the back of each magazine you will be able to read about your entitlements through The Enhanced Learning Credits scheme where companies that have active ELC numbers are able to offer MOD funded training. We have further help from the CTP with the service leavers route map and some great case studies from various training providers, colleges and universities which are able to recognise the varying roles available for anyone leaving the armed forces.

Regular visitors to our website will have noticed that we now host a video hub which will enable us to show video clips from companies looking to recruit service leavers. This will allow you to gain a greater insight in to the companies looking to recruit you for your varying skills. By working alongside DRM we have many great companies recognising your worth and the transferable skills that you can bring to some of the UKs top employers. We will endeavor to offer more opportunities of employment to assist you with your resettlement so please be sure to mention our magazine when speaking to any of our advertisers. We hope you all have a safe and enjoyable summer and look forward to continue meeting with you at the various events we attend. ●

As always we feature some fantastic employment opportunities with East Of England Ambulance service who are recruiting 400 paramedics and technicians, Jaguar Land Rover who we featured in the last issue having obtained their Employer Recognition scheme Gold Award. They have now pledged 1000 jobs for service leavers by 2020 which really highlights their support and opportunities for our service leavers. Other opportunities include BAE Systems, Aeropeople, Security Cleared Jobs and Hire A Hero. We suggest you also look at the Rail feature in this issue as there is a massive shortfall of qualified staff within this industry. Morson Vital as well as Akona are able to offer training to help get on the right track for a career in Rail. We have been attending various events and always like to meet our readers, many of you have subscribed online and continue to tell us what you want

**Col Martin Newman**  
Easy Resettlement Editor

# PROJECT FIREFLY



## PROCESSING TRAINED PERSONNEL TO THE MARITIME RESERVE (MR)

Project FIREFLY has since its inception in April 2013, seamlessly transferred over 660 highly-skilled SL's into the Maritime Reserves

The project 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.

This year FIREFLY will increase its footprint, by reaching out into the ex-regular community. This significant step will see those who have left up to 24 months post TX, career managed in parallel with the seamless transfer scheme rather than recruited through an Armed Forces Careers Office. The FIREFLY team are regular attenders at the CTP Employment Fairs.

With a maximum joining age of 57 for RNR and 52 for RMR the many benefits to be had in the MR for a commitment of just 24 days RNR and 26 days RMR include:

- Good rates of pay
- A pension and a respectable annual tax-free bounty (currently up to £1742).
- Opportunities for promotion and further personal development.
- Value placed on your skill sets that you have worked hard to cultivate during your time in

service and in the vast majority of cases retaining your current rank rate.

- A more stable work life balance, with an initial 2 year harmony period. This is to provide peace of mind to both the SL and their new employers, as there is no compulsory mobilisation during this period.
- Networking opportunities.
- Full time employment opportunities through Full Time Reserve Service (FTRS) or part time work through Additional Duties Commitments (ADC) or Man Training Days (MTD).
- It should be noted that all benefits are in addition to any civilian pay/benefits received and does not affect any service pension that has been accrued.

The Firefly team are willing to travel and brief groups or conduct individual interviews.

### Key Points:

Project Firefly offers the Service Leaver (SL) the opportunity to transfer seamlessly from Regular into the Maritime Reserve (Royal Naval or Royal Marine Reserves).

As a Reservist you are well rewarded for your time, earning extra money, accruing a (additional) pension and receiving an annual tax free bounty of up to £1742.

It provides opportunities for continued professional development and promotion. A chance to remain a part of the Naval Family with its unique camaraderie.

You will have heard the adage "Its not what you know its who you know" well as a Maritime Reservist, with its large diverse community can offer a valuable benefit and one which is often overlooked and that is networking. Meet varied employed people who understand the values that the Service person possesses.

Further information can be found in 2015DIN 01-213, or speak to one of the team either: WO1 Paul Jones on 023 92628784, e-mail [navyppers-resffengwo@mod.uk](mailto:navyppers-resffengwo@mod.uk) or POWTR "Buster" Brown on 023 92628677, Email: [navyppers-restpa@mod.uk](mailto:navyppers-restpa@mod.uk). The team look forward to hearing from you.





# PROJECT FIREFLY

## Transfer from Regular and Ex-Regular Entry into the 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 wide ranging operational commitments.

**The rewards** for completing the minimum commitment which is either 24 days RNR or 26 days RMR include:

- Excellent rates of pay
- A generous tax free bounty
- Pension
- The added benefit of a 2 year harmony period
- Remain part of Naval Family with its special camaraderie



### FOR MORE INFORMATION

call: 023 92628677

e-mail: [Navypers-resfftpa@mod.uk](mailto:Navypers-resfftpa@mod.uk)

access: 2015DIN 01 – 213



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

# Extending your career in maritime or defence

If working in a defence and maritime environment seems an appealing extension of your military career there are many opportunities.

At BMT Defence Services, they understand that leaving the services can be a daunting and challenging experience for ex-military personnel.

That's why they try to make the transition to the civilian world as smooth as possible.

With a high number of service leavers at all levels within the business they recruit people for their strong interpersonal skills, ability to offer first class service and your self-starter can-do attitude.

BMT is always on the lookout for experienced Engineers, particularly those with a Marine background. Coming into BMT, you will contribute to their existing

projects as well as helping to develop and shape future prospects for BMT Defence Services.

In return, you will have a friendly and supportive working environment, which provides a good work/life balance. You will also be given the opportunity to further your career through continued professional development.

BMT attend a number of service leaver events throughout the year where you can talk through your career opportunities one to one with one of the company's recruitment officers.

Dai Faulconbridge is a Senior Principal Submarine Engineer at BMT Defence Services following a career in the Royal Navy. He explains: "I completed a full career in the Royal Navy as a Submarine Marine Engineer Officer, serving latterly in engineering Staff Officer roles after a seagoing career in diesel and nuclear submarines.

"During my service leaver's resettlement period I took

advantage of the services provided by the Career Transition Partnership, to refine my thinking on a second career and 'life outside'. I soon realised that the opportunities provided by BMT Defence Services to work as a Bath-based Consulting Engineer would provide me with a wide variety of interesting and challenging technical work, a good quality of life and the new skills to do business in the commercial context. Little did I realise that I would soon be working across the full range of the submarine lifecycle from design to disposal, for a wide range of customers and previous colleagues in the Defence Equipment and Support.

"I joined BMT as a Principal Engineer in 2009 and now work as Senior Principal Engineer in the Naval Engineering Submarines Team, with a primary role in managing delivery of the UK In-Service Submarines technical services. I also support business development

and other submarine related work-streams in the UK and for overseas customers, whilst operating as part of the Senior Management Team.

"We are growing the Submarines Team with a blend of ex-Services submarines personnel, experienced and graduate engineers. BMT is also a strong investor in people, through the provision of technical, leadership, management and business skills training.

"Overall BMT Defence Services is a great place to work, in that the support you need to do a good job is willingly provided within a strong team ethos. It is refreshing that people know when to help you to deliver and that they do so willingly, also that good work is well rewarded with recognition and responsibilities commensurate with your capabilities." ●

If you want to find out more about vacancies and training opportunities at BMT Defence Services visit the [www.bmtdsl.co.uk](http://www.bmtdsl.co.uk) where you will find a full list of vacancies, apprenticeship opportunities and careers events.



# SECUREWEST INTERNATIONAL

Est. 1987

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Securewest is a leading international security company providing complete global risk management solutions since 1987. Securewest deliver a wide range of national and international courses to prepare you for employment in the Security Industry. Securewest is an approved adult learning centre, accredited by Pearson and City & Guilds to deliver BTEC and NVQ qualifications.

### Available Courses:

- Maritime Security Officer (MSO)  
City and Guilds Level 3 (ELCAS approved)  
with FREE Maritime Firearms Competency Course (MFCC)
- BTEC Level 3 Close Protection  
(Required for SIA Licence)
- STCW10 (Formerly STCW95)  
Covering all four STCW10  
modules plus FREE Online Proficiency in  
Security Awareness course worth £50
- First Person on Scene, Intermediate (FPOSi)
- NVQ Level 3 First Aid at Work  
(ELCAS approved)
- Company Security Officer (CSO)
- Ship Security Officer (SSO)



## BOOK TODAY!

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Call: +44 (0) 1548 856 001

*Securewest regularly recruit former UK military personnel - employment opportunities available following completion of MSO course.*



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# Keeping shipping safe

The ever increasing threat to global shipping and offshore from armed robbery, terrorist and pirate activity and hijack has created a serious scenario.

To counter the extent of attacks ship owners have turned to specialist security firms for help and this has helped in certain regions. The threat around West Africa and in the South East Asia has deteriorated. This has provided a lucrative market for contactors supplying specialist former armed forces personnel. More and more service leavers are therefore training to acquire the specialist skills needed to meet the job opportunities.

**AMBREY RISK TRAINING AND RECRUITMENT**  
Ambrey Risk Training and Recruitment is a division of parent company, Ambrey Risk, claiming to be the leading international private maritime security company. The company provides a range of security risk management services in both the maritime and land environments. These include a wide range of services to shipping, the oil and gas sector as well as the

provision of protection teams in support of clients operating in remote and hostile environments. Ambrey Risk also specialises in security consultancy and training services and has significant experience in providing teams to co-ordinate with and mentor host nations security forces. Company growth has been rapid and it currently has an ever expanding number of Head Office employees based at its rural headquarters in Herefordshire

and hundreds of ex military sub-contractors. Additionally it has further offices and training centres in Dubai, India, Germany, Korea, Singapore, Hong Kong and Poland. Ambrey's core team of personnel is predominantly drawn from ex military service leavers including the Parachute Regiment, Royal Marines, Royal Navy and Royal Air Force as well as UK Special Forces. The company states: "We work tirelessly to attract and retain the best people to deliver our services. We deliver a range of nationally accredited security training courses to the highest standards in the industry to equip the military service leaver with the necessary skills to gain employment across the private security industry."

## TRAINING AND ACCREDITATION

Ambrey's courses focus on security and risk mitigation management in the maritime and land environments for the ex military service leaver. As well as being approved training providers to City and Guilds, the Maritime Coastguard Agency, Edexcel and Highfield's HABC. Each course will be compliant with International Land and Maritime Law and Conventions including the International Voluntary Code of Conduct for Private Security Service Providers, UNCLOS, SUA and SOLAS and the ISPS code to meet international training standards. The company also offer bespoke training packages for corporate and private clients with specific training requirements. The company is not short of satisfied customers. Dave, a former Royal Signals WO1, attended an Ambrey course and said: "The course was delivered

in a professorial, informal and enjoyable manner by instructors with masses of maritime experience which was hugely beneficial for me. I particularly liked the interaction with the Operations team and other key members of staff and look forward working with you in the future."

For full information on the courses available through Ambrey Risk Training and Recruitment and career opportunities within the company and for its clients go to website <https://ambreytraining.com/recruitment> or give them a call on +44 (0)203 503 0340. Ambrey Risk runs a comprehensive range of courses for those military service leavers wishing to enter the commercial security sector. The company recruits the services of the very best candidates from its own training courses.



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## SECUREWEST INTERNATIONAL

Securewest provides global risk management services with a reputation for delivering a product that constantly exceeds our client's expectations.

With offices in UK, South East Asia, USA and West Africa it operates across the private maritime, land and corporate security sectors and understands the complexities of managing risk across continents, oceans, national and international borders.

With over 26 years' experience, Securewest

has pioneered best practice and developed products that mitigate risk, minimise probability and vulnerability across our client's exposure to physical, material and reputational risk.

Securewest training is carefully assessed against its clients' and security operatives' needs. The company states: "We deliver a wide range of national and international maritime and land security courses, in accordance with the International Ship and Port Facility Security Code (ISPS) and the US Department for Homeland Security Maritime Transportation

and Security Act (MTSA).

"Our courses comply with IMO guidelines and are also approved (where applicable) by Det Norske Veritas (DNV), the US Department of Transportation for Maritime Administration (MARAD) and the UK's Maritime & Coastguard Agency (MCA)."

Highly experienced Instructors, familiar with the global maritime regulatory environment, deliver Securewest International maritime courses. A key feature is an ability to design and deliver maritime courses to each client's requirements both on and offshore. Securewest

utilises both a theoretical and practical approach to training, with supporting course materials available in foreign language versions.

Further information can be requested via [training@securewest.com](mailto:training@securewest.com) or you can visit website [www.securewest.com](http://www.securewest.com) to see the full range of marine security services and training opportunities available. The company is particularly interested in speaking to service leavers.



# Using your skills to keep people on the move

Increasing investment in rail travel has led to the demand for additional skilled workforce and new job opportunities.

**G**raham Coombes, communications director of the Railways Industry Association (RIA), the professional body representing UK based suppliers to the world's railways, said: "With demand continuing to grow, investment in the UK railway network is at its highest ever level, which drives similar needs to increase and upskill the rail industry workforce. People with technical and managerial skills are in particular demand as the industry gears up

for massive projects such as High Speed 2 and Crossrail 2, and many ex-service personnel are already making a substantial contribution."

RIA is actively involved in initiatives seeking to address the considerable skills needs, arising from the continuing growth in the UK rail programme and activity overseas.

RIA was the lead promoter on behalf of the rail industry for the National Skills Academy for Railway Engineering (NSAR), which has now been restructured as the National Skills Academy for Rail. For further

information visit [www.nsar.co.uk](http://www.nsar.co.uk)

Other activity includes taking a key role in the Rail Electrification Delivery Programme, aimed at ensuring there are adequate skilled resources available for forthcoming electrification projects, and supporting the work of the professional institutions in attracting young people into the industry.

NSAR Ltd was established with wide railway industry support to help tackle current and future skills needs within the railway engineering industry.

Following two years of research and development, the National Skills Academy for Rail (NSAR) was established in November 2010, when the Secretary of State for Business, Innovation & Skills,

Vince Cable, announced that the UK Government would support the Business Plan. NSAR Limited was incorporated in January 2011 as a 'not for profit' company, wholly owned by its Members and 'opened for business' from its National Office in central London.

It launched its corporate Membership scheme at its first national conference in June 2011; today it has in excess of 350 Member organisations and is still growing. Membership includes railway companies, private sector training companies, Further Education Colleges, Universities, Qualification Development and Awarding Organisations.

NSAR is the epitome of collaboration; it has been developed by the industry for the industry to fulfil the strategic role of developing and implementing the skills strategy, which supports the industry's vision to create an engineering workforce with the necessary skills to support the maintenance, development and expansion of a first-class, cost effective 21st Century railway.

NSAR doesn't deliver training — it works with employers to understand their skills needs, with training providers to ensure they are delivering what the industry needs and with other stakeholders, such as sector skills bodies and Government, to make sure that the industry has the right qualifications to support its vision.

Visit the Employees section of the NSAR website. Here you will be able to access information on the learning and career opportunities available in the railway industry, as well as the training on offer in your region.

Whether you want to develop your skills by studying for a professional qualification in your locality, or access advice on progressing your career, NSAR can provide you with the information you need.

Over the coming months this website will be developed to provide information about typical job roles and the skills and qualifications they need. You will be able to compare

your own skills to see which jobs you are suited to and you'll be able to identify what courses will help you pursue the career you want.

NSAR also launched the Railway Engineering SkillsID in 2013. This will provide all employees in the industry with a transferable record of their skills, competencies and qualifications.

There has been a very positive response to SkillsID since its launch.

Registrations have been received from companies involved in all aspects of the Railway Industry, employing (sponsoring) over 17,300 SkillsID Individuals.

To register your interest in SkillsID go to the website and you will be able to do this online.

### INFRAFAFE

Infrasafe is a Preferred Supplier of rail safety training to the **Career Transition Partnership**, providing full support to service leavers to develop skills and forge a new career in the rail industry.

You cannot work on the railway infrastructure without gaining the entry level Personal Track Safety (PTS) qualification. Network Rail sets out the requirements to attend PTS training. Candidates need sponsorship by an approved employer or organisation, a valid medical certificate and a valid Drugs and Alcohol Certificate.

Infrasafe is a national course provider based in Blaydon, Tyne and Wear which provides support for service leavers considering careers in the rail industry. The company is fully approved to deliver rail safety courses, register your results with the appropriate authority and arrange for Sentinel Card issue.

Infrasafe also supplies labour to Network Rail and all the major rail contractors and it recruits suitable quality staff on an ongoing basis. In its dual role as a trainer and employer, the company is also able to sponsor candidates (for the duration of the course) as and where this is required. It can also advise where to source the appropriate medical and drugs and alcohol certificates and

personal protective equipment.

Infrasafe states: "We talk to candidates and offer advice on which companies are recruiting, the best industry websites and how to move your career forward."

"Infrasafe's management team and trainers have vast rail sector experience to share with training candidates."

### SIEMENS

Siemens, the leading global engineering and technology services company, has been active in the United Kingdom for over 170 years. It provides innovative solutions to help tackle the UK's major challenges. Siemens has a significant presence throughout the UK, with 13 manufacturing sites and more than 25 major offices. Today the company employs over 13,760 people in the UK, including about 5,000 in the manufacturing sector. Last year's revenues were £3.36 billion. Its businesses are bundled into nine divisions, with healthcare as a separately managed business.

Siemens mobility business unit provides network various transportation systems, including rail, in order to move people and goods efficiently. In doing so, it combines expertise in operation management systems for rail and road traffic with solutions for airport logistics, postal automation and traction power supply as well as rail vehicles for mass transit, regional and long-distance service.

Billions of pounds are being invested in major rail projects and Siemens is playing its part in making these a success. Siemens combines innovation with responsibility to deliver technologically advanced solutions ensuring journeys are punctual, comfortable and safe. In Rail Systems it provides expertise and technology in the full range of rail vehicles - from heavy rail to metros to trams and light-rail vehicles. In the UK, the Siemens plc, Rail Systems employs around 750 people and maintains over 360 Siemens passenger trains for First TransPennine Express, South West Trains, Heathrow



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### NETWORK RAIL

Network rail manages 18 major railway stations in the UK and is one of the major players in the rail industry. It is also responsible for infrastructure and is involved in upgrading the railway, investing more than £25bn between 2014 and 2019 to deliver more services and better journeys by lengthening platforms, untangling tracks, introducing electrification and building world-class stations.

Whatever level of qualifications you have, Network Rail can provide all the training you need to start a successful career. According to its website, 'We have loads of opportunities for you to think about, including engineering, finance, railway operations, property management and strategic planning.'

The Network Rail graduate programme will give you variety,

challenge and responsibility every day. And throughout your career, you'll always control how fast you progress and shape your development to fit your aspirations.

The organisation operates a number of schemes to suit people with different experience and qualifications.

- Advanced apprenticeship scheme
- Placement scheme
- Graduate scheme
- Engineering conversion programme
- Trainee track engineering design scheme
- Trainee signalling designer scheme

You can get more information on Network Rail training schemes and career opportunities by visiting [www.networkrail.co.uk](http://www.networkrail.co.uk)

Express, Greater Anglia Franchise (Abellio), Northern Rail, London Midland and ScotRail. In addition to manufacturing the new trains for Thameslink, the company will also be supplying Eurostar with its new high speed fleet of trains.

Whether you're looking to work within Engineering or Business, Siemens offers responsibility, and professional development. You'll be working for a company that is committed to innovation and facing challenges head on. Located in towns and cities all over the UK,

Siemens offer a diverse range of opportunities where you'll be given the freedom to make your mark and use fresh ideas to keep us at the forefront of innovative technology.

Whatever area you're interested in, Siemens will offer you variety, challenging work, development and firsthand experience. If you want to know more, visit the company's website at [www.siemens.co.uk/careers](http://www.siemens.co.uk/careers)

Siemens runs a number of training courses and welcomes enquiries from service leavers. ●



# Morson Vital Training

Morson Vital Training (MVT) was set up in 2014 to fill the ever growing need for quality training and assessment provision. MVT focuses on depth of delivery and customer service combined with sound technical knowledge and expertise.

**W**ith a clear commitment to quality and sustainability Morson Group invested in the setup of MVT, building a lead training academy in Manchester. Now in its 3rd year of operation MVT delivers training throughout the UK, with a large pool of highly qualified and experienced assessors at its helm. Working within the UK rail

sector MVT delivers a high standard of safety critical, vocational and plant based training and assessments, using the latest in technology while promoting best practice.

Whether you are looking to make your way into technical engineering or considering an entry level role within the UK rail industry, Morson Vital Training can offer the training you need to help you progress. As part of the UK's No.1 Technical Recruitment agency (Morson Group), MVT have access to a wide database of employment opportunities allowing you to take the training delivered and apply for employment straight away.

We offer many different programmes from progress higher grade skills to entry

level site access competencies. Whatever your level MVT are the gateway to the rail industry. Our programmes include:

**TRACK ONE  
ENTRY LEVEL SKILLS  
Pre-employment  
screening and testing**

Medical screening with drug and alcohol tests, as mandated by Network Rail and TFL

**Industry Common Induction –**

The Industry Common Induction (ICI) provides staff with a health and safety induction for working in construction sites, rail depots and station maintenance. It has been developed by Network Rail, in partnership with ISLG (Infrastructure Safety Liaison Group) and RIAG (Rail Infrastructure Assurance Group). It covers the safety procedures and risks that are common across the rail industry, whatever the role and type of site.

**Personal Track Safety, PTS –**

This is the entry level requirement for those wishing to access the





### TRACK TWO PROGRESSIVE LEVEL

If you want to get a jump start on your career and take a more in-depth look at what engineering in the rail industry means, our Level 2 Rail Engineering Track Maintenance NVQ could be the ideal approach.

Covering all the mandatory training featured in the above programme. This scheme leaves you with a nationally recognised vocational award, accredited by city and guilds.

Throughout the programme you will drill further down in to the subject covered within the track induction. Spending far more time on our simulated track layout and learning from the vast experience within the MVT training team.

Undertaking practical and written assessments to ensure you are not only aware of the engineering practices, but also have a sound knowledge of the reasoning behind why it is that we do what we do.



The added benefits of this programme are that you get a much greater knowledge base and also a higher level of experience, all of which will show through when it comes to using all that you have learned out on site.

In addition, with many employers now recognising the benefits of the recognised vocational training and experience.

Included in this course is manual handling, fire awareness and first aid. All of which is delivered by our specialist technical training team.

#### Small Tools Training

Depending on your intended route, we have put together packages of tools training that are best suited to the wider ranging roles. These tools will give you a good base knowledge and a step up when looking for employment. All tools are rail specific with rail based applications. Some however will have similarities to tools used in other industry. Despite any similarity, while working on the rail infrastructure you must hold certification for any task you undertake.

The above programme of training is packaged together to get you through the door and on your journey within rail. This package along with the knowledge of the training team at MVT will set you up for what could be a very prosperous career.

**Morson Group and MVT are dedicated to the values that they are founded by, which are commitments to Safety, Knowledge, Integrity, Delivery, Innovation and Charity.**

UK rail infrastructure, training takes place over two days and will provide you with the skills, knowledge and understanding of how to protect yourself, others and the network while working in this diverse and complex environment. It opens the door to all other operational roles that will at times require further training.

#### Track Induction

Track induction, TIC is a 7 day course that is designed to teach you the engineering principles behind maintaining and securing the rail network.

This course is mandatory if the role you are looking to undertake will have any effect on the safety, or geometry of the network.

A blend of online, practical and theory sessions will allow you to get to grips with the differing approaches and safe working procedures that cover a wide range of roles and tasks.

This course gives you all the tools to take your next step and begin to find your way in the industry while earning at the same time.

For further information please Telephone **01618367065**  
Email **morsonvitaltraining@vital.uk.com**  
**www.morson.com/mvt**

I've served 12 years and 6 months in the British army, I've served all over the world both on operations and on exercises, I got to the rank of corporal but I came to the point in my army career to settle down ready for family life. After looking around and trying to decide what I wanted to do, I needed a job that would match my wage and give me a challenge like the army once did,

After some research I found the railway was taking on as trainee linesman and I looked into this thoroughly. I found a course run by Akona, it's owner Steve Ashley was very helpful in finding out the things I needed to know before and during the course. The staff at Akona were like a little tight family always happy to help in every way, I arrived for the two weeks course and was met with open arms and like I was part of this family.

The course itself wasn't gruelling, however an open mind to different problems and how to solve them is needed plus a good understanding of Meccano is worthwhile. The trainer, Barry Davies has so much to teach and his knowledge of the railway is unbelievable, any problem or question isn't to daft, even if the day had finished he's still there to help by phone,



After completing the course and getting the qualification, I waited around for about two weeks and then was contacted by the Akona staff to invite me in for an interview with one of the largest company's on the railway ABC Babcock. Then two weeks later I received an email from Akona saying I had been selected for the job, I was over the moon as when you make the decision to come out of the army, your biggest worry is a job. Thanks to ABC, Steve Ashley, Natasha Isaac and all the other Akona staff for both looking after me while on the course and also helping me to find the job. I am now currently working on the railway learning a new trade and new challenges every day.

**Ashley Bray – Corporal**

In 2015 I decided to terminate my service in the army after 13 years service and I was very unsure of what I wanted to do. I visited the resettlement centre and after hearing very positive things about AKONA training I decided to look further into the training provided.

I had often thought of working within the rail sector but I had no idea of what to do or how to get started. Once I had researched my options I decided that the best option for me would be AKONA as the training provided was governed by recognised qualifications.

From start to finish the help I received from the staff at AKONA was outstanding, Natasha is very helpful and takes you through everything from the completed paperwork to booking the relevant courses that you require. The training that was provided by



Barry is excellent his knowledge of the job and the experience that he passes onto you is second to none, there is nothing that this man doesn't know about OLEC.

Steve Ashley is fantastic at explaining what the course provides for you and explain what the next steps are, as well as this, he also invites companies within the rail sector to come in and speak to you which in my opinion gives you a real feel for what an employer is looking for.

AKONA training has provided me with the right tools and skill set to start my career with the rail sector and the further investment in your career speaks for itself as they will take you onto OLEC 3 after you complete your log book.

I was torn between what to use my ELCAS money on and I am glad I made the right choice with AKONA. I am due to leave the army around Christmas 2015 and I can't wait to use the training I have learned from AKONA in a working environment.

**Scott Berry ●**



Akona Ltd is a Training Solutions Company specialising in the delivery of various vocational training packages. We offer a wide variety of rail courses and in 2014 opened a brand new indoor practical rail training centre. Akona Ltd is an NSARE approved provider of Overhead line Electrification Training which meets to Network Rail Standards.

**Contact Us**

Visit: [www.akonz.biz](http://www.akonz.biz)  
Email: [info@akona.biz](mailto:info@akona.biz)  
Tel: 01928 518004

**Rail Course List:**

- Personal Track Safety AC
- Personal Track Safety DCCR
- OLEC 1
- OLEC 2
- OLEC 3

**NVQ Level 3 Diploma in Railway Engineering Electrification Construction (QCF)**



**NVQ Level 3 Diploma in Railway Engineering Overhead Line Construction (QCF)**

This Level 3 Qualification includes:

- Personal Track Safety DCCR (PTS)
- Health and Safety Training (Working Safely at Heights, Moving and Handling, Manual Handling, Harness Safety, Fire Awareness and Emergency First Aid)
- Overhead Line Electrification Level 1 (OLEC 1)
- Overhead Line Electrification Level 2 (OLEC 2)
- Overhead Line Electrification Level 3 (OLEC 3)

The course will be completed in our brand new indoor practical rail training centre and includes practical training sessions, classroom sessions and assessments. For this qualification we can offer you a rail sponsor and employment opportunities.

As Akona Ltd is an ELCAS approved training provider this qualification can be funded by Enhanced Learning Credits.





East of England Ambulance Service **NHS**  
NHS Trust

Train as a paramedic  
and you'll be there  
when you're needed.

Paramedic.

Blackout.

Chest pain.

Dizziness.



East of England Ambulance Service **NHS**  
NHS Trust

work, learn,  
train, earn

as a Student Paramedic

Visit [www.eastamb.nhs.uk](http://www.eastamb.nhs.uk)

### The right people

We recognise the skills and aptitude that forces staff have, especially when faced with pressurised situations. Doing this job is not all about having medical knowledge; it's often about applying a common-sense approach to dealing with patients in their hour of need, or demonstrating personal resilience when a patient's life is at risk. Of course, the training will provide you with the skills and knowledge to assess and treat a range of patients in need of your help.

EEAST is also a supportive employer of forces reservists, having been recognised with the Silver award by the Defence Employer Recognition Service for 2014. We are also in the process of signing up to the 'Corporate Covenant' which commits the trust to supporting ex-forces employees and their families.



An exciting career opportunity to commence training with

# The Ambulance Service

No medical experience necessary... don't turn the page; read on

It's not the buzz of driving fast with blue lights flashing that will excite you; it's the knowledge that your presence as part of an Ambulance Team has made all the difference to someone. That someone is your patient.

The East of England Ambulance Service NHS Trust (EEAST) has embarked on an ambitious programme to recruit a significant number of student

paramedics and associate practitioners; last year we recruited over 400 new staff, and we are looking to recruit another 400 new staff in this financial year. The chance to join our Student Associate Ambulance Practitioner and Intermediate Ambulance Practitioner programmes is the start of a new career. This opportunity will mean you receive a salary and training throughout the duration of your development.

The Associate Ambulance Practitioner (AAP) role with the East of England Ambulance Service NHS Trust is an exciting new role that is clinically-lead and patient-focused to deliver clinical excellence, improve clinical outcomes, ensure patient safety and provide a positive patient experience.

Becoming an Intermediate Ambulance Practitioner (IAP) with EEAST is about more than providing a transport service;

it's about providing support where it's most needed to our patients and our communities. Naturally caring and level-headed, you will instil trust, share our values, and provide a calming presence in whatever situation you find yourself in - from helping patients requiring urgent care get to hospital, to assisting in emergency situations. Although you won't need a medical background, you will need to undertake the associated and required training in patient care as well as training in assisting other clinical colleagues.

No medical training is required for this role, as full training is given. Working for the NHS also allows staff to apply for keyworker housing with local housing associations.

Becoming an Intermediate Ambulance Practitioner with EEAST is about more than providing a transport service;

it's about providing support where it's most needed to our patients and our communities. Naturally caring and level-headed, you will instil trust, share our values, and provide a calming presence in whatever situation you find yourself in - from helping patients requiring urgent care get to hospital, to assisting in emergency situations. Although you won't need a medical background,



or any formal qualifications, you will need to undertake the associated and required training in patient care as well as training in assisting other clinical colleagues.

A full clean UK manual driving licence with full Category C1 and a minimum of 2 years' driving experience on a full licence is required.

Consideration will be given to applicants who have a maximum of 3 penalty points on their licence for minor motoring offences only). **Applicants without Provisional or Full C1 who are successful in the recruitment and selection process will be required to obtain Provisional C1 before being allocated to a training course, and must achieve FULL C1 before you begin a training course. You will not start your employment with the Trust without full C1 on your licence. Priority consideration will be given to those who hold full C1 category.**

Successful applicants will be required to complete a 10 week training programme, which incorporates a 4 week advanced driving course, and will result in an accredited Level 3 award for those who successfully complete the course. This qualification can be used against career development pathways, should applicants wish to apply for Associate Ambulance Practitioner opportunities in the future.

The recruitment and selection process will consist of the following:

- Shortlisting against essential criteria in Person

Specification

- Assessment Centre Stage 1 – Literacy and Numeracy Assessment and Highway Code questionnaire
- Assessment Centre Stage 2 – An Interview, Driving and Fitness Assessment
- Pre-employment checks in line with the NHS Employment Check Standards
- Work Health Assessment clearance

Candidates are expected to undertake and pass all elements of the selection process.

The East of England Ambulance Service NHS Trust (EEAST) provides emergency, urgent and primary care services throughout Bedfordshire, Cambridgeshire, Hertfordshire, Essex, Norfolk and Suffolk since 1st July, 2006. Our dedicated and skilled staff work 365 days a year, 24 hours a day to make sure patients receive the best possible care.

We have more than 4,000 staff operating from 140 sites and a fleet of 1,000 vehicles. We are supported by more than 1,500 volunteers who provide community first responder and volunteer ambulance car services.

The eastern region is made up of both urban and rural areas with a population of nearly six million, as well as several thousand more tourists who enjoy visiting the area in peak seasons. It includes major airports and docks which increase the number of people in our region on a daily basis. Whilst we are looking to recruit across all areas of the trust, we are particularly looking for staff to work in the following areas;

- Most of Essex (but not currently North Essex)
- Hertfordshire
- Suffolk
- South Cambridgeshire
- Waveney
- West Norfolk



### The training programme

Successful individuals for the AAP programme will undertake up to 18 weeks of initial training and supervision in front line Ambulance Operations. This will include a four week emergency driving course. The course will include time spent attending classroom based learning, self-study, online learning, and practical simulation. You will be expected to undertake a range of written and practical assessments and will include completion of a portfolio of evidence, as well as dedicated clinical placement time with EEAST. It is anticipated that the full course will be completed in 12 – 18 months from start date of employment. Following successful completion of the full course, a portfolio, and operational duties, candidates will be awarded a Level 4 qualification against the Qualifications Credit Framework (QCF). Upon successful completion of the AAP programme, this qualification can be used against career development pathways, should applicants wish to apply for student paramedic in the future. Applicants must:

- Be highly motivated with excellent communication and numeracy skills with a minimum of 5 GCSEs of grade C or above of which two must be Maths, English or Science (alternative equivalent qualifications may be accepted).
- Be able to demonstrate a high degree of physical fitness by successfully meeting our fitness assessment standards and work health assessment check.
- Have their own transport, and a full UK manual driving licence (manual vehicle) with two years driving experience, (please note that the person specification states that 'a maximum of 3 points will be considered for a minor motoring offence only'). If you have more than three penalty points on your driving licence, there will be no exceptions to this rule and you will not progress through the recruitment and selection process.



- **Category C1 (manual vehicle) on your driving licence is essential in order to start on our Student Paramedic programme. Applicants without Provisional or Full C1 who are successful in the recruitment and selection process will be required to obtain Provisional C1 before being allocated to a training course, and achieve the FULL C1 before you begin a training course.**
- Demonstrate real drive, motivation and enthusiasm to pursue this challenging and demanding career throughout the recruitment and selection process and beyond.



### The application and selection process

The recruitment and selection process consists of the following:

- Shortlisting against essential criteria in Person Specification
- Assessment Centre Stage 1 – Literacy and Numeracy Assessment and Highway Code questionnaire
- Assessment Centre Stage 2 – An Interview, Driving and Fitness Assessment
- Pre-employment checks in line with the NHS Employment Check Standards
- Work Health Assessment clearance

Candidates will be expected to undertake ALL elements of the selection process and can't be offered a start date until such time that all of the elements are complete.

All recruitment is conducted through the NHS portal [www.jobs.nhs.uk](http://www.jobs.nhs.uk). Use the job search 'Ambulance' and select 'East of England' as a location. This will take you to the advert where you can apply. Alternatively, the HR Recruitment team will be happy to answer any queries; please call and speak to one of the team on **01234 243045**.





## Putting your emergency skill to good use

**If you've served in the Armed Forces you will no doubt have some rudimentary knowledge of first aid; you will be able to cope in emergencies and you won't be deterred by difficult and uncomfortable situations. A career as a paramedic or in the ambulance service could be the career option for you.**

### ORMS

ORMS (Outreach Rescue Medic Skills) have an Health and Care Professions Council (HCPC) approved paramedic programme, that will help you to 'learn while you earn'!

If you are still serving and unable to enter full-time education to study to become a paramedic, ORMS offers a modular paramedic training package that enables you to:

- utilise your learning credits
- remain in employment during

- your studies
- plan your studies around your own life
- be better prepared to practise as a paramedic in hazardous environments.

On completion of the ORMS paramedic education package, you will be able to apply for registration with the (HCPC) as a paramedic, enabling you to seek employment within the NHS or in the commercial sector.

The ORMS Hazardous Environment Medicine Paramedic Award meets all of the HCPC's educational requirements for today's paramedic in domestic healthcare. The company website claims: "We also develop your clinical decision-making skills, enabling effective practice in hazardous environments."

ORMS courses are ELCAS approved, helping you reduce – and spread – the cost of study.

ORMS's pricing structure ensures you receive value for money for your paramedic education, while its modular programme develops your understanding of the full breadth of knowledge and skills required of the modern paramedic – the blend of attended modules and home study enables you to select module dates better suited to your own life and work patterns.

If you do not yet possess the necessary entry requirements, ORMS offers bridging modules to help you commence your clinical education.

ORMS has a unique training facility on the slopes of Snowdonia, a pleasant way to start your paramedic education?

ORMS was formed out of a collaboration between two established training companies working in the fields of Specialist Rescue (The Outreach Organisation Ltd) and hazardous

environment medicine (Medic Skills Ltd).

Outreach has been established for over 25 years and is a well respected provider of rescue and incident management training. All training staff have proven track records in rescue and safety related disciplines with earlier careers in the Emergency Services, military or civilian rescue organisations. They have longstanding relationships with the Fire Service College and Coventry University for the delivery of undergraduate and diploma level modules in associated rescue and disaster studies.

Medic Skills Ltd provides bespoke, high quality clinical education programmes to a wide range of clients and has a proven track record in the design of tailored education programmes to meet the unique needs of its clients.

Course tutors are all graduate health professionals with nationally recognised teaching qualifications.

The ORMS programme is designed to prepare you, as a working student, to be eligible to apply for Paramedic registration with the HCPC.

The course is designed to provide you with all of the academic and professional outcomes, underpinned by experience so that you are fully prepared to make an application.

### THE PROGRAMMES

The course academic level is equivalent to higher education level 5 and requires you to develop your relevant knowledge and skills to enable you to apply to register as a paramedic.

You will undertake a course that is designed to meet the following broad outcomes:

A systematic understanding of the key principles associated with working in the pre-hospital emergency care environment with a particular understanding of the impact of hazardous environments on care.

The ability to deploy accurate and established techniques of analysis and enquiry.

Develop concepts that devise, support and sustain arguments, aid problem solving and use ideas and techniques that are current and up to date.

You will develop the ability to manage your own learning and exploit different sources of evidence to support your learning.

### STEPPING OFF QUALIFICATION

There is a stepping off qualification, ORMS Hazardous Environment Medical Technician, which can be completed by leaving the programme after successful completion of the part 1 modules.



The ORMS Hazardous Environment Medicine - Paramedic Award will only be made to a student after successful completion of all modules of the course.

As a student you will have access to a range of resources to help you with your learning. ORMS aims to provide a blended learning environment that meets the formal instruction requirements as well as supporting on going learning at your normal workplace. With students being distributed across different parts of the UK (and world) the main focus for learning resources is the Moodle on line learning environment.

#### ON LINE LEARNING ENVIRONMENT MOODLE

Moodle is a widely used Virtual Learning Environment (VLE) and provides a focus for ORMS staff, Tutors and students to exchange information and views. The benefit of an online environment is that it reduces the requirements to attend Tutor lead

sessions (although these can be facilitated on moodle if required) and it can allow you to develop your academic knowledge at a pace and time best suited to you. For further information, visit the ORMS website at [www.orms247.co.uk](http://www.orms247.co.uk), telephone the office on **01248 603 012**, or email [enquiries@orms247.co.uk](mailto:enquiries@orms247.co.uk)



**Hazardous environment medical training from the professionals**



**Providers of Paramedic Training to the Ministry of Defence**

**Interested in Paramedic Training?**

- The programme is approved by the HCPC, allowing you to apply for registration as a Paramedic on successful completion of the programme.
- Includes all of the knowledge and skills required to work as a Paramedic in a 'traditional' setting but with further understanding of the impact of hazardous environments on care.
- Modular delivery, allowing you to 'Earn whilst you learn'

**HAZARDOUS ENVIRONMENT MEDICINE PARAMEDIC AWARD:**  
**Use your ELCAS funding to become a fully registered Paramedic with the advantage of a greater understanding of hazardous environments.**

Call Haf or Becky on **01248 603 012** or email [haf.thomas@orms247.co.uk](mailto:haf.thomas@orms247.co.uk)

**[www.orms247.co.uk](http://www.orms247.co.uk)**



**Security Cleared Jobs.com is a specialist Job Board that caters for vacancies throughout the UK that require a level of security clearance mainly DV, SC, CTC and NATO levels.**

The Job Board was founded in 2007 through frustration in finding candidates that required a level of security clearance in order to carry out certain roles for clients of ours at the time. The fact that the security clearance process in the UK understandably can take up to 9 months to have a person DV cleared leaves many recruiting clients with a timescale issue when looking to do so.

We have over the last 9 years built a highly skilled database of candidates that have been security cleared and understand the process. The site now hosts over 1,500 jobs daily and has a searchable database of over 80,000 candidates. The Job Board hosts a large number of specialist IT and Engineering vacancies historically but it is now changing and we are seeing a large increase in the need for candidates with previous policing experience from our clients.

Security Cleared Jobs.com has formed strong relationships with the resettlement units of the Armed Forces through the Career Transition Partnership. We are now recognised by service

leavers as the place to go when they are going through the resettlement process. Security Cleared Jobs.com provides them the opportunity to see which companies are looking to recruit.

We are keen to now engage with as many candidates with a policing background who are retiring or may just be leaving through the cuts or perhaps looking for a change of career. Like with many candidates who leave the armed services we find that many police leavers when looking for their next role find it a daunting process and maybe think that their skills and training are only of use when working for the police forces they were with.

We have 100's of jobs advertised on the site that are looking for the skills and training that you have achieved through your years of service and they are highly transferable to many companies in the private sector or to other police authorities on a permanent and or contract basis.

Job Roles that we are usually hiring for to name a few are:

Investigators, Digital Forensics, Cyber Security, Interviewer, Intelligence Officers, Intelligence Analysts, Holmes Indexer,

Firearms Officers, Trainers, Fraud Investigators and many more.

The skills that you have in the force and the fact that you will usually leave with an active level of security clearance that can be transferred opens up a number of opportunities that you may not be aware of through normal job searches.

We have a dedicated team of consultants at Security Cleared jobs.com that understand your needs when looking for your next career move and are here to help. If you have any questions on how the site works or the best way use our services please do not hesitate in contacting us.

Security Cleared Jobs.com is a FREE job board for all candidates using its service.

1. Log on to the site and search for the latest roles that may suit your skills.
2. Upload a copy of you CV to the site and our database of 100s of recruiting companies and agencies can then contract you directly.
3. Set up Job Alerts on the site, simply add the job title, technical skills, Location and Salary that you are looking for and we will automatically send you any relevant vacancies on the site and will alert you as and when they are posted until you find your ideal role.

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

Tel: +44(0)208 166 0616





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# Veterans' Foundation

July 1 sees the launch of the Veterans' Foundation which will support ex-service men and women make the transition to civilian life. Veterans' Foundation patron, Hannah Campbell, explains why she's hoping the new charity will inspire veterans to support veterans...

**T**here are 9,000 homeless veterans in Britain. And one in ten of all people sleeping rough has served in the armed forces. They're statistics that I find difficult to write. The story doesn't get any better.

According to recent figures, reported cases of post traumatic stress disorder (PTSD) are up 26 percent and 20 per cent of veterans struggle with some form of mental illness.

When you consider thousands of us leave service every year, you start to understand there's a desperate need for a helping hand. On July 18, 2007, I was on guard duty in Camp Charlie, Basra, when we came under mortar fire. It was a daily occurrence. The 'incoming' alarm had just sounded when my world changed forever.

The guard house had taken a direct hit and I was fighting for my life, buried deep under rubble. It took over two hours to dig me out and during that time I suffered cardiac arrest, perforated ear drums, brain injury and my sight was severely impaired. Metal poles had driven through my body and I lost my finger nails trying to claw from the wreckage. It was only the thought of never seeing my two-year-old daughter, Milly, again that gave me the fight to stay alive.

After countless operations, I eventually lost the battle to save my left leg and I was forced to start a new civilian life. They were difficult times, but inspired by what I'd seen at Headley Court

rehabilitation centre, I began to piece together a new life. Without my uniform to show that I'd lost my leg in service, I was just a limbless woman and the stares made me feel isolated.

I was given great support and having regained my fitness, I ran the London marathon - I was starting to find myself and regain my belief. Then came the television appearance. It was whilst appearing on Channel 4s 'The Island with Bear Grylls' that I knew that I still had the scars of war to deal with. I'd always wanted to do the series and embraced the opportunity of the challenge. However, a heavy thunder storm triggered my PTSD and I was reduced to a sobbing mess - the relentless mortar attacks of Iraq were with me once again. Coupled with phantom pain from my left leg, I was forced to leave the show.

As many of you will understand, PTSD is for life but with help I feel strong enough to deal with my trauma and through that television show, millions of people have now had an insight into PTSD. That has to be a positive. My story is far from unique and I feel lucky to be alive, and it has made me understand that funding for our veterans is critical. In some cases, it's the difference between life and death.

There are so many fabulous charities - most of them not in the headlines - that support projects from homelessness, re-training, addiction, poverty, mental illness and physical disability. As a mother who almost never came

home, I'm also passionate about work with children who have lost parents serving in the Armed Forces. Some of these groups have been starved of money to do what they need to do.

My mission is to inspire veterans and the public to help me raise one million pounds in the next 12 months - funding I know will make a huge impact.

I'm not running another marathon, or crawling through a muddy assault course, as alone that simply won't be enough. The target will be achieved by playing the new Veterans' Lottery which is run by the Veterans' Foundation. Every single player

that signs up for the monthly draw signs up for giving respect, dignity and support for veterans. Please join me in my mission.

**To sign up for the Veterans' Lottery and discover more about Hannah, and the work of the Veterans' Foundation, go to [www.veteransfoundation.org.uk](http://www.veteransfoundation.org.uk)**





Proud to play

**VETERANS'**  
**LOTTERY**

# SOME PEOPLE WOULD GIVE THEIR RIGHT ARM TO LIVE IN A FREE COUNTRY...

## Hannah gave her left leg so that we can



"The mortar attack in Iraq changed my life forever. Without help I wouldn't be alive. There are thousands of veterans like me who need support and they're counting on you... please remember what they have done for your country." **Corporal Hannah Campbell**, Iraq veteran and **Veterans' Foundation** patron.

[gambleaware.co.uk](http://gambleaware.co.uk)

When you sign up to play the Veterans' Lottery you guarantee every month our veterans in need will always be winners.

**Go to [www.veteransfoundation.org.uk](http://www.veteransfoundation.org.uk)**

**VF**   
VETERANS' FOUNDATION

The lottery is open to players of 16 years and over. The Veterans' Foundation is licensed by the gambling commission and operates a responsible gambling policy. Terms and conditions apply. England & Wales Charity No. 1166953; Scotland SC046571.

# Driving your way to a successful career

If you've served in the Armed Forces its odds on that you've got a driving licence for at least one and probably more types of vehicles.

Unlike many civilians who find the open road a bind you no doubt enjoy getting behind the wheel. Who hasn't seen the arguments as to who gets the work ticket to drive the Landrover? Driving could be a useful choice of second career. The vacancies are there for all types of drivers and there are many opportunities for training. Haulage and transport companies seek to employ service leavers because of their

effectiveness, discipline and ability to work both as an individual without supervision and as a member of a team. A willingness to work out of office hours, considered anti-social hours by some, is also a bonus. The current situation in the road haulage industry is that there is a large shortfall in the number of drivers entering the profession in relation to those leaving. The available number of trained drivers is of major concern to hauliers as the projected shortfall of

thousands of drivers, compounded by the European working time directive means that the trained driver is now looked upon as one of the most valuable assets within a transport company.

### MARTIME TRANSPORT

One of the UK's leading logistics companies, Maritime Transport, has shown its commitment to the Armed Forces community by signing the Corporate Covenant. The signing of the covenant took place at Maritime's Head office in Felixstowe with John Williams, Managing Director, Maritime Group, putting his signature on the dotted line. In attendance were two ex-servicemen, Dennis Anderson and Les Bates, who currently work as drivers for Maritime having gained

their HGV licences during their time with the forces. Both were delighted with the decision to support the ex-services community through the signing of the Corporate Covenant. "It's great that Maritime has now made their support for military



### NOVADATA

If you need training or just need to refresh your skills and gain paper qualifications there are companies out there who can help you. Novadata specialises in packages aimed specifically at those leaving the armed forces who wish to either transfer their military skills or seek a completely new career in transport. Its resettlement training can be a single course or a training package tailored to an exact future career requirement. Novadata is an approved training provider for the MOD's Enhanced Learning Credits (ELC) scheme and is committed to promoting lifelong learning amongst members of the Armed Forces.

If you are unsure of the training you require to pursue a transport related career, Novadata can offer advice based on current industry trends. They can also advise on training packages that are eligible for Enhanced Learning Credits funding.

All resettlement training courses include the relevant examinations set by the appropriate examinations boards (OCR for the CPC and SQA for the ADR and DGSA)

Novadata is now offering a 'Driver Package' especially for service leavers. The package will allow leavers to gain their 35 hours Driver CPC Periodic Training as well as the potential to complete their Management CPC.

### SCHEDULE:

#### Road Haulage Management CPC + 35 Hours Driver CPC

- Classroom based training
- Duration: 9 Days
- 5 Days Monday - Friday
- 3 Days Monday - Wednesday
- 1 Exam day - Friday

#### Passenger Transport CPC + 35 Hours Driver CPC

- Classroom based training
- Duration: 9 days
- Monday - Sunday
- Revision day Wednesday before exam day
- Exam day Friday

This offer is available to HM Forces exclusively. It has been constructed for the best use of a service leaver's Enhanced Learning Credits and Individual Resettlement Training Cost (IRTC). The offer allows Service Leavers to use their IRTC grant to offset or pay in full, the 20% personal contribution required when booking the course.

Service Leavers will need to obtain MOD form 1746 which can be found by clicking the link on the Novadata website or through your resettlement officer. Simply complete the form and send the company a copy for its confirmation. The remainder of the paperwork can be completed with your resettlement officer.



You can get further information on Novadata and its courses by visiting website [www.novadata.co.uk](http://www.novadata.co.uk) or telephone **01376 552999**

leavers official," Said Dennis Anderson. "Leaving the army can be a daunting experience so to start at a company like Maritime, who really value the skills you've already gained and recognise the commitment you



can offer definitely makes the transition to civilian life easier."

With a network of 27 depots throughout the UK, Maritime is brilliantly placed to employ military leavers up and down the country. John Williams said: "As a business we are benefitting from the skill and strong work ethic our service leavers are bringing to the workplace. They learn the role fast in an environment where you need to think on your feet and we are proud to be supporting these brilliant individuals."

Under the agreement Maritime will promote themselves as an armed forces-friendly organisation, recognising the value the British Forces play whether they are serving, reservists or veterans. The company will also look to offer employment, where possible, to ex-service leavers, along with encouraging customers and partners to join the scheme.

Alex Williams, General Manager at Maritime Transport, said "It was an easy decision for us to sign up to the covenant and express our support for ex-service men and women who have served

our nation with distinction.

We are looking forward to the rest of the year where we will hopefully see more ex-members of the British Forces join our ranks here at Maritime."

The company has made rapid progress since John Williams acquired Maritime Haulage in 2001 with 136 trucks operating out of five depots. Now rebranded as Maritime Transport the company operates some 1,400 trucks out of 27 depots with a turnover in excess of £220 million. Much of the development has been through acquisition and in 2010 the company bought its biggest rival, DHL Container Logistics to become twice the size of its nearest competitor. It now employs over 2,000 people and is still recruiting.

To find out more about vacancies and training schemes visit the company website [www.maritimetransport.com/join-us](http://www.maritimetransport.com/join-us). You can use the convenient online enquiry form or telephone **+44 (0) 1394 617300**.

## COMMERCIAL TRAINING SERVICES

This course is for members of the military who are leaving the services:

Being ex military the staff at CTTs understand the particular requirements of the service leaver. This may involve training for a new career or updating existing qualifications gained during your service. It may even be that you just want to put another usable qualification in the back pocket as a fallback. Whatever your individual requirements, at CTTs they will endeavour to meet your course structure, content and duration, ensuring that you gain the maximum value for money from your resettlement grant. The company says: "Prior to the course being set up you will be offered advice relative to the Industry to steer you clear of some of the miss-selling that is prevalent with many training providers. We listen to you and highlight any particular areas that you should be aware of.

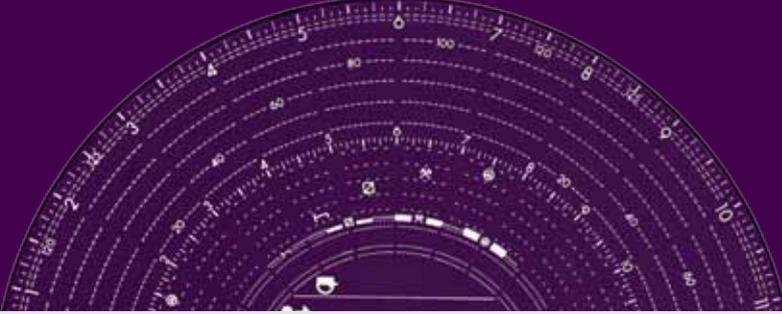
"Before the course starts we set realistic aims given the time and cost implications of the training. In the past we have had service leavers arriving with only a car licence and subsequently leaving with the full complement of licences for trucks and buses. Another course that is popular with the Military is the Industry/Refresher course which instructs the candidate on all aspects relative to the commercial industry including the required legislative rules and regulations, in effect turning you into a commercial driver."

The company provides excellent accommodation in the area of the training centre which is also close to the town centre of Bathgate in West Lothian.

Do ex military personnel have a lot to offer civilian employers? The website claims: "Combined with worthwhile training, you can make maximum use of your resettlement grant by obtaining usable qualifications."

You can see the courses available in the courses section of the website, [www.cttstraining.co.uk](http://www.cttstraining.co.uk). Because the courses are structured to the individual it may be beneficial for you to either phone or email first. Telephone **01506 633100** or email [enquiries@cttstraining.co.uk](mailto:enquiries@cttstraining.co.uk) ●





# Backline Logistics

## THE transition partner

Backline Logistics are privileged to have now held CTP approval for almost 12 months.

During that time they have assisted numerous service leavers in the transition from the Forces into civilian life, with outstanding results.

Take Garry Halliday, for example. Garry served in 29 Commando for over 20 years, leaving the forces in September 2015. He used his training credits to complete his ADR (hazmat) and Driver CPC, which is a mandatory requirement for anyone looking to drive professionally, with Backline shortly after leaving. The training only took him six days all together, but he admits that even in that short space of time he really learned a lot! Garry said "The ADR side of things I had done before so it was just a refresher on that really, although I must admit the quality of the training was great. The CPC, on the other hand, was completely new to me and it was a real eye opener." Garry has gone on from his resettlement training to start training drivers who are looking to obtain their licences for B+E, C and CE. He says a lot of what he learned during the resettlement process has been really useful and, long term, he hopes to get a position with the police escorting nuclear loads - something which his ADR will give him a clear head start in. We asked Garry whether he would recommend Backline and the training that he completed to

others leaving the forces and his response was a pretty decisive "Definitely. Without a doubt."

When we spoke to Backline about their experience of dealing with ex-service personnel, they said "Most forces leavers are an employer's dream. Hard working, dedicated, adaptable and, perhaps most importantly, reliable. The general work ethic is just completely different. Having the CTP approval for training and recruitment works so well because it gives the guys a seamless transition. They come in, do the training and the guys and girls in the office are already trying to find them work whilst they're sitting the course!"

In addition to providing resettlement training (details of which can be found at [www.backlinelogistics.co.uk/training/resettlement-packages](http://www.backlinelogistics.co.uk/training/resettlement-packages)), Backline are also able to offer various employment opportunities on both a temporary and permanent basis. Their branches are strategically located across the south & south west of England and the client base ranges from small, friendly local businesses

to large multi-nationals such as Tesco and Halfords.

### How does it work?

The process of organising your resettlement training is actually very straightforward! You'll need to attend the meeting with your Resettlement Advisor, who will be able to give you the information as to what funding you have available. Once you've established what you're entitled to, call Backline on **01752 348835** or contact them by email on [resettlement@backlinelogistics.co.uk](mailto:resettlement@backlinelogistics.co.uk). They will take you through the courses that they have on offer, if you haven't already decided, and book you onto a course that suits you best.

### When can I start?

Backline's training schedule is fairly regular, so there will be a course near you within your resettlement period. Once you're legally compliant - they will have you working within a matter of weeks, if not days!

### Can I register for work without doing any training?

Yes, there is no requirement to do any training with Backline in order to register with them for work. However, they will

be able to make sure you have everything in place that you need to be able to start working. Plus, the more relevant training you have done the more you'll be able to earn and the easier it will be for them to keep you busy or find you the perfect permanent position.

Similarly, you can still take advantage of our training packages without registering for work, if that's what you want to do.

### Get in touch!

If you'd like more information, or to book a course, contact us today!

- Call **01752 348835**
- Text **TRAIN** to **87070**
- Email [resettlement@backlinelogistics.co.uk](mailto:resettlement@backlinelogistics.co.uk)
- Visit [www.backlinelogistics.co.uk](http://www.backlinelogistics.co.uk)





www.backlinelogistics.co.uk/resettlement-packages



# Last chance to book!

## Call 01752 348835

### CPC

- 14-18 Jun (Tue-Sat | Exeter)
- 12 - 16 Jul (Tue-Sat | Plymouth)
- 18 - 22 Jul (Mon-Fri | Avonmouth)
- 25 - 29 Jul (Mon-Fri | Exeter)
- 2 - 6 Aug (Tue-Sat | Yeovil)
- 9 - 13 Aug (Tue-Sat | Winchester)
- 22 - 26 Aug (Mon-Fri | Plymouth)
- 30 Aug - 3 Sep (Tue-Sat | Exeter)
- 6 - 10 Sep (Tue-Sat | Avonmouth)
- 12 - 16 Sep (Mon-Fri | Yeovil)

### ADR

- 20-24 June (Plymouth | Tanks & Packages)
- 18-22 July (Exeter | Tanks & Packages)
- 15-19 August (Avonmouth | Tanks & Packages)
- 19-23 September (Yeovil | Tanks & Packages)
- 24-28 October (Plymouth | Tanks & Packages)
- 7-11 November (Avonmouth | Tanks & Packages)
- 21-25 November (Exeter | Tanks & Packages)
- 5-9 December (Plymouth | Tanks & Packages)



- ADR (Hazardous Goods)
- Driver CPC
- Forklift Truck
- Lorry Loader (HIAB)
- Resettlement Packages

Preferred Supplier to the



- Temporary Assignments
- Permanent Placements
- Full-Time Jobs
- Part-Time Jobs
- Your New Career

Career Transition Partnership

text **DRIVE ER MAG** to **8 70 70**

www.backlinelogistics.co.uk



The Ministry of Defence partnering with Right Management

### Enhanced Resettlement Provision from CTP

#### INTEGRATED SUPPORT FOR ALL SERVICE LEAVERS



The new Career Transition Partnership (CTP) contract between the Ministry of Defence and Right Management commenced on 1st October 2015.

Essentially it is business as usual and any changes will be in addition to the wide range of services and support we have delivered since 1998 as the MOD's official provider of Armed Forces resettlement.

The most obvious change you may notice is that we have unveiled our new brand image and logo as shown on this page. We are also excited to announce some other online tools such as an interview simulator and Plotr, a game to match skills and interests to civilian careers.

Under the new contract we are delighted to now deliver integrated support to all Service leavers, regardless of time served or reason for leaving. This includes support for Wounded, Injured and Sick service personnel via CTP Assist (formerly the Recovery Career Services) and support for Early Service Leavers via CTP Future Horizons (formerly the Future Horizons Programme).

CTP will also be delivering two trial programmes, which will support spouses and partners of RAF personnel and one for eligible Reservists. Further details of the spouse trial can be found on the CTP website and the reservist trial will commence in 2016.

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.

**STEP 1:** You are responsible for dealing with your resettlement arrangements and the first step in the process is to speak with your unit Resettlement Information Staff, who offer advice on your entitlement and the administrative process to access it.

**STEP 2:** You should then make contact with your Service Resettlement Adviser (SRA), in order to discuss your resettlement package and to register with CTP.

**STEP 3:** 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.

#### 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

CTP Future Horizons offers referral to tackle any barriers to employment, and a post-discharge tracking service 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)

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

# Resettlement Support from CTP



#### 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 interview and ongoing access to a personal Career Consultant, along with additional resettlement workshops and briefings. The programme also includes job-finding support, employment fairs and events, and access to vocational training courses, along with travel and subsistence.

#### \*Wounded, Injured and Sick Service Personnel

In addition to the Full Resettlement Programme, CTP Assist is available to help those individuals who have the greatest barriers to employment due to serious illness or injury, through personalised support and Specialist Employment Consultants. Individuals are referred to the programme prior to Medical Discharge.

#### HOW CAN CTP HELP ME?

CTP support covers 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 throughout your working lifetime.

The programme is delivered



# ROUTE MAP FOR SERVICE LEAVERS

START HERE:



*the lighter shaded elements also available to those with 4 to 6 years' service*

at nine Resettlement Centres in the UK and one in Germany, along with the Resettlement Training Centre in Aldershot.

The resettlement provision includes face-to-face support, online resettlement planning via myPlan, the personalised area of the CTP website, and access to our ex-military job board, CTP RightJob.

Successful resettlement requires clear aims, good job intelligence, effective networking and an intelligent approach to employers. It can also help to acquire extra skills. It's therefore vital that you take full advantage of the 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 those 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, Housing, 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 Support - 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, Plotr career matching game, Personal Resettlement Plan, resettlement tracker and checklists.

## TRAINING

When leaving the Service, you get the chance to 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 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 for; it is closely monitored for quality and is very competitively priced.

If CTP does not offer the course you are interested in then you are able to find details of courses offered by hundreds of MOD approved Preferred Suppliers on the CTP website. All companies on this list have undertaken a stringent accreditation process to make sure their training is of the highest quality and value for money – so you can book with confidence.

The correct choice of training course can be the vital link between the skills you have gained during your military career and gaining successful civilian employment. Your Career Consultant is on hand to provide advice and guidance on choosing the right training to suit your future plans.

## EMPLOYMENT

The Armed Forces equips its employees with a vast range of skills applicable to many industry sectors and 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 gain a high quality, no cost recruitment service and access to thousands of skilled and qualified individuals.

CTP RightJob is our online job finding service that lists thousands of live vacancies for Service leavers, with new ones being added every day. 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 website 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. Registration is completed during the Career Transition Workshop.

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 online profile, plus employers can also search the database for Service leavers with the skills they're looking for, and notify them of current vacancies.

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 RightJob, along with links to further employment support where required.

Whilst we are making some changes, be assured that our support and the provision to help you through your resettlement remains unchanged, and will be enhanced in the coming months. We are here for you throughout your career transition - from two years pre-discharge and up to two years post-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)

# Using the CTP Service to Maximise Resettlement Success

Mark Taylor served in the RAF as a Movements Controller for 35 years, before leaving to embark upon a new challenge in April 2015. Now working as a Resource Manager in the Energy sector, Mark shares his resettlement experience with us.



## Mark Taylor

### HOW WAS YOUR EXPERIENCE IN THE SERVICE?

As a Movements Controller, my most recent role was at Joint Air Delivery Test and Evaluation Unit (JADTEU) at Brize Norton. There were no aspects of my 35 year RAF career that I didn't enjoy, but I particularly appreciated the many opportunities for sport, adventure training and foreign travel, as well as the camaraderie and structured organisational approach. All military leadership and management training courses are now useful to me in my civilian career, and I was also able to gain a range of vocational qualifications, including Level 5 Supply Chain Management, Logistics Retail Management, Business Improvement and Project Management.

### WHAT RESETTLEMENT ACTIVITIES DID YOU COMPLETE?

I attended a Career Transition Workshop at the Resettlement Centre in Aldershot, which I found very helpful. The facilitator was extremely encouraging, and gave all delegates a huge amount of confidence that we could succeed in Civvy street. I ensured I made the most of my resettlement time by researching all the available CTP workshops and briefings, and attended a Financial Aspects of Resettlement briefing, Networking and Interview Techniques workshops and four job fairs.

### WHICH OTHER ASPECTS OF THE CTP SERVICE DID YOU USE?

Another benefit of attending the CTW is the introduction to your

personal Career Consultant – my consultant was helpful in linking me with a recruitment agency who arranged 3 job interviews.

I also received support from the CTP Employment Team – my advisor was especially supportive with CV writing, confidence building and making me believe in myself, and she was always there on the end of the phone when I needed a sounding board for advice.

Additionally, the myPlan section of the CTP website was very helpful in the early days of resettlement when I needed to construct a CV and decide what my skills and experience were most suitable for.

### DID YOU COMPLETE ANY VOCATIONAL TRAINING?

With plans to continue my career in the logistics field, I completed the Chartered Institute of Logistics and Transport (CILT) Professional Diploma in Logistics & Supply Chain

management. The course was extremely well run and efficient.

### HOW DID YOU GET YOUR CURRENT ROLE?

I have been working as Resource Manager for UK Power Solutions for around a year, having been spotted by a recruiter on the CV Library website, and recommended for the role. I attended two interviews, the first with the company HR Manager and the hiring manager, the second with the Operations Director and the hiring manager. The second interview was on a Friday, and I started the following Monday!

### WHAT DOES YOUR JOB INVOLVE?

My role is that of a Logistics Operations Manager (despite the title), and I report directly to the Operations Director ensuring all companywide site based construction staff, equipment and materials are managed and co-ordinated to achieve the safe and productive completion of new electricity connection projects up to and including 66kV.

UK Power Solutions (UKPS) is a fast growing Independent Connection Provider (ICP). Essentially we provide a service to connect our customers to the UK electricity distribution network. UKPS undertakes new electrical utility connections up to 33/66kV in most areas of the United

Kingdom (UK), working in residential, commercial, industrial, private, and renewable markets. We manage the process from initial enquiry through to design, construction and final adoption of the network.

### WHAT ASPECTS OF YOUR MILITARY EXPERIENCE DO YOU USE IN THE ROLE?

Military leadership and management skills have been the most useful over the past year. My civilian colleagues sometimes appear disorganised and lack the courage to take control in case they hurt each other's feelings, whereas I feel my RAF career equipped me to deal with these challenging situations.

### DID YOU FACE ANY OBSTACLES WHEN SETTLING INTO THE ROLE?

At first, I felt a total unfamiliarity with the nuances of civilian relationships, attitudes, and the politics of a privately owned company, but it was only a matter of time until I settled into a new way of working.

### WHAT ADVICE WOULD YOU GIVE TO OTHER SERVICE LEAVERS GOING THROUGH THE RESETTLEMENT PROCESS?

Do not give up, this is going to be hard work but the rewards are there. Treat job hunting like an 0800 – 1700 full time job, but also remember to take a break during the day to do some physical exercise. Tailor your CV to each job application, and get on the phone (recruiters, networking, old colleagues, relatives, etc). Most importantly – believe in yourself!



## Your skills are in demand!

As a Service leaver, you offer a unique set of skills and experience that is sought-after by organisations from across all industry sectors. Use your resettlement time to learn how to market yourself confidently to employers, and give yourself the best chance of success in civvy street.

Approximately 13,000 people leave the UK Armed Forces and make the transition to civilian life each year, and more and more employers are discovering the rich source of talent Service leavers offer to business. The Armed Forces equips its employees with a vast range of skills applicable to many industry sectors, and you will be approaching the civilian job market with a wide variety of formal qualifications, skills and experiences that are both relevant to industry and extremely valued by employers.

The CTP's Employer Engagement Team works with organisations from large multi-nationals to local SMEs across a wide range of industry sectors, who all look to the CTP for ex-military candidates who they know can do the job.

*"Service leavers are an excellent talent pool for Jaguar Land Rover. We believe that there is a close alignment between our company's own values and attitudes and the unstoppable persistence of Armed Forces veterans."*

**Dr Ralf Speth, CEO of Jaguar Land Rover**

### IDENTIFYING YOUR TRANSFERABLE SKILLS

A key focus of your resettlement with the CTP is providing the tools to help you identify your transferrable skills and market yourself effectively to employers in the civilian job market. The first port of call for most Service leavers is the 3 day Career Transition Workshop (CTW), in which you'll start thinking about your future career plans, and identify the wealth of skills you can



bring with you to the civilian world.

Alongside the technical skills developed during your military career, you'll also have gained many 'soft skills' that are extremely attractive to employers – from leadership, working under pressure and knowledge of health & safety, to team work, organisation and commitment to getting the job done. The CTW will ensure you can effectively translate your military experience into a format recognisable in the civilian job market.

### DON'T UNDERSELL YOURSELF!

Ensure you take the time to think about the achievements you have made during your military career, in order to identify your key skills.

Often we describe our skills and strengths in rather too broad terms; for example "communication" actually breaks down into a whole number of sub skills, such as speaking, writing

and listening skills, which could all have their own examples.

The name of the job may be different but the skills you employ will be the same. The key to keeping yourself employable is to develop and sustain a bank of transferable skills.

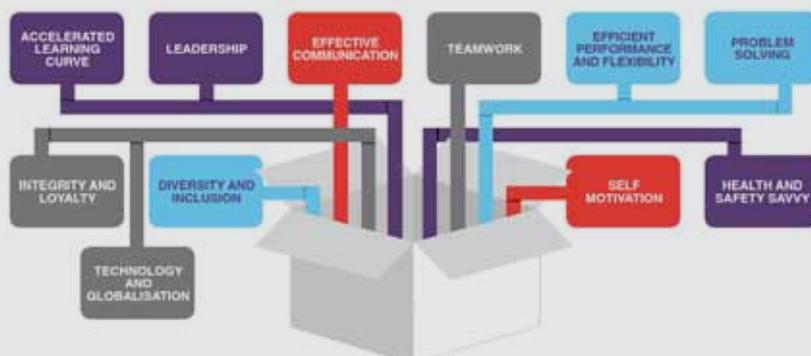
*"GSK's values and the military values are fully aligned and we believe people who enjoyed and succeeded in a military field will personally succeed in GSK and return much to the company. By working closely with the Career Transition Partnership we can ensure everyone making the move is fully supported."*

**Ian McCubbin, Senior Vice President of GSK North America, Japan & Global Pharma Supply**

### MAKE THE MOST OF YOUR RESETTLEMENT

As well as one-to-one support, the CTP offers a range of tools to help you start thinking about your next career move and where your

existing skills could fit in. **myPlan** is your personalised area of the CTP website, and contains online **Career Assessment Activities** to help you identify what you want from your future career and what you can offer an employer, review your key achievements and define your interests, skills and strengths. Additionally, the **Plotr Career Matching Game** is an interactive game that helps you identify jobs that match your personality, interests and skills. The one-day **Interview Techniques Workshop** is focussed on honing your interview skills and preparing you for the different interview formats you may encounter, with plenty of opportunity for practise, whilst the **Networking Workshop** looks at how to establish and grow your network, both on and offline. By using your resettlement time wisely and allowing yourself sufficient time to think about what you can offer a potential employer, you'll be fully prepared to approach the job market and secure that all-important next career post-military. And don't forget, CTP support begins up to two years before your discharge date, continuing throughout your job search and post-discharge.



Visit [www.ctp.org.uk](http://www.ctp.org.uk) to find out more about the resettlement package and ensure you register for resettlement with your Service Resettlement Advisor from two years pre-discharge.

BV Associates Limited

# "With you in mind!"

At BV Associates we understand first hand the journey on which you are about to embark. Like you, we have all served in one of the UK Forces - so more than any other provider we know exactly what lies ahead and we are keen to pass on that knowledge.

Quality is at the forefront of what we do and with over 100 years of combined military experience we know about standards. When Chris, Dean and Lisa (the Directors) left the forces, they worked in different sectors. Chris worked in the UK and overseas in the health and safety sector, Dean worked as a project manager before moving in to recruitment and Lisa worked in the construction industry. Naturally, this led us down the route of establishing BV Associates as a health and safety consultancy company providing advice to companies who needed extra support. It has since grown into a company that provides individual and in-house training and consultancy across UK and wider Europe.

Our aim now is to continue to grow and provide all of our clients with a service they deserve - all key to our company ethos. As we say, "BV Associates Limited - with you in mind."

With so many training companies to choose from, you are right to be unsure and any Continuous Professional Development (CPD) should not be undertaken unless it is with a reputable company. This is why we place word of mouth as our highest student generator and exactly the reason why we are an Approved Supplier to many awarding bodies and various UK Government funding schemes.

Our customer service is second to none - we are regarded as the most approachable training company and all of the staff here will go out of our way to provide advice and support your transition.

We constantly listen to our clients and work with them to understand what qualifications they expect to see when potential employees apply for job opportunities. Time and again, the NEBOSH suite of courses is the most sought after. It is not just for those looking to go into health and safety as a second career, employers now expect all managers to understand and deal with daily health and safety issues. These courses and other qualifications such as with First Aid, Risk Assessment and Fire Safety serve to back up your existing experience, to enhance your CV and increase the potential for employment following a successful interview. Don't just take our word for it:

#### **NEBOSH Chief Executive, Teresa Budworth, recently commented:**

*"Obviously we're delighted that more employers than ever before are insisting that health and safety job applicants hold a NEBOSH qualification. But what's more important is that high work-place standards are not just being maintained, but are improving. This is crucial if employers are to protect lives, prevent injury and avoid the negative effects of poor health in the workplace."*

#### **What the employers are saying:**

*"The management of health and safety in the workplace is not only a legal obligation and a moral imperative, it also makes good business sense. Qualified safety professionals are an asset to any organisation, reducing costs by preventing accidents and ill health of employees, without incurring unnecessary expense by over-reacting to trivial risks."*

#### **The National Statistics:**

*"72% of positions mentioned in a UK wide study stated that employers wanted their new employees to have at least one NEBOSH qualification. As well as the NEBOSH General Certificate, employers also sought the NEBOSH Fire Safety, Construction and Environmental Certificates."*

See all the facts before you make a decision at our dedicated website [www.bvassociates.co.uk](http://www.bvassociates.co.uk) - unlike other providers, we don't have hidden costs and you can see what each course involves. Call us to discuss individual courses or package options before proceeding with any course booking. We look forward to hearing from you.

#### **Why Train with us?**

At BV Associates we can offer you the complete health and safety training and consultancy solution. We can provide the experience, standards and innovation you deserve.



#### **4 reasons why you should choose us:**

We are realistically priced: Quality is at the very forefront of what we do.

We believe that expertise matters: We only use fully-qualified and experienced professionals.

We make it easy: Our administrative team will put you at ease knowing that we have everything in hand, allowing you to focus on whatever else life is throwing at you.

Whenever, wherever and whatever: Whether you are looking for bespoke, in-house, classroom, e-learning or blended learning, let us provide the solution to meet your training requirements.

Find out how BV Associates can support your future aspirations or objectives.

Contact us on 01494 864100 to discuss your specific requirements or email us at [info@bvassociates.co.uk](mailto:info@bvassociates.co.uk).



# BV Associates

Health & Safety  
Training and  
Consultancy Services



We can provide single courses or bundles of the following courses to support you now or in the future...

- NEBOSH National General Certificate in Occupational Health & Safety
- NEBOSH National Certificate in Fire Safety and Risk Management
- NEBOSH National Certificate in Environmental Management
- NEBOSH Intl. Technical Certificate in Oil and Gas Operational Safety
- NEBOSH Certificate in Construction Health and Safety
- Site Management Safety Training Scheme (SMSTS)
- IOSH Managing Safely
- IOSH Working Safely
- First Aid at Work
- Risk Assessment
- Teacher Training

01494 864100  
[info@bvassociates.co.uk](mailto:info@bvassociates.co.uk)  
[www.bvassociates.co.uk](http://www.bvassociates.co.uk)

# Jaguar Land Rover seeks veterans globally

Jaguar Land Rover today announced that it aims to increase the number of ex-service men and women employed across its global operations to 1000 by 2020 - a five-fold increase on recruitment since 2013.

This news came as the UK's largest vehicle manufacturer welcomed the start of the 2016 Invictus Games in Orlando, Florida. The company has been Presenting Partner of the Invictus Games since the inaugural event in London in 2014 and has committed to continuing its support for the 2017 Games to be held in Toronto, Canada.

Ian Harnett, Executive Director of Human Resources at Jaguar Land Rover said: "It is fitting that this announcement comes ahead of the Invictus Games, an inspirational event that demonstrates the resilience and dedication of those in the Armed Forces. I am immeasurably proud that through our company, and the Jaguar Land Rover Learning Academy, we have been able to give hundreds of ex-service personnel the opportunity to rebuild their lives and careers. "As the UK's largest automotive manufacturer and a growing global business, we have an obligation to advance the skills and capability of the industry, and in doing so, provide opportunities for passionate people to unleash their full potential. That is why we are making it our mission to see the number of people recruited into our business from the military increase significantly in the coming years."

Jaguar Land Rover has a long

and proud history of supporting the military and today's announcement further supports the company's ambition to become the employer of choice for those leaving the forces.

Jaguar Land Rover recognises that skilled and talented people, such as those who have served in the forces, will enable it to deliver long-term sustainable growth.

A significant step in realising its targets is the introduction of a new programme to train and recruit up to 180 veterans across the company's North American retail network. This initiative has been developed with CALIBRE Systems Inc.\* and is the first major military programme for the company outside the UK.

At home, Jaguar Land Rover has recruited more than 200 ex-service men and women since it pledged its support to the 2014 Invictus Games. Some of these joined the business following training delivered through the Jaguar Land Rover Learning Academy. Created to provide 'lifelong learning' opportunities not only to its employees globally, but to others seeking bright futures in the automotive industry, the Academy delivers bespoke programmes for service leavers.

Since 2015 more than 30 service personnel have participated in the 'Inspiring Tomorrow's Workforce' and 'Wounded, Injured and Sick'\*\*

(WIS) programmes with 75 per cent of these finding roles at Jaguar Land Rover. Many others have gone on to find jobs in our supply chain and wider industry.

One such recruit is Luke Darlington, who participated in the inaugural Invictus Games in 2014. Luke, who served with 42 Commando, Royal Marines, suffered multiple serious injuries whilst on tour in Afghanistan. An Improvised Explosive Device (IED) caused a severe shrapnel wound to his brain, leading to weeks in an induced coma and brain surgery to remove an abscess caused by infection. He went through months of strenuous rehabilitation at Headley Court and the Queen Elizabeth II Brain Injury Centre, but his short military service came to an end.

In November 2015 Luke joined the WIS programme, having heard about it during the Invictus Games. Luke said: "I was at home and feeling very depressed as I was not achieving anything in my day to day life. The WIS programme allowed me to develop new skills and re-ignite old ones which I had used in the military. I had not appreciated just how relevant experience in the Royal Marines could be to an automotive company. Since completing my training with Jaguar Land Rover my confidence has grown. I feel worthwhile again."

Luke spent ten weeks on the programme on the Land Rover Defender production line and 4 in other functions across the business. So impressed were the team that, they offered him a permanent position as a Production Leader in Europe's largest aluminium body shop at the Solihull manufacturing plant. Luke said: "The sense of achievement of being offered the job was fantastic, I felt like I belonged again. I had a sense of pride and purpose which was missing from my life, something I thought I was never going to get back once I left the Marines. The support I had from Jaguar Land Rover, the Royal Marines Charity, the RBL and Mission Motorsport was fantastic and I would recommend the programme to anybody."

Jaguar Land Rover's work, as a signatory to the Armed Forces Covenant, continues to push boundaries and led to the company being presented with a gold award for its active support of the Armed Forces. The firm also continues



its support of service charities including Mission Motorsport, Help for Heroes, Rally for Heroes, ABF The Soldiers' Charity and individual regimental associations. In October, the company sponsored the Walking With the Wounded Walk of Britain to raise awareness and retraining of wounded veterans leaving the Armed Forces.

Jaguar Land Rover first signed the Armed Forces Covenant in July 2014 - a written and publicised voluntary pledge from businesses and charitable organizations who wish to demonstrate their concrete support for the Armed Forces community. Since 2013 Jaguar Land Rover has hired some 200 former servicemen and servicewomen, working closely with the Career Transition Partnership, the Ministry of Defence's (MoD's) official provider of Armed Forces resettlement. 100 of the Veterans have been employed over the past year.

The company has a growing number of initiatives, including a work placement scheme, launched in October 2014 in conjunction with the Ministry of Defence's Career Transition Partnership (Assist) and Mission Motorsport - The Armed Forces' Motorsport Charity. The scheme helps wounded, injured and sick veterans find a fulfilling and long-term second career. To date, 17 placements have been run, leading to 13 full-time jobs at Jaguar Land Rover and its suppliers. ●



# Finding work .....

Find the right job can be difficult and transferring into a career after the forces brings its own set of challenges.

Using a reputable, specialist recruitment agency is advised.

**T**he team of experienced consultants and aviation specialists at Aeropeople have compiled the following specific advice.

#### C.V.

don't be too generic, if you are an engineer list all machine types you have worked with – remember your c.v. will be searched on databases for key terms and include all variations to allow for such searches. Also remember that in an ideal world you adjust your c.v. for each application pointing out skills relevant to that job.

Define what you want and do your research... work out exactly where you want to work and your ideal type of roles – have a clear idea of anything else you would consider.

Talk to the right people professional recruitment organisations such as Aeropeople have access to numerous vacancies that never get advertised.

Contract or Permanent – a contract vacancy can open up doors and opportunities that you would not have imagined – keep an open mind to contracting

Don't give up do at least one piece of positive recruitment activity each day.

Network never underestimate the importance of contacts - use linkedin to connect to people you know and have worked with as well as specialist recruiters.

Aeropeople have a wide range of changing commercial and military requirements and are currently looking for Q course qualified fastjet mechanical avionic and weapons specialists to work in partnership with

UK defence contractors and overseas military organisations. We are also looking for rotary electricians and mechanics across various parts of the UK – contact us for further details. In addition to the global civil and military requirements and as part of the Marshall Aerospace and Defence Group, Aeropeople deal with the recruitment across the whole group, (i.e. Land Systems, composites, design... etc), we assist with all levels of staff from machine shop and manufacturing to executive level and deal across all disciplines. ●

#### MORE INFORMATION

Find out more by visiting  
[www.aeropeople.com](http://www.aeropeople.com)  
 01233 373 333



We have opportunities for skilled Aircraft engineers across the full spectrum of Aviation skill-sets, servicing a wide range of Civilian / Military Fixed and Rotary wing platforms. As part of the Marshall Aerospace and Defence Group we deliver solutions to an expanding range of Civil & Military organisations.

Current specific requirements include permanent and long term contracts in the UK, EU and Middle East covering the following trades:

- Fastjet Aircraft Maintenance Planning Engineers
- Typhoon Mechanical, Armament & Avionic Technicians
- Qualified instructors – ATC, Avionics, Supply Chain, Life Support and many more disciplines
- Tornado Avionic Specialists
- Simulator Technicians and Operators.

Aeropeople provide leading specialist recruitment services to a wide range of companies across the Globe.



Aeropeople also offer a range of training courses (initial and refresher) including Fuel Tank Safety, EWIS, Safety Management Systems and Human Factors.

**If you are interested in any of the above opportunities or would like to discuss your career options with one of our experienced consultants, please call us today.**

**E:** [cv@aeropeople.com](mailto:cv@aeropeople.com)  
**W:** [www.aeropeople.com](http://www.aeropeople.com)  
**T:** +44 (0) 1223 373333





# Tactical Education and

**U**CP courses in this advert are registered with Enhanced Learning Credits and claimable using **ELCAS 5011**

UCP courses are priced to suit your EL credits and with UCP support and guidance for all candidates will see you entering the private security sector with the best possible training and future employment opportunities.

### FACTS SPEAK FOR THEMSELVES

**2003** and with the conclusion of the war in Iraq, UCP established a High Risk Security Training

Program to deliver former British Military Personnel the best possible pre-deployment training achieving Tier 1 level status including; Close Protection Officer, Medic, Marksman, PSD Teams and Specialist Trained Individuals.

**2016** UCP are still requested to deliver Teams, Individuals and Private Security Units to the Global Security Industry, made up from mostly former British Military Soldiers; male and female to protect People, Industry and Territory. UCP together with

Resus have gained one of the most prestigious high profile contracts within the private security industry. The contract requires UCP protection teams to cover Land Sea and Air for training and operational remits. Selection in progress through these training programs so **BOOK NOW!**  
**Email [Jemma@ucpgroup.co.uk](mailto:Jemma@ucpgroup.co.uk)**

### SUPPORTING YOU ALL THE WAY

UCP Staff will always support your goals by giving post support and advice until employment.

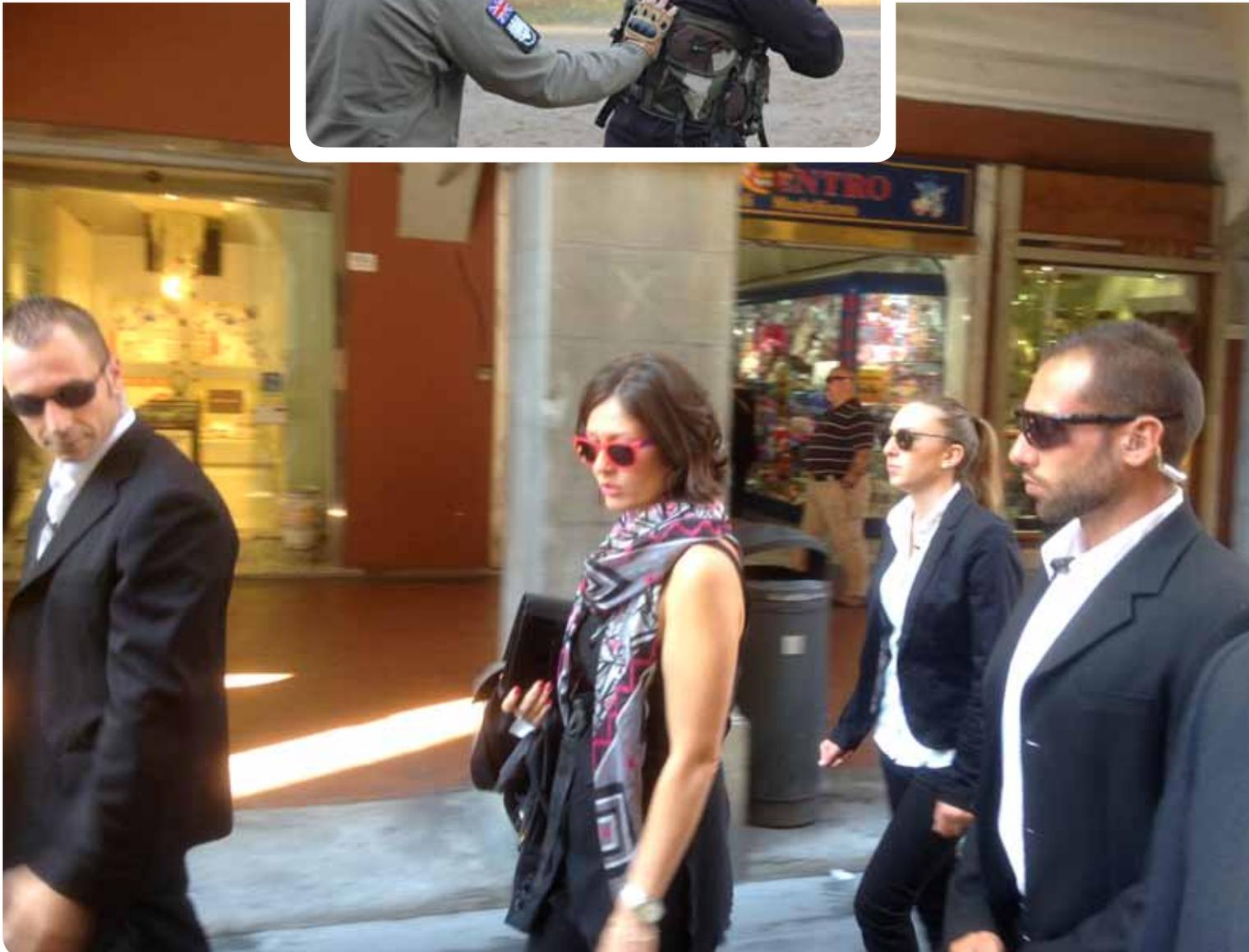


### TRAIN TO WORK

**T2W** programs by WSO and UCP have set the standard for the security industry to follow.

### TRAINING TO TIER 1 LEVEL

British specialist instructors train all our candidates getting them up to Tier 1 Level for permanent work/contracts



# Securing your Future



## EXECUTIVE CLOSE PROTECTION UK (LONDON) ACCOMMODATION INCLUDED

Candidates on a UCP Close Protection Training exercise HABC Level 3 SIA guided course

## SPECIALIST TRAINING

Always using the latest SF techniques guided by some of the most influential former members of the 22 SPECIAL AIR SERVICE Designated Marksmanship Training Surveillance Training CQB (Close Quarter Battle) Purpose built training grounds

Web: [www.ucpgroup.co.uk](http://www.ucpgroup.co.uk)

[www.facebook.com/UCPGroup](https://www.facebook.com/UCPGroup)

E: [jemma@ucpgroup.co.uk](mailto:jemma@ucpgroup.co.uk)

L: 01474823032

M: 07966176129

## The most intense and realistic Close Protection Training in the UK

### Why UCP?

1. Training is delivered every month without fail.
2. UCP deliver 240 guided learning hours, 100 hours more than most other training Providers.
3. UCP Instructors are the best in the business, with proven track records for HECPO and ECPO Operations and Training.
4. Pre and Post help, advice and guidance for working opportunities within the UCP Group of companies including: interviews with ECPO and HECPO contractors.
5. Since 2003 UCP have an exceptionally good reputation and brand quality assurance, training over 1200 individuals (normally former service men and women) to gain their SIA licence, going on to work successfully within the security industry.

Go to: <https://www.facebook.com/UCPGroup> Visit: [www.ucpgroup.co.uk](http://www.ucpgroup.co.uk) [Jemma@ucpgroup.co.uk](mailto:Jemma@ucpgroup.co.uk)

#### Executive Close Protection

- 240 hours (guided learning hours)
- 18 days
- ELCAS claimable
- Every 1st Monday of the month
- Awards: Level 3 Working as a Close Protection Operative

##### Units covered

1. Working as a Close Protection Operative
2. Planning, Supporting and Preparing a Close protection Operation
3. Conflict Management
4. Foot Drills
5. Vehicle drills (anti-ambush)
6. Executive chauffeur
7. Hand to Hand fight defence system
8. Surveillance including: threat and risk assessment)
9. Etiquette
10. London familiarization day (Hotels/Restaurants/Casino's)
11. Covert Carry and 9mm Pistol Training

#### Hostile Environment Close Protection

- 150 hours (guided learning hours)
- 10 days
- ELCAS claimable
- Every 4th Monday of the month
- Awards: Level 3 Firearms Training for HECPO
- Awards: Level 3 Firearms Training 5.56mm/7.62mm for HECPO

##### Units covered

1. Firearms; longs and short AK47/M4/MP9/G36/GLOCK
2. 9MM/5.56MM/7.62MM LIVE FIRE
3. Hostile Environment Fundamentals/Comms/Protocol
4. Logistics
5. Threat and Risk (reconnaissance and surveillance)
6. Foot Drills including PSD
7. Vehicle Maneuvers & anti-ambush drills
8. IED awareness
9. Close Quarter Combat (room/building clearance)
10. Hand-to-Hand including: non-lethal weapons
11. Principal Protection/Cover



## Easy Resettlement's £100,000 Training Giveaway Starts Here!

Over the next few pages you will be able to view numerous courses from various training providers who are backing this campaign.

**O**ur main aim is to assist service leavers by giving you totally free training regardless of your age, rank or entitlements.

We would like to thank all of our partner companies for making this possible and helping to ensure that you, the service leaver, will have the best possible chance of gaining future employment by offering absolutely FREE training to gain civilian recognised qualifications.

With these free courses on offer all you need to do to qualify is simply email the company whose course you are interested in, please include £100k in the title along with information on when you joined service, when your exit date is, if you have had any other similar training and whether you are entitled to any resettlement or ELC funding? Each training provider will have their own dates for making the draw and announcing their winner(s). In most instances the winners will be notified by email, each company will have their own terms and conditions such as use by dates that they will be happy to inform you of.

There is no limit to how many courses you are eligible to apply for, however we do ask that you only enter once per course/company taking part in the campaign. You will see that there are courses available in most industries, if however there are particular

courses you are interested in that we have not yet included then please call or email us and we will try to find something for you.

This campaign is only possible due to our advertisers so please do let them know your thoughts on our campaign. Our aim is to make next year's campaign even bigger and better, so with your support in applying and spreading the word about these free courses, may well help next year's campaign be in the region of £250,000 worth of free courses.

We aim to make Easy Resettlement magazine the best forces resettlement publication freely available, if there are any features or topics you would like to see more of please let us know. Good luck to you all, please remember these are free courses readily available to anyone regardless of your age, rank or other entitlements. There are lots of courses available so please inform any friends or family that may benefit from some free training.

Our website **www.easyresettlement.com** has a section where you will be able to view these courses all through 2014. Simply click on 100k partners to view the course information on offer from each company. You can also subscribe for free to receive each issue being sent to your email address. ●



*Workplace conflict management  
experts since 1989*

We have been the MOD's sole mediation training provider since 2007 and under this agreement trained over 500 service and civilian personnel in workplace mediation.

**Our training** - We are ELCAS registered with 10 ILM Endorsed courses approved for ELCAS funding, including:

- Workplace Mediator
- Workplace Investigator
- Mediation Skills and Practice
- Mediation Coordinator
- Mediation Supervisor
- Group Mediation Skills

**Our pricing** - We haven't increased our prices with ELCAS, so our 6 day mediation training (worth £2808) is still only £1450!

**Course information** - To find out more about all of our public courses please visit:

[cmpresolutions.co.uk/our-public-training-courses](http://cmpresolutions.co.uk/our-public-training-courses)

**ER Magazines £100,000 training give away**

Win an ILM Endorsed Award in Mediation worth over £2800, to enter the draw Email:

[ERgiveaway@cmpresolutions.co.uk](mailto:ERgiveaway@cmpresolutions.co.uk)

**ELCAS Provider ID: 6610**



**Win an ILM Endorsed Award in Mediation worth over £2800, to enter the draw Email: [ERgiveaway@cmpresolutions.co.uk](mailto:ERgiveaway@cmpresolutions.co.uk)**

Any officer or NCO has experience of is dealing with conflicts, probably even more so in the workplace than in combat: Managing people and bringing a successful resolution to work problems is a skill that is much in demand in the wider world of industry and commerce.

So we are offering this great opportunity for you to get a national certificate in mediation that will give you the skills to mediate professionally in the workplace or the community.

CMP Resolutions developed the first workplace mediation programme in the 1980s which has now been adopted and adapted by nearly all of our competitors including ACAS.

As a recognised provider of the Institute of Leadership and Management (ILM), we are externally assessed, which ensures that our training is delivered to the highest possible standards.

And we don't just deliver training, and leave you to it! There is unlimited phone and email support for anyone who learns with us; and everything you need to put your training into practice.

**Our training is:**

- delivered using the principles of adult-learning
- experiential, not just chalk and talk
- delivered to suit a range of learning styles
- tailored to you

All our trainers are expert in their field, with over 10 years' experience. So they bring up to date skills, knowledge and expertise into the training room.

**If you think that mediation could be for you there is much more information at [cmpresolutions.co.uk](http://cmpresolutions.co.uk)**

Course length - 6 Days + Post-course work  
Course delivery - March, June or October 2017.

**How to enter the training giveaway**

To register your interest to win a place on one of our 2017 open courses, please email us at [ERgiveaway@cmpresolutions.co.uk](mailto:ERgiveaway@cmpresolutions.co.uk) with your contact details. The winner will be announced in March 2017. Those who do not win can still attend by self funding or using the ELC process.



## ORCHID Risk Management

Orchid are pleased to confirm their partnership with Easy Resettlement magazines 100,000 training give away.

Orchid Risk Management is an independent, global risk consultancy specialising in Executive Protection, Maritime Security and Training Solutions. We work with a broad range of clients and not only understand but manage the risks and opportunities whilst operating in complex environments. We support clients by providing strategic consultancy, expert analysis and in-depth investigations. Providing practical assistance and support across all genres. Our unique combination of services, our geographical reach and the trust our clients place in us ensures we can help them effectively solve their problems. With a global footprint, Orchid provides a broad range of services to help our clients maintain political integrity and manage their security risks and requirements.

### OUR PEOPLE

Extraordinary people work at Orchid and we are proud of our diversity, breadth of experience and our world-class skills. There is a unique dynamic within our business, our team are passionate about their role, from delegate training to acting at the sharp end of a protection team in complex and often difficult environments. With a wealth of knowledge and diverse perspectives, Orchid has the expertise required to tackle our clients' most complex problems. We are united behind our company values and commitment to

providing our clients with the best possible consultancy and training services. Orchid draw upon experienced personnel from the UK Special Forces (Military & Police), Royal Marines and other specialist military units ensuring that we only employ the highest level of qualified personnel to meet our client's requirements.

### TRAINING

Our cadre of Instructors from credible backgrounds, fully qualified with vast industry experiences to deliver your specific training requirements. Close Protection, Maritime or Medical, we have a course to suit you. Our recently formed Medical Training Unit (MTU) will be offering a number of courses from First Aid at Work to Offshore Medics and Tier II Medics operating in remote areas. Orchid are pleased with the our new developments in the Medical Training sector and are proud of the training courses we deliver which we believe are industry leading. We are proud to be a part of Easy Resettlement magazines £100,000 training give away, that is why we are offering the FPOS and Close Protection course combined as a prize to one lucky winner. Simply send us an email with your contact details, along with your preferred dates for training. You will automatically be entered in to the draw and we will notify the winner by email. ●

### CONTACT

Email: [ep@orchid-office.com](mailto:ep@orchid-office.com)



## ITonline learning

ITonlinelearning is a training provider that specialises in online IT and Project Management e-learning courses.

Passionate about helping people to increase their employment and earning potentials, ITonlinelearning offers tailored training solutions and financing options to suit all budgets.

ITonlinelearning is an ELCAS approved provider (ID: 6447). Therefore, being an approved learning provider for the MoD and a Member of the Enhanced Learning Credit Provider list we are able to accept credits for a number of our IT and Project Management courses.

We are so confident in the quality of our training that we offer free, no obligation, trials from our Demo Library to allow our potential students to fully explore our courses and make an informed decision.

Our expert Course and Career Advisors are available to offer insight into career training needs and to assist in determining the ideal study path to suit the goals of our students. We pride ourselves in offering our students superior quality training, as well as support and encouragement throughout their studies.

We are passionate about making training affordable for everyone irrespective of whether you are an experienced professional or just starting out in your career. Our Course and Career Advisors always ensure our clients are happy by delivering excellent tailored

advice and customer service. ITonlinelearning is proud to be a part of Easy Resettlement magazine's £100,000 training give away where we are offering one course as a prize to one lucky winner. All you need to do is to send us an email with your contact details along with the date that you joined, when your exit date is and which course you would like to win. Winners will be notified by email.

A few of the courses that we offer:

- PRINCE2 Foundation and Practitioner
- Agile Foundation and Practitioner
- TOGAF 9 Level 1 and 2
- ArchiMate 2.1
- Business Analysis Foundation
- Lean Six Sigma
- CompTIA A+
- Certified Ethical Hacker
- Adobe Photoshop CS6
- CIW Web Design Professional
- Java Developer
- MCSA Courses

The benefits of studying with ITonlinelearning:

- Unlike in a classroom, you can pause and rewind as often as you need to
- You can study at your own pace – anywhere, anytime
- Prepare to pass your exams with confidence using our extensive exam simulators
- Studying is broken down into "bite-sizes" to improve memory retention
- Unlimited access to the course and practice exams for 1 year
- Flexibility to choose which courses you want to study
- Perfect for brushing up on skills and preparing for interviews

Choose ITonlinelearning and rest assured that your training needs will be catered for with the care and efficiency that you deserve. ●

### CONTACT

Email: <http://itonlinelearning.com/> or call 01795 436969 or 0800 160 1161



## PQMS Training Ltd

Accredited training provider  
Established in 1999.

We deliver apprenticeships and vocational qualifications to a diverse range of industries including Construction and Utilities, particularly Power, Gas, Water and Telecoms. We offer training internationally and nationwide as well as from any of our EUSR gold approved training centres located in the UK and Ireland.

Each year we offer and deliver thousands of training courses including bespoke courses tailored to your company's needs, all are fully accredited by City and Guilds, SQA, IOSH, Lantra, EUSR, CIEH and CITB to name a few!

Last year we taught over 4,800 students including ex-service personnel and fresh starters with a 94 % pass rate, all of whom are now working in their qualified profession.

We are the leading provider of BT accredited courses and offer the best training facilities and course rates in the UK. We really are a unique one stop training solution.

Contact our customer services before the 1st of April 2016 to find out how you could win 3 weeks of training costing £2250 in one of the following areas:

- Electrical
- Smart Metering
- Gas
- Telecoms (Copper or Fibre)

### CITY & GUILDS CONFINED SPACES

- Working in Low Risk Confined Spaces
- Working in Medium Risk Confined Spaces
- Working in High Risk Confined Spaces
- Emergency Rescue & recovery of Casualties from Confined Spaces
- Managing Work in Confined Spaces

These qualifications cover all aspects of confined space working from lone working in Low Risk Spaces right through to the full management and planning of Confined Space work, including the planning and actuating of Emergency Rescue. All of our City & Guilds Confined Space Courses are Water UK approved, allowing you to work in any space within the Water Industry, as well as all other utilities.

### CITY & GUILDS SMART METERING (ELECTRIC, GAS & DUAL FUEL)

City & Guilds Electrical Qualifications

- 17th Edition
- PAT Testing
- Building Regulations (Part P) City & Guilds Gas Training (GAS Safe Registered)

All of our Electrical, Gas & Smart Metering Qualifications are accredited by City & Guilds and adhere to the newest standards, including the 17th Edition Electrical Regulations and the Gas Safe Register. We work with various energy companies, including some of the 'Big Six' to ensure that our courses run to the best industry standards and our students leave PQMS with the highest standard of training and employability.

### OPENREACH CIVILS CITY & GUILDS/OPENREACH FIBRE ACCREDITATION

We offer a wide variety of Openreach accredited modules, covering all aspects of the Openreach network. As the leading provider of Openreach training & accreditation in the UK we can combine these modules with any of our other courses, and each other, to build bespoke training packages offering immense flexibility and employability

### EUSR UTILITY EXCAVATIONS

- Category 1 – Location of utility Services
- Category 2 – Safe Excavating Practices
- Category 3-5 – Install & removal of Trench Supports (Deep Excavations)

Our EUSR Approved Utility Excavations courses cover all aspects of Deep Excavation and are mapped to the highest National Occupation and Industry Standards. ●

#### CONTACT

Please also take a look at our website to see the extensive range of course we have to offer; [http://pqms.training/welcome/about\\_pqms\\_training](http://pqms.training/welcome/about_pqms_training)



## Flying Fish

Flying Fish trains commercial maritime professionals and instructors of water sports and mountain sports. We are very proud to be part of Easy Resettlement Magazine's £100,000 training give away.

At Flying Fish you can become a Yachtmaster, learn to crew on Superyachts, become an Instructor in Water sports and/or Snow sports. With over 20 years' experience in the UK, Australia, Canada and Greece, Flying Fish offers expert coaching and real adventure opportunities. Our most prestigious course and part of Easy Resettlement Magazine's £100,000 training give away, is our Yachtmaster Traineeship. We are operating this course from our UK base in Cowes, on the Isle of Wight in the challenging environment that the Solent offers.

Our yachtmaster course is an eleven week, intensive, zero-to-hero course. You need no experience to join just a passion for travel and life at sea. We strongly believe this course is the best value intensive yachtmaster course to be found.

The first section delivers nine weeks of practical and theoretical yacht training. Practical training includes: Sail trimming / Boat handling under sail and power / Passage planning / Navigation and pilotage / Passage making and watch keeping / Safety and emergency drills. The theory syllabus covers: Passage planning

/ Yacht and crew preparation / Navigation and chartwork / GPS and electronic aids / Meteorology / Tidal heights and streams/ Vessel stability / Safety equipment and procedures / Collision Regulations (IRPCS).

The second section in an intensive two week live-aboard course. During the live-aboard section you recap all the skills needed to enter your yachtmaster exam with confidence.

Your immediate job prospects include Flotilla Skipper in the Mediterranean, Charter Skipper in Australia, Europe and the USA, Superyacht Deckhand or delivery crew anywhere in the world.

Flying Fish is approved by the UK Ministry of Defence Career Transition Partnership (CTP) as a preferred supplier of training to service leavers from the United Kingdom's Armed Forces.

### FUNDING FOR TRAINING

If you are entitled to MOD Resettlement funding as part of the transition to civilian life, you can use it towards any vocational training course with Flying Fish.

### CAREERS ADVICE

At Flying Fish we are always happy to give personal advice on training opportunities and career planning for civilian life.

### STANDARD LEARNING CREDITS (SLC)

Make the most of your available SLC funding by discussing the application process face to face with your Resettlement Officer.

### ENHANCED LEARNING CREDITS (ELC)

If you are entitled to ELC funding you should check which Flying Fish courses are eligible in our Enhanced Learning Credits section.

At Flying Fish we promise you professional training and international adventure. ●

#### CONTACT

Visit our website [www.flyingfishonline.com](http://www.flyingfishonline.com), email us [mail@flyingfishonline.com](mailto:mail@flyingfishonline.com) or better, call us for a chat on +44 1983 280641

**Are you looking forward to retirement or resettlement from the Army, Navy or Royal Air Force, or have you recently left the Armed Services, and looking to start your own consultancy using your specialist skills gleaned during your career?**



**T**here are plenty of avenues to take when retiring from such a distinguished career, and frequently Service personnel quite rightly decide it's time to work for themselves and set up a consultancy business. They may also consider joining other private companies who can make the best use of their subject matter expertise garnered whilst serving Queen and country over their lifetime.

Your specialist service-related skills will have developed over your career, they may be wide-ranging, or they may more recently be



specifically focused on one area of your service, making you the best subject matter expert in your field.

Those skills will undoubtedly be attractive to future potential clients, or employers, as they offer much in terms of discipline, structure, expertise, reliability, integrity, confidence, competency and professionalism, all standard trademarks of those immersed in serving their country.

You also may already have the best on-the-job qualifications relating to your subject matter expertise, perfect!

However one area, though, that is often overlooked is the fact that once you become your own boss, and wish to become a specialist consultant, this takes you into the realms of learning and development. In this world you may be asked to identify and validate training needs, you may need the skills to confidently consult with stakeholders, to

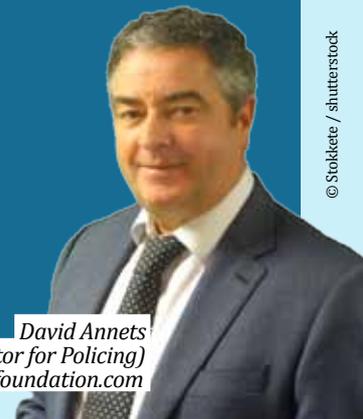
coach staff, to win support and produce meaningful arguments that can prove your knowledge and skills can be successfully transferred to the bottom line of someone else's business: in essence, evidencing specific improvements, giving the client a real return on their investment in you. You might, also, need to design a training package.

So, what professional learning and development qualifications have you gained to show prospective clients that you can do this successfully?

And how do you evidence that you have been trained to the best standards possible, not only for your Service skills, but in learning and development? How can you evidence that you have invested in your own personal development, and that you understand that you are delivering what the client really needs, and not just something that you feel you are good at 'delivering'.

**The answer:**

The Training Accreditation Programme (TAP<sup>®</sup>) offers a wide portfolio of opportunities at all levels of L&D that will quickly give resettling service personnel a range of lifelong skills and professional qualifications to better prepare them as they transfer from Service to Civilian life, and qualifications that are awarded by the British Institute for Learning and Development. For those Service personnel that already have subject matter skills, TAP<sup>®</sup> provide a matrix of qualifications that can provide the necessary professional skills, for example, to carry out L&D Consultancy, Coaching, Training Needs Analysis, Facilitation and Training Delivery, Design and Development, all of which will prove useful in any new personal business venture or consultancy.



**David Annets**  
(TAP Global Director for Policing)  
D.Annets@trainingfoundation.com

**The Queen's Award for Enterprise: Innovation in Quality Assurance of Learning and Development.** The staff here at The Training Foundation are quite rightly delighted and extremely proud that Her Majesty The Queen has conferred upon us a second Queen's Award for Innovation in 2016, on this occasion for 'Innovation in the Quality Assurance of Learning & Development'.

We are the only training provider to have ever won The Queen's Award for Innovation twice, so we are understandably doubly proud!

The Training Foundation are also proud to be recognized as an Approved Learning Provider through ELCAS (Enhanced Learning Credits Administration Services). ELCAS provides financial support in the form of a single up-front payment in each of a maximum of

3 separate financial years, towards nationally recognized qualifications.

In fact, today more than half the FTSE100 and many hundreds of other private and public sector employers, across all industries and the world, are benefiting from TAP®. These are the companies that you may be considering joining post resettlement. Please see what our clients say about TAP® on our website [www.tap-training.com](http://www.tap-training.com)

If you would like to find out more about TAP® and our onsite or public scheduled programmes, please call our dedicated Account Managers on 02476 411288, 'livechat' through our website or write to [info@tap-training.com](mailto:info@tap-training.com).  
Adrian Stokes, Managing Director  
Tel: 02476 411288  
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left to right, Paul Edmondson, Director of Training; Chris Sutton, Director of Sales; Adrian Stokes, Managing Director

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A Career in the Financial Sector with Hire a Hero and Fidelity



Working in partnership with Hire a Hero, global investment and retirement savings business Fidelity International are offering those who have served the opportunity to get to grips with a career in the financial sector through a civilian work attachment.

A civilian work attachment or work placement can be unknown territory to those who have served but offers invaluable insight through practical, hands on experience of a job role in civilian life.

Our civilian work attachments in partnership with Fidelity aim to provide a realistic view of the financial sector and career prospects to ex-military personnel. Be this an area which you have considered previously or not, Fidelity are offering a variety of work placements including; Operational Development, Bridge Operations, Retail Operations and Advisor Proposition Consultant.

While you work directly with the Fidelity team, Hire a Hero guarantee on-going support to ensure that you are gaining as much as you can from the experience and time with the company while taking in to account your individual transition and all the factors that come with this.

Your time with Fidelity will allow you to get sector and civilian specific on-the-job training, experience of working in a civilian environment, increased knowledge of sectors and roles across the business, inclusion in vast civilian networks and most importantly, build your confidence in your own abilities to make a successful transition to civilian life.

Civilian work attachments are a key recommendation outlined in Lord Ashcroft's, Veterans Transition Review for those making the transition given the benefits to those who have served as well as enhancing the resettlement period and process generally on an individual level.

These varied opportunities with Fidelity are ideal for anyone still serving and with Graduated Resettlement Time available to them.

If you are interested in finding out more about joining the Fidelity team through a civilian work attachment we are hosting webinars in partnership with the Officers Association, allowing ex-military personnel to gain a more in-depth view of the various opportunities. This is also to be followed with an insight day where you can meet with the Fidelity team at their own offices

and chat with them directly about your interests and goals.

At Hire a Hero we know that the transition is not one size fits all so we aim to ensure that these civilian work attachments are as adaptable and accessible to all those who have served.

If you are unsure that any of these roles are a good fit for you but are still interested in exploring a civilian work attachment with Fidelity further then the Hire a Hero are on hand to support you.



For more information  
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Call: 01495 761084  
email: [axel@hireaherouk.org](mailto:axel@hireaherouk.org)

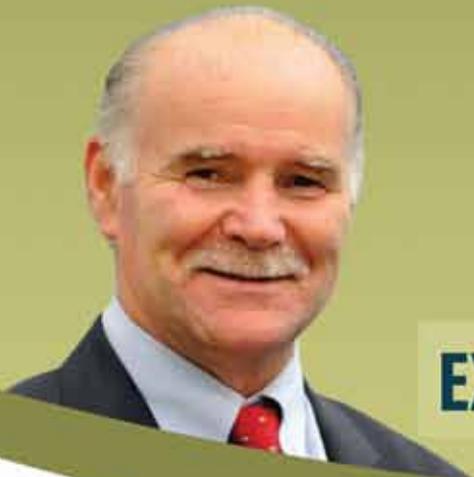


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# Outlaw discrimination against military spouses, urges CSJ



Military spouses face discrimination from employers when seeking work, the CSJ has learnt.

**M**ilitary spouses face discrimination from bosses who see them as unreliable and transient, the Centre for Social Justice (CSJ) has found.

The report, published in partnership with the Forces in Mind Trust, has found that military spouses struggle to find work, leaving them bored and frustrated and often being the trigger for breakdown of the couple's marriage.

Frequent relocations, the lack of available training courses and the limited employment opportunities on bases and abroad are cited as reasons for the poor employment prospects of military spouses.

Philippa Stroud, Executive Director of the Centre for Social Justice, commented: "It is totally unacceptable that spouses who already have to endure the anguish of seeing their loved-ones risk their lives also have their own life chances diminished.

"It is vital for the wellbeing of military spouses and that of their families to tackle the causes of their blighted job prospects.

"Serving in the military requires personnel to endure the traumas of conflict. Stable, married relationships have been found to be one of the most effective ways of boosting resistance to the destabilising pressures of warfare."

"It is therefore entirely in the interests of the Ministry of Defence to invest as much in

upskilling and providing careers advice to military spouses as military personnel themselves."

Ray Lock, Chief Executive of Forces in Mind Trust, commented: "The spouse of a Serviceman or woman is often the lynchpin in their lives, keeping their families together and providing them with critical emotional support.

"Previous work by Forces in Mind Trust has demonstrated a clear linkage between a stable, resilient and economically prepared family and the likelihood that the Service leaver from that family will successfully transition into civilian life.

"A spouse who is in employment and personally fulfilled is best placed to help someone transitioning out of the Armed Forces to avoid problems of poor mental health, getting into debt or becoming long-term unemployed themselves.

"Families are self-reinforcing units – what is good for one member very often is good for all. Making sure that family members are equipped to support and sustain each other gives them a better chance in that transition into civilian life."

Having a spouse in employment was also found to raise the chances of ex-service personnel finding a job. Unemployment among ex-military has remained stubbornly higher than the national average at 8 per cent as compared to 5 per cent. An employed

spouse can offer CV advice and use their work contacts to assist the transition to the civilian workplace.

As well as discrimination, military spouses suffer from a lack of opportunity. Low skilled jobs on military bases are increasingly being contracted out by the Ministry of Defence, leaving the option of working as a cleaner or serving in a canteen ever more unavailable.

Spouses often find themselves isolated on remote bases, sometimes unable to afford the bus fare to the nearest town to seek employment.

"For military families living abroad, we have heard that there are even more obstacles to overcome when applying for jobs. When abroad, spouses face employment barriers such as language, short-term residence and lack of access to training," the CSJ report says.

"Just as poor opportunities on base can harm spouses' chances of employment, so too can postings. Not only does this limit training opportunities for those with poor qualifications it also severely limits career opportunities for those with developed skills.

"86 per cent of the military spouses cited a lack of qualifications – in the form of both work experience and education – as a reason why they had not found a job.

"Each time military families are uprooted and deployed to another location, military spouses invariably have to deal with losing their local network of support, local knowledge, and qualifications. This is particularly true of jobs that rely on local knowledge, experience and reputation to build up a viable clientele of customers.

"Over 25 per cent of spouses whose partners had been posted abroad could not find employment. It leads spouses to resort to applying to jobs that are low-skilled, far lower than non-military women and men with equivalent qualifications would apply for, in order to get work."

The CSJ recommends that the Government introduce legislation to make it illegal for employers to ask a job applicant whether they are married to someone serving in the Armed Forces.

It also recommends that the Ministry of Defence should commit to helping all service personnel and their spouses achieve an A\* to C in GCSE English and maths within four years of entering service, or four years after marrying a serviceman or woman. ●

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or call 0113 812 7550.



# Hard Extraction

## Making sense of the civilian job market

It is often a daunting task launching your new career; particularly when you are moving in to the uncharted waters of civilian life.

**M**any military leavers often find comfort by moving in to familiar uniformed areas such as the police force, prison service, fire brigade and security companies with others focusing their transitions on their specialist skills such as construction (Royal Engineers), telecoms (Royal Signals) and logistics (Royal Logistic Corps).

However when we look under the skin of military life and the demands of 'living on the knife edge' of operational deployment, we can see many more transferable skills than may be apparent on the conventional CV.

The challenges of maintaining sustained

operational deployment can require far more evidence of 'personal character' and 'integrity' than conventional civilian roles. Those with this experience also demonstrate innovative and flexible thinking, cross cultural awareness, whilst being dynamic, task-oriented team players who can collectively think one or two steps ahead of the game with the aim to devise strategies that cope with every contingency.

Key is the realisation that military personnel have the ability to work continually within shifting ambiguity,

a reality that often calls on the employment of the deep skills of insight and wisdom that you only gain through experience. There are two major problems with such capabilities: firstly, these higher skills are often not seen on conventional civilian job descriptions and, if not articulated, are just missed; secondly, the very nature of these soft skills is that they subtly evolve over time and therefore are implicit in the way every military service man or woman works. The result is that they become subtle and complex and are not necessarily fully apparent to the individual.

### TEAM TALK - SOCIAL SKILLS

Often an under-used word by veterans is that of 'team' work. It is not suggesting ex-military applicants do not say they have experience of team work but that they do not give good examples of what it actually is and how they can demonstrate it. They assume it is a given and that the average HR recruitment manager will understand what military life is all about. Unfortunately this is not the case in the civilian world with many young HR managers only having a tenuous connection to the military, for example via their grandparents or what they read or see in the media.

This is a shame as good team working is high on employers' priority lists and therefore there is a serious need for veterans to 'talk up' their skills and explain



why they are important to the potential employer. This includes demonstrating your awareness of the appropriate vocabulary such as you can **collaborate**, **influence** and **compromise** as well as demonstrating personal effectiveness in **leading change**, **persuasiveness**, and expertise in **building** and **leading teams**. What this means at a deeper leadership level is that you can demonstrate that you have **team insight**, **creativity**, **skill**, **proficiency** and **mastery** in **managing relationships**, **building collaborative networks**, **finding common ground** and **building rapport**. In other words you get things done by using your personal charisma and amassed influencing skills.

### SMALL TO MEDIUM BUSINESS (SMEs) – NEED TEAM PLAYERS

There are some 5.4 million SMEs in the UK (with fewer than 250 employees), which is well over 99% of all UK businesses employing 15.6 million people or 60% of all private sector employment. Clearly SMEs not only make a major contribution to the UK economy but also present considerable potential for employment to veterans. Often these organisations are fairly flat in design and, once employed, you can find yourself working directly with directors and other key decision-makers;

therefore there is often potential for the right person to move up the chain of command quite quickly.

If team work is important in large businesses then it should be seen as vital in a small business as they rely heavily on the effective teamwork and collaboration of employees at all levels of the organisation (this includes the boardroom). If the employees fail to work together positively and collaboratively, this can have a major impact on business performance. This not only has a major

impact on the particular business initiative they are attempting to achieve but also on the direct working environment as this can create very negative and disruptive relationships. Therefore, it is essential to hire people who have personal **resilience** and **integrity** who do not naïvely abdicate responsibility but see the job through and take their people with them: skills that are second nature to service personnel.

### PERSONAL POWER

However, it can be argued that these wisdoms, like high awareness and emotional qualities, build personal resilience and can be far more relevant to working life than conventional intelligence (IQ). There is considerable evidence that over-reliance on IQ can promote leaders who are socially and inter-personally inept and with the potential to be morally unaware.

It is suggested that individuals who have the ability to read their environment, perceive emotions and clearly identify the needs of their teams are highly important to organisational development. Today considerable kudos and value is given to individuals who are masters of their emotions. Having the skill to access and adapt their behaviours, management styles, attitudes, interpersonal skills and judgment can enable them to think strategically before acting so that they inspire and motivate their team.

### SUMMARY

Reading the environment and understanding the language of business can be something quite alien to military personnel which can result in individuals under-selling themselves, particularly in the 'soft skills' arena. These skills are ever-increasing in importance in today's employment market. Key is to 'grasp' what the employer wants and how YOU will enable them to achieve it: often this can be demonstrated easily by digging into your repertoire of personal experiences that may seem insignificant to you but awe-inspiring to a would-be employer.



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# TAKE TO THE OPEN ROAD



The Open University

It's going to be harder than ever to slide effortlessly back into civilian life. With the global economy under attack in all continents, nobody is fully protected. Leaving the Army, Navy or RAF suddenly pitches you into a new battle. The fight for a good job. On the bright side, the skills you've gained, and the experiences you've had provide a tremendous basis for a worthwhile career in civvy street. What they don't give you is a free pass. The important thing is that you're not on your own. The MoD is strongly committed to resettlement, to offering the help and tools that make sure you land on your feet when you leave. To do that, the MoD works closely with a number of organisations who can maximise your talents and help smooth the path into a job that's probably going to feel very different to the one you're used to. One of the best known and most respected of those organisations is The Open University.

## Open road - a road well trodden

The relationship between the three services and The Open University goes back a long way and, make no mistake, it's special. Special because The Open University - let's call them the OU, everyone else does - lights up a clearer and more exciting career path. It doesn't matter what rank you've achieved, where you've served, what unit or trade you're in or what your personal interests are, the OU can build on that. Basically, the OU can make you more attractive to a civilian employer.

At the moment, more than 2,000 service personnel and their dependents are taking advantage of the special relationship between the OU and the Armed Forces. Many others who have left the forces are starting or continuing to study with the one university that suits an income-earning lifestyle. The OU not only offers them the freedom that comes with its renowned distance learning style of study but also the benefit of choice. You'll find a course from the OU that fits with what you've done before, with what your interests and talents are and with where you want to go. Take your pick from over 600 OU and Open University Business School courses and make the most of the cost, flexibility and quality advantages on offer.

"There is a huge range of courses available and suitable for service personnel enabling preparation for resettlement and the ensuing competition for jobs," says Paul Drake, Business Development Manager at the OU.

## If you're still serving

If your eye is on where you want to be when you go back to being a civvy but you're still in post, the sensible move is to make the most of the Ministry of Defence's Enhanced Learning Credits scheme ([www.enhancedlearningcredits.com](http://www.enhancedlearningcredits.com)). This initiative promotes lifelong learning amongst members of the armed forces by granting financial support, based on length of service, towards the costs of personal or career development from approved suppliers like the OU.

The OU's flexible distance learning format is ideal for those in the armed forces, as you'll be able to work your studies around your shifts and postings. Studying with the OU while in the services has two purposes: to advance your service career and to prepare you for a new career in the fiercely competitive civilian jobs market.

Most of the courses taken by service personnel aren't entirely academic in focus. They draw directly on your personal experience in the roles you have done or are doing. When they are rooted in the workplace like this, they can lead to a named qualification which is powerful evidence of your professional ability and skills.

## Open road to teaching and business

For example, if you're thinking about teaching, then studying for a BSc (Honours) in Sport, Fitness and Coaching with the OU can provide you with leadership and coaching skills that will enhance your career prospects. The OU offers a modular programme that allows flexible patterns of study which can be completed in as little as three years, which will suit those whose circumstances prevent them from taking a traditional full-time course.

For the large number of service personnel with a leadership background, the OU also offers undergraduate and postgraduate routes into a career in business.

The BA (Honours) in Business Management and our triple-accredited MBA are flexible, distance learning routes to qualifications that are respected by FTSE 100 companies such as KPMG, Rolls-Royce and Pfizer. In fact, 86% of FTSE 100 companies have sponsored staff on OU courses.

To find out how The Open University could help you broaden your career horizons or be better equipped for civilian life, visit

[www.openuniversity.co.uk/easyresettlement](http://www.openuniversity.co.uk/easyresettlement)

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# START



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## Preparing the way

Over the past six months Lancashire-based social enterprise Join Forces has been gathering momentum in the community with their military, veteran and service family awareness training.

**T**he training, delivered by Founder and Creative Director Gemma Margerison, is a bespoke package tailored to meet the needs of businesses, public sector organisations, or educational institutions, and aims to help create a "service savvy" workforce. "The training provided by Join

Forces aims to raise the level of awareness among frontline staff, recruiters, teachers, and policy makers," says Gemma. "The idea behind this is to ensure that members of the military community will receive the level of care they need to give them equal opportunities with the civilian population." Miss Margerison first began

working with military veterans through volunteering with the Lancashire Armed Forces Community Covenant. "I knew very little about the military community when I began supporting with the covenant," she says. "I did a lot of research as part of my role and, when the training of frontline staff was identified as a local and national priority, I wanted to set something up to share the knowledge I had gained." Since then Gemma has delivered a number of training sessions and also presented at Lancashire County Council's Army Engagement Event.

The training itself is made up of three parts: serving personnel and reservists, military spouses and children, and the veteran population. "These sections work as stand-alone sessions, for example schools might wish to just focus on the needs of military children, or it can be delivered as a full day comprehensive overview," says Gemma. "The aim is that by the end of the sessions delegates will understand: the importance of identifying members of the military community, how to support them in workplace/school etc., and where to signpost them if they need additional help."

Join Forces is set to go on a tour of the councils in Lancashire over summer 2016, with 14 local councils invited to receive a full day training course. A full schedule of the tour is set to be released in conjunction with Armed Forces Day on 25th June. "Join Forces has been really well received and we've had a lot of support from the Lancashire Covenant in particular," says Gemma. "I'm really excited to be a part of something that encourages and promotes integration by preparing the local community, it's our little way of giving something back."



You can follow Join Forces on Twitter @joinforceteam or @gemmajoinforces

Or you can email for more information on [joinforceteam@gmail.com](mailto:joinforceteam@gmail.com) ●

### BIO

Gemma Margerison grew up in Preston, Lancashire and studied a BA (Hons) in English Literature and Creative Writing at the University of Central Lancashire. After graduating in 2009 Gemma travelled to New Zealand where she spent the next three and a half years living and working as a Senior Reporter for a national newspaper.

On returning to the UK in 2013 Gemma started her employment with Lancashire County Council where she discovered her passion for supporting the military community.

In 2014 Gemma began a part time master's degree in International Relations at Liverpool Hope University and is due to graduate in January 2017.



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If you would like to know more about how the company can help you or your organisation, visit website [www.totaltrainingsupport.com](http://www.totaltrainingsupport.com), telephone **07734 172223** or email [info@totaltrainingsupport.com](mailto:info@totaltrainingsupport.com).

Based at the Cranfield Technology Park Innovation Centre, Cranfield University in the UK, Total Training Support is located conveniently for access to all London airports. They supply products and services anywhere in the World.

## ICAT

The International Centre for Aerospace Training (ICAT) is based in the South Wales St Athan Enterprise Zone and is situated next to Cardiff Airport. It is one of the leading providers of Training, Consultancy and Products to the aviation industry.

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For more information on the full range of products and services, visit the company's website, [www.part66.com](http://www.part66.com) or email [info@part66.co.uk](mailto:info@part66.co.uk).

### TSA GROUP

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TSA Group understands and implements governmental security legislation in practical ways to deliver and maintain

operational effectiveness and business profitability.

The company was founded initially as a cargo compliance security provider. Over the years it has evolved its offerings to include a wider range of consultancy services, aviation security compliance training programmes, careers assistance and a comprehensive range of familiarisation and compliance training programmes available on-line.

It claims that its growth has come about through the experience of its high quality and experienced staff and their commitment and passion towards the industry. Its client base has also grown to include many of the major players in the industry.

TSA has been providing a range of Department for Transport certified security training courses since 2006. Its professional and experienced staff fully understand the technical security aspects, and their impact on business processes and profitability. They have delivered security related training to over 3000

individuals in the aviation sector.

All training can be delivered in-house or in its own specially adapted training rooms by Heathrow Airport.

TSA became a Career Transition Partnership (CTP) preferred supplier in 2009. Since then the company has been working very closely with the CTP, which has proven to be a successful partnership. Many service leavers have benefited from TSA Group training and the direct contact with the industry that has been provided. Many of them have gained employment within the sector.

Additionally, TSA On-Line provides training courses which can be purchased personally and directly, and undertaken on-line. More advanced and specialised courses are also available and a full range can be accessed through the company's website, <https://tsagp.com>.

These are only available to accredited organisations which have account facilities with them and have been issued with log-on usernames and passwords.

TSA on-line courses proved to be well received by its clients as they provide the candidate with an easy solution without compromising the quality of the course.

All TSA courses are of a high standard and visually sophisticated, which makes the on-line experience a lot more attractive and enjoyable. You can get more information on the full range of aviation management and security courses and qualifications available through TSA Group from the website or by telephoning **0208 831 0724**. Some TSA Group training courses are also available in Dubai.

### AEROPEOPLE

Another company worth talking to is Aero People. For many years Aeropeople has delivered EASA145 training courses to maintenance organisations and individuals, alike, in the UK and Worldwide.

The company realised there was a significant requirement for a quality product 'on line' training to make it easier and more

cost effective. This web site was created for ease of access, operation and improved quality of material.

Aeropeople Training is a division of Aeropeople Ltd which is the market leader in aerospace recruitment, engineering, maintenance and repair services, providing its customers with a wide range of compliant solutions

to suit specific business needs ranging from complete project management to the supply of manpower.

To find out more about Aeropeople's full offering of training courses and permanent and temporary recruitment services visit the website [www.aeropeople.com](http://www.aeropeople.com) or telephone **01223 373333**.

# On the road to Jerusalem

Leaving the Army can lead some people to re-evaluate their lives and careers and give thought to how they spend their spare time.

We see many service leavers undertaking some most unusual challenges, often for the benefit of service charities and injured or disabled servicemen and women.

Last year, Lt Col Mark Randall, a former commanding officer of the Royal Gibraltar Regiment walked from Cardiff to Gibraltar and raised £17,000 for charity, from the walk and subsequent sales of the book; *Walk to the Rock*.

No sooner had his former Regiment fired the salute from Cardiff Castle to mark the Queen's Birthday, Mark was on his way back to his beloved Rock, on foot, with just a small pack and the minimum of equipment and his now notorious sandals, which have become known as the 'sandals of fire', or 'sandals grey' to the more military minded.

Mark trekked across Europe completing his gruelling journey in just 75 days.

That amount of walking would be enough to last most people a lifetime but on 1st April (some would say an appropriate day) this year Mark set off from Gibraltar to start his next major challenge – to walk from the iconic

Rock, Britain's outpost in the Mediterranean, to Jerusalem. A journey of over 5,300 miles which could take him as long as a year.

The walk will be unsupported. Friends and members of the Regiment, and groups and organizations who will benefit from his efforts, are joining him for some legs of the journey. But mostly he will be on his own.

Goodwill messages have been presented by the Mayor and representatives of the main religions in Gibraltar, which Mark will carry to Jerusalem.



The Royal Gibraltar Regiment Benevolent Fund and children's charities in Gibraltar and Morocco will be the beneficiaries.

His journey will see him travel through 15 countries, many of them challenging. The list is long and includes Spain, Portugal, France, Italy with a detour to Rome and then back to Vienna, Slovenia, Croatia, Bosnia, Montenegro, Albania, Macedonia, Greece, Turkey, Cyprus and Israel.

"I felt very, very anxious which is normal, with butterflies in my tummy, but today I feel excited,"

Colonel Randall said as he started his journey with a ceremony at the Shrine of our Lady of Europe. He was joined by the Religious leaders of every community represented in Gibraltar, representatives of the Gibraltar Government and his Regiment and Armed Forces.

"I think what I just experienced with the ceremony in the shrine and seeing so many people here to support me. It has made me feel more at ease with myself now."

"I feel excited, looking ahead to the next few days, the next few months and the year."

"People ask if it is going to take me nine months or 12 months, well the reality is, I don't know," he said.

"But when you start working out the kilometres and my average with a few rest days, I reckon it could be between nine or 12 months."

"It also depends on the refugee situation coming up through the Balkans, Greece and Turkey in particular, and it depends on my own injuries."

When asked how he felt about crossing the countries where the refugee crisis emanated he said was excited.

"I am really looking forward to the Balkan's because I spent over a year in different military tours and operations," he said.

"Greece I have been to before, but I have never been to Turkey so that will be fresh, and I have never been to Cyprus or Israel."



Cheques can be made out to the RG Benevolent Fund and sent to Captain John Pitto, Adjutant, the Royal Gibraltar Regiment, Devils Tower Camp, BFPO 52 or donations made by PayPal – [bufandboy@gmail.com](mailto:bufandboy@gmail.com) This email address is being protected from spambots. You need JavaScript enabled to view it.



You can follow his journey on Twitter@bufandboy or 'Mark Randall' on Facebook. ●



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**Michael Kennedy, April 2016, CP, Surveillance, PI**

*Argus has served up a whole new perspective on how I feel about Close Protection; it was a good course. As a team we managed to get all of the work completed to a good standard. The training team is approachable, have years of experience and are always there to give direction if required. Pleased*

*with my time with Argus Europe. kennyguns (at) hotmail.com*

**Adam Nesfield, April 2016, CP, Surveillance, PI**

*The course was excellent throughout, well worth doing. adamnes (at) gmail.com*

**Nicholas Scott, April 2016, CP, Surveillance, FPOS(i)**

*A very good course, excellent instruction, highly recommended.*

**Julian Moses, December 2015, CP, Surveillance, FPOS(i)**

*Excellent course, well run. Accommodation more than adequate. Came away feeling confident and looking to apply new skills. julmoses1974 (at) gmail.com*

*Natasha McCabe, December 2015, CP, Surveillance, FPOS(i) As someone with no Police or Military service I was nervous to enter such a highly reputable TP,*

*however the minute I arrived help was readily available. Now that I am qualified I know that I can still turn to Argus for on-going support! natalia.ann05 (at) gmail.com*

**Andrew Ford, April 2015, CP, Surveillance, FPOS(i)**

*The course is a real eye opener to surveillance and close protection. If you are leaving the military and have ELCAS then this course is a no brainer. Great course, excellent, friendly instructors who help in any way that they can. andrewford2534@hotmail.co.uk*

**Richard Clark, April 2015, CP, Surveillance, PI, FPOS(i)**

*Whilst critically cynical of the need to undergo such a course I strongly believe that this course will direct the way I move forward in the security industry. The course focuses more on the very necessary CP + surveillance skills, the added value comes from the in-depth knowledge and*

*experience of those who instruct. richard.clark984@mail.com*

**Iain Dawson, October 2014, CP, Surveillance, FPOS(i)**

*This is the best course that I have done since leaving the Royal Marines. Training and instruction second to none. Friendly and approachable throughout the whole course. stirling23@hotmail.co.uk*

**Ronnie Scott, October 2014, CP, Surveillance, PI**

*After 24 years military service – this is the best course that I have done! ronnie.scott8@btinternet.com*

**Mike Jeffrey, September 2014, CP, Surveillance, PI, FPOS(i)**

*Soon to be ex Royal Navy. If you are looking for to start a career in Private Investigations, Surveillance or Close Protection then take a look at these guys! Please feel free to e-mail me! michael.jeffrey@vmx.com*

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# INVICTUS GAMES

ORLANDO 2016



## It's Tough to Speak Up

### Reducing the Stigma of Invisible Wounds

*Open and Candid Discussion at the Invictus Games Symposium on Invisible Wounds Presented by the George W. Bush Institute*

Service members are put through some of the most intense and challenging training. A training that prepares them for physical and mental toughness. But it is that intensity and mental toughness that may also make it hard to recognize or acknowledge issues associated with post-traumatic stress or mental health. For all our international service members, it's too often a challenge disregarded.

"With my fighting background, I never thought I would be in a position to question my mental stability," said Paul Warren, Invictus Games 2016 Australian Team Captain.

With representatives from all fourteen nations

competing at the Invictus Games, the **Invictus Games Symposium on Invisible Wounds Presented by The George W. Bush Institute** offered a unique international perspective on the obstacles faced by returning servicemen and women. Throughout four hours of discussion, policy makers, competitors, medical and health care experts discussed solutions to help returning servicemen and women overcome the invisible wounds of war, specifically traumatic brain injury, post-traumatic stress, and other psychological health issues.

Prince Harry, President Bush and Laura Bush began the conversation with a discussion about **how society must rid itself of the stigmas associated**

with psychological health issues in order to find a solution. President Bush and Prince Harry both acknowledged that many times invisible wounds are not treated in the same way as visible wounds.

"Invictus 2014 smashed stigma on visible injuries. This year can do the same on invisible injuries," Prince Harry said at the symposium.

Competitors and caregivers discussed the barriers to seeking care for their condition, including stigmas and stereotypes and the stress on caregivers.

Invictus Games 2016 competitor Sgt. Israel Del Toro, United States Air Force, and Invictus Games 2014 competitor LCpl John James "JJ" Chalmers talked about their invisible wounds and the role sport played in their recovery.

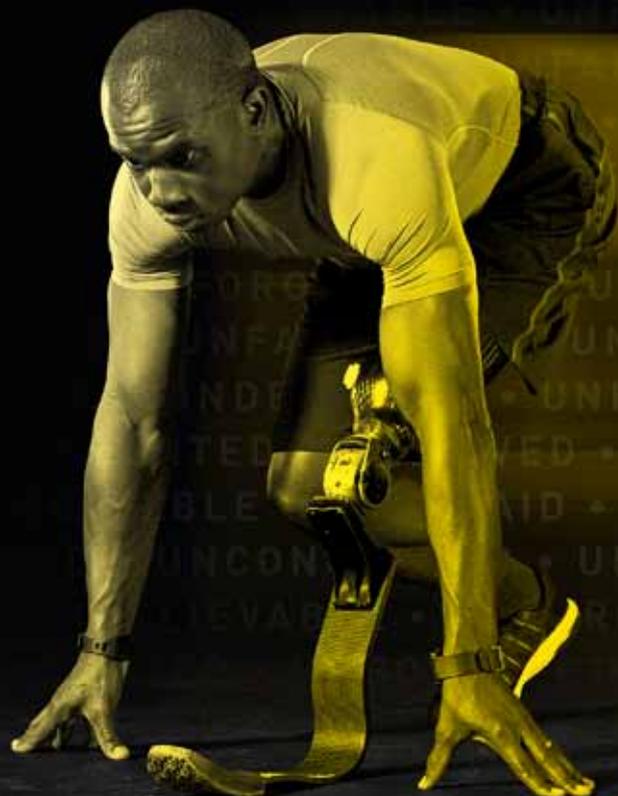
"It's harder on the families because they are the ones that are with you every day,"

*You were courageous before you got hurt, you're courageous now, and seeking help is a sign of courage*

George W. Bush

said Sgt. Israel Del Toro, who was burned over 80 percent of his body and given a 15 percent chance to live as a result of an IED blast in Afghanistan in 2005.

Medical and policy experts offered insights about the scale and scope of invisible wounds and asserted that improved diagnostics are needed to better understand PTS and TBI and individualized care is critical. Several influencers concluded the symposium with suggestions for navigating and improving systems of care – including support for caregivers.





## Invictus Games Orlando 2016 Kicks Off with Unforgettable Opening Ceremony

*Prince Harry, First Lady Michelle Obama and Morgan Freeman join almost 500 service members to celebrate a week of competition, adaptive sport and recovery*

**Kissimmee, Fla.  
(May 8, 2016)**

A sold-out audience celebrated the commencement of the Invictus Games Orlando 2016, presented by Jaguar Land Rover, with an awe-inspiring Opening Ceremony. At the center of the celebration was a focus on the moving stories and invincible spirit of the almost 500 competitors from 14 nations. The brave service men and women paraded through an interactive 3-D cube that was uniquely designed for the ceremony and emblazoned with the colors of each nation and images of comradery. Competitors were welcomed by their friends, family and caregivers following the procession.

"The creation of the Opening Ceremony as a development," said Sara Donaldson, Executive Producer of Invictus Games 2016 Orlando Opening and Closing Ceremonies. "It shows a progression of the Games and is a step forward from what we created in London and what we will see in Toronto in 2017."

To celebrate the arrival of servicemen and women from around the world, international singer Laura Wright took the stage and gave a spine tingling performance of her original song, "Invincible," which she composed for the inaugural Invictus Games in London in 2014.

As U.S. Team Captain Will Reynolds discussed the

significance of the Invictus Games flag tour, a Pave Hawk helicopter made a dramatic entrance when it dropped down next to Champion Stadium, setting the tone for an inspiring event. Stepping out of the helicopter, U.S. Air Force Staff Sergeant August O'Neill was greeted by his German shepherd companion, Kai. Reciting the Pararescue motto, The Things We Do. That Others May Live, Captain Will Reynolds and SSGT O'Neill watched as the U.S. Air Force Color Guard raised the Invictus Flag next to the flag of the United States, symbolizing that together they are unconquered.

Invictus Games Organizing Committee Chairman Ken Fisher took the stage to give thanks to those that brought the Games to life and to share his reason for becoming involved. "To me it is about three worlds – honor, educate and inspire. We will seek to honor service to country and the sacrifices made by the entire military family. We will seek to educate people around the globe about the devastating impact of the unseen wounds of war, and we will seek to inspire those at home who suffer in silence to re-engage with society and seek treatment that is available."

The Opening Ceremony, co-presented by Jaguar Land Rover and The Walt Disney Company, was filled with unprecedented performances, including the U.S. Army Band, the Army Old Guard Fife and







Drum Corps, and the Marine Corps Silent Drill Platoon, which marked the first time all three bands performed in one central location. Headliner and international star, James Blunt, once an active-duty officer in the British Army, also performed his hit single "You're Beautiful," and additional songs from his albums "All the Lost Souls," "Some Kind of Trouble" and "Moon Landing."

After Blunt's electrifying performance, audiences roared as Prince Harry and First Lady Michelle Obama took the stage to greet the competitors and

their families and share how the competitors have inspired them.

"I had to create the Invictus Games – to build a platform for all those who have served to prove to the world what they have to offer," said Prince Harry. "You will be inspired. You will be moved."

"I am here to honor all of you, our extraordinary service members, veterans and of course our military families," said Michelle Obama. "You are all truly amazing. I am inspired by your courage. I am inspired by the sacrifices you make every single day."

Following their remarks, Morgan Freeman had the honor of leading the audience in reciting the Invictus Games pledge and introducing three story tellers, MSgt Israel Del Toro Jr., LCpl John-James Chalmers and Louis Nethercott. The audience rose to their feet, giving a standing ovation as the three servicemen told their Invictus stories and shared how they were able to overcome visible and invisible wounds of war with the support of their caregivers.

"The choices [my wife] had to make were hard on her. When she gave me the ultimatum she didn't realize

## About Invictus Games Orlando 2016

Presented by Jaguar Land Rover, the Invictus Games Orlando 2016 are the only international adaptive sporting event for injured active duty and veteran service members. The Games use the power of sport to inspire recovery, support rehabilitation and generate a wider understanding and respect of all those who serve their country as well as their families and caregivers. Almost 500 competitors from 14 countries will compete in 10 adaptive sports. The Official Supporters are the Walt Disney Company, Fisher House Foundation, the Wounded Warrior Project, Fisher Bothers, Sage, the Coca-Cola Company, Deloitte, Experience Kissimmee, Capital One, Invacare, Ottobock.

why I wanted to stay in [the Air Force]. It was when I got hurt that she understood – she understood the military is a family and that she was never left alone. They had her back. They had my son's back," said Israel Del Toro. "I am like the legendary phoenix. I am reborn from these ashes and these flames have made me stronger."

For the finale, the 150-member Center for American Military Music Opportunities (CAMMO) choir, arranged by John Metcalfe, performed the Invictus Anthem. The Invictus Anthem was adapted from William Ernest Henley's poem "Invictus," which reads, "I am the master of my fate: I am the captain of my soul."



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BAE Systems offers employment from complex engineering projects to effective business management, through to promoting the company's vision and values and ensuring the highest standards of quality. Find a career with BAE Systems by initially visiting [www.baesystems.com](http://www.baesystems.com).

BAE businesses cover everything from electronic warfare systems to intelligence gathering to armoured vehicles, ranging from applied intelligence, military, aerospace and marine to security and platforms and services. The company can offer vacancies in the UK, USA, Australia, Saudi Arabia and Sweden. The website provides a comprehensive lists of opportunities and has a user friendly search and enquiry facility.



### THE UK DEFENCE INDUSTRY

The UK defence industry employs about 400,000 people, with around 50,000 jobs dependent on the export market. It directly employs 155,000 people in the UK generating £22.1 billion turnover. In addition, the Industry indirectly employs another 145,000 people in the supply chain.

It is the largest exporter of defence equipment and services in Europe and second only to the United States in the World with over £8 billion of sales in 2012. Britain's defence and security exports totalled £11.5bn last year: some £2.7bn coming from the security sector, with cyber security systems now accounting for almost £1bn of this amount.

The UK Government defence budget is still the fourth largest in the world, spending around £160bn over the next ten years on equipment and support.

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### CGI CAREERS IN DEFENCE

CGI has supported UK Defence for over 40 years, building a reputation for end-to-end information solutions. Military personnel rely on the company for large, complex programmes: from business, logistics and management information to frontline operations. CGI believe in Information Enabled Capability (IEC) – a world where the focus is on the information content required to support capability, rather than the systems or infrastructure that's used to provide it. The Ministry of Defence (MOD) exploits information for effective, efficient operations. The right information, in the hands of the right people at the right time, is a powerful force.

As prime contractor on key defence capabilities such as the medical programme DMICP and artillery system FC BISA, CGI delivers some of the most sensitive and secure programmes to the MOD and UK government. Technology changes at a breakneck pace. A company spokesman said: "We enhance military capability with the best ideas and innovations from diverse markets such as financial services, health, telecoms, media & utilities, manufacturing, retail and distribution, oil and gas and public sector.

"We continue to grow our business and are looking for professionals interested in developing their careers within Defence. If you are a technology professional, software engineer or Defence subject matter expert, we'd like to hear from you."

CGI is a global business with 65,000 professionals in 40 countries across the Americas, Asia-Pacific and Europe who provide end-to-end IT and business process services that facilitate the ongoing evolution of its clients' businesses.

Across the UK it has around 6000 members who bring specific industry knowledge with a broad range of client experience in order to be a true local partner. The company claims to 'differentiate ourselves by our way of working — approachable, flexible and easy to do business with.'

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## ATKINS

### ATKINS

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Protecting the security of our home and of our citizens abroad is one of government's highest priorities. Atkins supports government defence departments and the wider defence industry through the provision of engineering, technical and project management advice. Its role as a trusted advisor allows it to offer rewarding careers to people who want to enhance their skills and build on their experience in this dynamic sector.

There is a wide range of expertise within the Atkins team. From systems engineering to mechanical design and analysis, and from control and instrumentation, to complex infrastructure design and project management. The diversity of opportunities available is matched by the scope and complexity of the projects that the company is tasked with. The company claims: "We are the largest consultant engineer to the defence market in the UK and our multidiscipline approach means there are also opportunities to work in the Middle East, within the sector or on other large scale infrastructure projects.

"We can't always shout about the work we're involved in. Instead, we are quietly doing brilliant things for our clients. We are expected to draw on the latest technology and advanced engineering methods so investing in our people's skills and professional development means we all stay ahead of the competition."

In January of this year Atkins was recognised by Defence Secretary Michael Fallon for its outstanding commitment to the Armed Forces when it was presented with a Gold Employer Recognition Scheme (ERS) award.

The design, engineering and project management consultancy was also one of the organisations that met the Prime Minister that evening for an Armed Forces Covenant event at No.10 Downing Street. Atkins' UK and Europe CEO Nick Roberts collected the award on behalf of the company, accompanied by Army Reservist and Atkins apprentice George Rawlins.

The Armed Forces Covenant Employer Recognition Scheme awards were launched in 2014 by the Prime Minister and include Bronze, Silver and Gold tiers. The Gold award is a badge of honour for outstanding employers and is reserved for those who become advocates for support and commitment to Defence personnel.

Atkins received the accolade for a number of reasons including the policies and support it has in place for its Reservist employees as well as its active promotion – internally and externally – of partnerships with the Armed Forces community. The positive and beneficial relationships that Atkins has developed extend across its sponsorship of Armed Forces charitable organisations, its close working with the Ministry of Defence (MOD) and Defence organisations, and its commitment to the national skills and Reserves agenda.

Defence Secretary, Michael Fallon, said: "The support from these organisations is making a real difference to our Armed Forces community. They are ensuring that

the men and women who have done and continue to do so much for our nation are treated fairly.

"Whether allowing reservists the time to train, providing jobs or supporting veterans and spouses, these companies embody what the Armed Forces Covenant is about. I am delighted to thank them for their unwavering support."

Chris Jones, Atkins' Armed Forces Champion and an RAF Reservist, said: "It's been just over a year since we first signed the Armed Forces Covenant and were awarded one of the first Silver Armed Forces Covenant Employer Recognition Scheme awards. Over this time we have worked hard to cultivate and engage with our community of thirty or so Reservist staff and explore and develop partnerships across MOD, the Armed Forces and Defence.

"In December 2015 we formally launched our Partnering with the Armed Forces programme to better coordinate our company-wide engagement and advocacy activities. Our Gold award win provides an invaluable platform for that programme to build upon."

If you would like to learn more about Atkins' support of the Armed Forces, please visit: <http://www.atkinsglobal.com/en-GB/media-centre/features/partnering-with-the-armed-forces>

Atkins encourage career progression through technical or management routes. Search the current vacancies on the website to see where a career in Atkins' defence team may take you. Atkins also provides Air and Ship Safety Management Training on behalf of the UK MOD and industry clients, consisting of safety policy awareness and specific practitioner training in a variety of current safety tools and techniques.

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### THE CIVIL SERVICE

You might want to consider using the expertise and experience gained in the services by extending your career as a civil servant working for the Ministry of Defence. Visit website <https://jobsstatic.civilservice.gov.uk/csjobs.html>

The site outlines the different civilian vacancies available. Defence Equipment and Support (DE&S) is a bespoke trading entity, an arm's length body of the Ministry of Defence (MOD). Employing around 12,500 people and with a budget of £14 billion, DE&S plays a vital role in maintaining military operational capability by acquiring and supporting a wide range of world class equipment and services

To achieve its goals, DE&S needs people with diverse backgrounds and disciplines. These include: project management, engineering, information technology, finance, procurement and logistics.

In addition to the fantastic variety of cutting edge jobs and an excellent opportunity to develop skills through training, including working towards professional qualifications, DE&S also provides first rate benefits for all of its employees. These include flexible working, excellent annual leave, maternity and paternity allowances as well as a very competitive pension scheme.

The headquarters are based in Abbey Wood, Bristol and, like many other sites, boasts an impressive range of facilities including a fully equipped gym, an on site nursery, a range of restaurants and coffee bistros and a hairdressers.

You might also want to consider the Defence Engineering and Science Group, The Defence Science and Technology Laboratory or working as a statistician in defence in the Government Statistical Service. You'll find out how to access all the information you need

on the website. The Civil Service You might want to consider using the expertise and experience gained in the services by extending your career as a civil servant working for the Ministry of Defence. Visit website <https://jobsstatic.civilservice.gov.uk/csjobs.html>

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# Competitive home cover

## Protecting what matters

All home and contents cover is the same, isn't it? You may think so but, if you're serving or have a military connection, you'll find a real difference with The Military Mutual.

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### The benefits of cover from The Military Mutual

- No admin charges if you move or alter cover
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- Cover for military kit if you need it
- Spread the cost with monthly direct debit

### Supporting our people

Take out cover and we'll donate £20 to your choice of either ABF The Soldiers' Charity, The Royal Air Force Benevolent Fund or The Royal Naval Benevolent Trust.

Terms and conditions apply.

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## TOP TIPS FROM THE MILITARY MUTUAL

### How to Maintain a Good Credit Record When You're In the Military

Are you a good or a poor credit risk? You may not know until you submit an application for a loan or credit. The result can sometimes be surprising. Moving around with the Armed Forces doesn't always help your credit score, so here are some useful tips to help maintain a healthy credit score regardless of your location.

#### How does a credit rating score work?

Your credit score measures you as a financial risk. A poor credit score can make it difficult to borrow money. This can affect your application for credit cards, motor finance, a mortgage and other services such as mobile phone contracts.

#### How is your credit risk measured?

All lenders want different things and have their own ways of scoring but are likely to take into account details such as occupation, address history, length of employment and annual income.

#### How to help your application for credit when on the move

- State you are a member of the Armed Forces when applying for credit
- Provide a full postal address including postcode
- Register to vote in the UK, which will put you on the Electoral Register
- Manage your debts and pay your bills on time
- Check your credit report before you apply for any credit

#### What is likely to make you a poor credit risk?

- Excessive debt with no spare income to support more credit
- Too many credit searches within a rolling two-year period
- Poor credit history such as missed or late payments

For the full article go to: [themilitarymutual.com/magazine](http://themilitarymutual.com/magazine) Tel: 0800 088 22 83



## Preparing for life after the Services or have you just left?

The Union Jack Club can continue to be your base in London for networking, meetings, training, accommodation and just relaxing. If you are in the process of leaving HM Armed Forces or have done so within the last two years the Union Jack Club is offering you free membership.

With 290 bedrooms, 10 meeting/training rooms, Restaurant, Espresso and Main Bar, free Wi-Fi and excellent transport links it is well worth you popping in or going online at [www.ujclub.co.uk/membership](http://www.ujclub.co.uk/membership) and taking full advantage of this offer.



[www.ujclub.co.uk](http://www.ujclub.co.uk)



**The Union Jack Club offers free membership for a year to all non-commissioned personnel who are in the process of leaving or within two years of leaving HM Armed Forces.**

Whilst serving in the Armed Forces you are automatic members of the Union Jack Club. During your resettlement & career transition period the Union Jack Club is here to continue to offer you membership and a safe haven in London.

Becoming a veteran member of the Union Jack Club gives you access to the Club 24 hours a day 365 days a year, whether for accommodation, networking, meeting colleagues or clients, seeing family and friends for a casual drink or just to put your feet up for an hour before travelling on.

A unique venue with relaxed comfortable up-to-date facilities, offering over 290 bedrooms including singles, doubles, suites, family rooms and wheelchair friendly rooms it really

has a lot to offer. The Union Jack Club also provides members with meeting rooms, bars, restaurant and private dining and reception facilities with superfast free Wi-Fi throughout.

If you have left or are in the process of resettlement & leaving HM Armed Forces' soon then its simple



**JOIN NOW!**

# Enhanced Learning Credit Scheme

The MoD's Enhanced Learning Credits Scheme (ELC) is an initiative to promote lifelong learning amongst members of the Armed Forces.

The ELC 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 and Wales), a Level six or above on the Scottish Credit and Qualifications Framework (SCQF) or, if pursued overseas, an approved international equivalent qualification.

As such you must ensure that you are able to demonstrate the level of the course to your Education Staff / Single Service Representative when asking them to authorise your claim.

There are several stages to the ELC process. Full information is set out in Joint Service Publications (JSP) 898 Part 4, Chapter 3 - The Enhanced Learning Credit Scheme: The Sponsorship of Service Personnel for Personal Development. Have a look at the claim procedure flow chart (right) to the JSP.

- First you must register to become a Scheme Member and accrue a sufficient amount of service before you can submit a claim
- Then you must select a relevant course ensuring that it meets the higher level learning criteria (level three or above) and an Approved ELC Provider
- Thirdly, you must complete and submit an ELC claim, approved by an authorised Education Staff if you are in service or your Single Service Representative if you are out of service. For further details regarding claiming out of service, ex-service personnel should visit [www.enhancedlearningcredits.com/claiming/ex-service%20personnel/](http://www.enhancedlearningcredits.com/claiming/ex-service%20personnel/)
- Finally you must complete your Course Evaluation Form via the website. Please note that further claims cannot be processed until evaluation forms are received for all previous courses (even those still underway)

The Enhanced Learning Credits Administration Service (ELCAS) provide the administrative support for the ELC Scheme. Education Staff and Single Service Representative are responsible for approval of both ELC Application and Claims.

# Claim Process Followed by Learners and Learning Providers



Claim rejected in steps 3 or 5

Invoices for unauthorised claims and/or missing the required information returned to Learning Provider

- ONE  
Learner identifies course of learning in liaison with Approved Learning Provider
- TWO  
Learner completes ELC ClaimForm (form ELC 005.01)
- THREE  
Learner submits Claim Form (form ELC 005.01) to commanding Officer and Education Staff for approval
- FOUR  
Claim Form sent to ELCAS for processing or Authorised Education Officer processes claim online
- FIVE  
ELCAS checks eligibility of Learner to claim an ELC via ELCAS database or education Officer checks via online system
- SIX  
ELCAS or Education Officer process and approve Claim and sends Learner a CLAIM AUTHORISATION NOTE (CAN form ELC 005.02)
- SEVEN  
Learner books course of learning with the Learner Provider, pays 20% personal contribution/deposit and passes the CAN (form ELC 005.02) to the Learning Provider as authority to proceed
- EIGHT  
Learning Provider sends invoice addressed to Director General Financial Management Shared Service Centre to ELCAS (after course start date)
- NINE  
Within 15 working days of receiving an invoice ELCAS checks invoice against approved Claim record and passes to relevant MoD Budget Manager. The Budget Manager authorises the data and then passes on to the Director General Financial Management Shared Service Centre for Payment.
- TEN  
MoD Director General Financial Management Shared Service Centre makes payment to Learning Provider and issues a remittance. (Please note that once DGFM SSC received payment instruction it may take 30 days for payment to be made).

## How to Apply

To join the ELC scheme you must complete and submit an application form either in your first twelve months from enlistment or in the window between eight and eight and a half years from enlistment.

Applications are not permitted at any other time. Application forms must arrive with ELCAS within one calendar month of the end of your chosen registration window. Personnel with interrupted Service must complete and submit a non-continuous service form with their registration. This may include time spent as Full Time Reserve Service personnel and Non Regular Permanent Staff.

### ACCUMULATING ELIGIBLE SERVICE

ELCs are available in two tiers: You must accumulate four years of eligible service to claim the Lower Tier (80% of the fees, up to a maximum of £1,000 per claim instalment) and eight years eligible service to claim the Higher Tier (80% of the fees, up to a maximum of £2,000 per claim instalment).

Each eligible claimant may make a total of three claims. These may include claims in both the lower and higher tier but not exceed three claims in total. Only one claim may be made for learning activities commencing in any one financial year.

Only service accumulated since 1st April 2000 may be counted as eligible service for the purposes of the ELC scheme. It is worth noting that eligible service must be completed before a claim can be made, i.e. the claim form must be signed after the service is completed.

(For those registering to join the scheme in the six month window between the eight and eight and a half year point, eligible service will only be accumulated from the eight year point (i.e. you must complete 12 years service before being able to claim at the lower tier (up to £1,000 per claim instalment)). ●

Before registering for any learning activity serving personnel must get authorisation from their line manager (part four of the claim form) and Education Staff (part five) to ensure that their chosen course meets the MoD requirements for ELC funding.

**E**x-Service personnel must get authorisation at part five of the claim form from their Single Service Representative ([www.enhancedlearningcredits.com/Claiming/Ex-service%20Personnel](http://www.enhancedlearningcredits.com/Claiming/Ex-service%20Personnel)). There are several factors to consider:

**1** You must fully 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.*

**2** 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: A list of the references to help with course level research may be found on our useful contacts page under the claiming tab. You must refer to the Joint Service Publications (JSP) 898 Part 4, Chapter 3 - The Enhanced Learning Credit Scheme: The Sponsorship of Service Personnel for Personal Development and your Education Staff for guidance with regard to eligible activities.*

**3** 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.  
*TOP TIP: Keep a copy of your CAN as you will need the reference numbers for completing your evaluation form.*

**4** Requests to cancel claims must be authorised by your Educational Officer and then the Single Service Representative and as such 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, as it can have a serious effect on future ELC eligibility. (See cancellation/reinstatement section).

## How to Claim

**5** For all claimants in Service 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).

**6** You must make a personal contribution of at least 20% towards the total course cost. You will also be responsible for any costs associated with food, accommodation, course books, material, travel and subsistence. Learners are to meet the cost of their minimum 20% personal contribution from their own resources.  
*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.*

# Ex Service Personnel

Please note this section contains the guidance notes for claimants who are no longer in Service, please ensure you read the Claiming ELC only page of the website.

Once eligible to claim you may submit a claim up until ten years after you leave the service. Personnel who are still in Service, and/or in their resettlement phase, should refer to their Education Staff and the guidance on the Claiming ELC only page of the website.

As a service leaver you may be eligible to claim under the Joint Funding Initiative (PF FE/HE Scheme). For full details and to check the eligibility rules please visit the website.

## PROCEDURE FOR CLAIMANTS NO LONGER IN SERVICE

Please note that the following information must be submitted via post to your Single Service Representative a minimum of 25 working days prior to your course start date/registration date:

- Fully completed claim form (section 1, 2 and 3) – provided as single-sided pages submitted via post unless residing overseas
- 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

- A copy of your driving licence or passport
- A copy of a utility bill showing your home address
- Full information about the course that you wish to undertake to include details of your registration date where applicable
- A copy of your Acknowledgment of Scheme Membership
- A letter explaining how your chosen course of study will contribute towards personal development
- Completion and submission of course evaluation form for all previous ELC funded courses
- 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**

Remember! If you are submitting your second or third claim you must complete your previous claim evaluation form. You can do this online now. ●

9

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) 898 Part 4, Chapter 3 - The Enhanced Learning Credit Scheme: The Sponsorship of Service Personnel for Personal Development.*

10

Retrospective ELC claims are not permitted. Claim forms must be received by ELCAS at least 15 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). You should not set up a loan/credit agreement for the full cost of the course under any circumstances.

7

If you are making a second or third claim you must first ensure that you have completed the Evaluation Form via the website for all previous courses funded using ELC. You must also provide documentary evidence to demonstrate that you have completed previous courses to your Education Staff / Single Service Representative. *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.*

8

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.

# Single Service Representatives



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.

## AMENDING, CANCELLING & REINSTATING A CLAIM

All Learners wishing to withdraw from their chosen learning activity should contact their Education staff. Single Service procedures and Notes for Guidance must be referred to. 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 at paragraph 28 & 29 of JSP 898 Part 4 Chpt 3.

What is not acceptable for consideration of re-instatement of an ELC

instalment is where an individual has started a course and failed to carry the learning through to completion because either the course did not meet their expectation or they simply gave up through lack of commitment.

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 page. ●

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

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

# Choosing Your

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

## POINTS TO NOTE WHEN BOOKING YOUR COURSE

It is important that you do not set up a loan/credit agreement for the full fee amount under any circumstances. You must not pay any money to the Provider before you receive your Claim Authorisation Note (CAN).

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.



# Learning 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.

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. ●

## Evaluation Form

Part of our process to ensure continuous improvement and consistency throughout all aspects of the Enhanced Learning Credits Scheme, aspects of Learning Provider service provision will be evaluated.

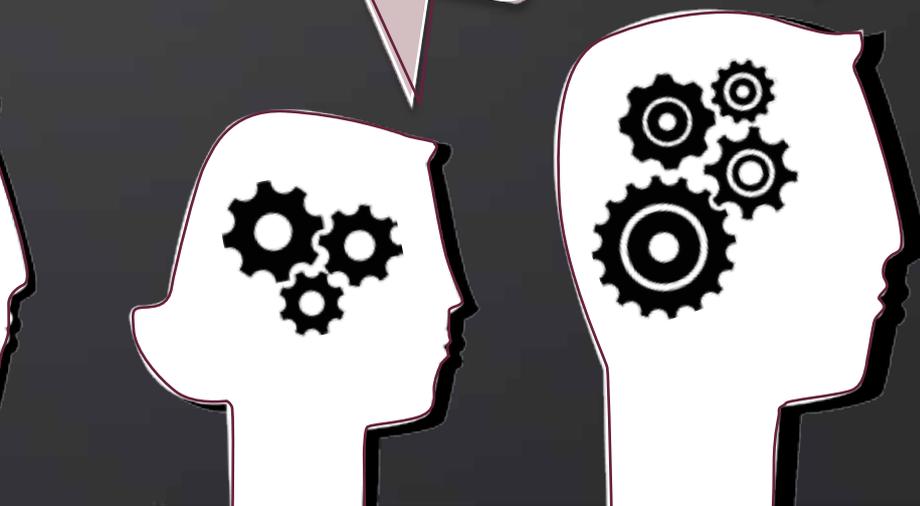
If this is not your first ELC claim you must submit an evaluation form before going on to complete your next claim.

Evaluation Forms should be completed within 12 weeks of the course finish date. If you require your Claim Authorisation Note (CAN) number and Learning Provider code then please contact the ELCAS helpline.

When entering your date of birth please ensure you enter it in the format shown DD/MM/YYYY. ●

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. The course must also appear on the Provider's course listing on the ELCAS website Learning Provider Search Engine. (ELCs may only be claimed for learning which results in a nationally recognised qualification at Level three or above on the National Qualifications Framework (NQF) (England and Wales), a Level six or above on the Scottish Credit and Qualifications Framework (SCQF) or, if pursued overseas, an approved international equivalent qualification.) Publicly funded providers may offer any publicly funded course provision at the required levels and may provide a link to their prospectus in lieu of a course listing. Please see PF FEHE page for rules regarding eligible learning in respect of this funding element.

Learning Providers should not request payment for either the ELC portion of the fee or the PF FEHE portion of the fee from you directly. The Learning Provider will invoice DGFM separately for this.



## Useful Contacts and Links

- Claimants no longer in Service should refer to their Single Service Representative (details below) in place of an Education Officer/Centre.
- All questions or issues with regard to the ELC Scheme policy or procedures should be presented to your Education Officer/Centre.
- To check scheme policy you should refer to the Joint Service Publications (JSP) 898 Part 4, Chapter 3 - The Enhanced Learning Credit Scheme: The Sponsorship of Service Personnel for Personal Development.

### ELCAS CONTACT DETAILS

ELCAS, Security House, Alexandra Way, Ashchurch, Tewkesbury, Gloucestershire GL20 8NB  
Email: [elcas@uk.g4s.com](mailto:elcas@uk.g4s.com)

Useful sites for checking that a learning activity is at Level 3 on the Qualifications and Credit Framework: [www.qcda.gov.uk/](http://www.qcda.gov.uk/)

### YOU MAY ALSO REFER TO:

- The National Academic Recognition Centre for the United Kingdom (UK NARIC)
- Universities and Colleges Admissions Service (UCAS) Directory.

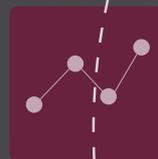
# How Do I Make a Claim?

Firstly read the Joint Service Publication (JSP) 898 Part 4 Chapter 7 and ensure you meet the eligibility criteria.

- Download the PF FE/HE claim from the 'Specific Downloads' section - only this version can be used. Any other replicated form will be rejected.
- Check the ELCAS database 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.
- If you are a service leaver please ensure you send the required documents with your PF FE/HE claim form which can be found on the ex-service page of the website along with your SSR's address.
- 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 Providers 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. Once accepted you can submit your application. Allow at least eight weeks to go through this process – more if possible.

Leaving it too close to the wire may result in your application not being processed in time for the start of your course

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



## Eligibility Rules

### IN ORDER TO TAKE ADVANTAGE OF THE SUPPORT CLAIMANTS MUST:

- Have completed four years full-time service
- Previously joined the Enhanced Learning Credit (ELC) scheme and completed at least four years qualifying scheme membership
- 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 left the Service or entered their qualifying resettlement phase on or after 17th July 2008
- Meet UK's residency requirements to qualify for full state subsidy
- Be undertaking at least

the equivalent of 50% of a full time course

- Undertake learning with an approved provider listed on the ELCAS database as a PF FE/HE provider and ensure the chosen course is designated for student support
- Personnel (who have passed out of Phase 2 training into operational service) are not required to meet the four year qualifying time if they are medically discharged from Service. They are still required to have registered for ELC scheme membership.

### 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 and Wales); or in Scotland a Level six qualification (SVQ Level three on the Scottish Credit and Qualifications Framework (SCQF).

**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**

- Please ensure you update the Retirement/Last Day of Service date via the 'Update Member Details' screen before processing a claim. Incorrect dates may affect the recorded eligibility ie. low or higher tier and may result in incorrect claim validation. The

retirement date field is greyed out as you cannot type in the field however to amend the retirement date, you should click on the calendar icon. If you click on the date, eg August 2010, you will be able to bring up the year, eg 2010 and you will be able to choose the month. If you click again on the year it will bring up a range of years. You are able to scroll left and right in order to bring up the correct year. Click on the year that you require, then the month and then the day.

- If you refer a claim to ELCAS and you intend to print the CAN once the query is resolved, please confirm this in the referral.
- Please be aware that currently the 15 day ruling remains in place for all claims and the online claims system validation reflects this ruling. If you have a valid request for an override it will therefore be necessary to refer to your Single Service Representative in the usual way.
- You may access the user guide via the question mark icon in the right hand corner of each page.
- Non-continuous service may be added via the claim function however it is essential that the dates are entered correctly to ensure that the system calculates the correctly claiming eligibility. Please contact ELCAS if you have a query in this respect. •

- 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). •

Information for this article as given on the official ELCAS website [www.enhancedlearningcredits.com](http://www.enhancedlearningcredits.com) please refer to the website for any future updates.

# An Army of Engineers To fill the Skills Gap

As the UK struggles to address severe skills shortages in science, technology, engineering and maths based careers, recruitment consultancy Scantec is calling for employers to look to the military when it comes to plugging the skills gap.

Skills shortage vacancies now make up nearly a quarter of all job openings, up from 91,000 in 2011 to 209,000 in 2015\*. More than a third of vacancies in electricity, gas and water, and construction are now due to skills shortages. Scantec often works with armed forces personnel, who have the skills and attributes suited to specialist roles in

the oil and gas, water and nuclear new build sectors.

Stephen Cheyne, Divisional Manager at Scantec, said: "There are around 20,000 service men and women leaving the military every year. Many are highly skilled in the kind of roles employers are struggling to fill.

"We work with employers to identify their needs, which are then matched to ex-military personnel who have the right

skills to fit the bill. As we have a dedicated team, we are able to make the process as seamless as possible for both parties."

Michael Harvey, 49, spent 29 years in the Navy, and became a Marine Engineer Warrant Officer. He left in 2014 to become a Condition Monitoring Specialist, a civilian job that Scantec found for him.

"Scantec approached me specifically about this job because they had been looking for someone with my skill set for quite a while. I had an interview and was told that I had been successful within a few weeks."

"After 29 years, the only job I'd had before I'd joined the Navy was working for a builder. So it was going to be a totally new experience but it went really smoothly."

He couldn't be happier with his new job. "It's very satisfying." He deals with the maintenance of machinery in plant rooms. "So it's supplying things like ventilation and compressed air systems, or a wide range of systems."

As a married man, with two grown-up children, he's grateful to the Navy for the qualifications he received in marine engineering. "The level, depth and breadth of training I

got in the Navy was second to none. So it set me up well."

But he also appreciates the help he's received from Scantec. "They kept me very well informed before I left the Navy and started my new job. I was always kept in the loop with everything. I had to organise things before I left. But there was no problem with me ringing up to gain advice from Scantec – or anything like that."

Jonathan Pitt, 51, was in the Navy for 31 years, rising to the rank of submarine warfare officer. But he chose to leave to become a Systems Engineer, with help from Scantec.

He said: "Scantec knew how contract staff are placed within my organisation and how they would support me as a contractor so I went in as a self-employed contractor, through them."

"They understood the arrangements within my company so they knew about the billing and booking codes and were able to organise that for me."

Scantec also arranged his contract within the company, and gave him other essential advice. "They helped me with the transfer of security clearance. They were able to put me in touch with the right people for that."

"It was really helpful that they took all that pressure - all those tasks - on board. And made it very easy for me to deal directly with the people who were recruiting me."

"Since then, they've provided me with a monthly service where they give me what is effectively a pay slip, rather than me have to do invoicing. It's made it simple for me really."

"I'm grateful that in my current role I've been able to utilise skills that I picked up in the Navy. As a first move from the military, it's been an excellent move."

Scantec Personnel was established in 1990 supplying temporary and permanent staff to the technical, engineering and scientific sectors throughout the UK and overseas. Since 1990, The company has grown to become one of the top technical & engineering recruitment agencies in the UK and in 2014 were ranked 4th in the top 10 technical agencies by Recruitment International magazine.

Initially servicing the petrochemical, shipbuilding and oil & gas industries Scantec has since successfully developed other sectors including power generation, decommissioning, nuclear, defence, energy, process, pharmaceutical, FMCG, general engineering, civil and building and professional services sectors. ●

# Royal British Legion Industries

Royal British Legion Industries' social enterprise manufacturing division launches as Britain's Bravest Manufacturing Company Leading social enterprise creating employment opportunities for injured, wounded and sick veterans.

**T**he Royal British Legion Industries (RBLI) has launched its manufacturing division as Britain's Bravest Manufacturing Company. Britain's Bravest Manufacturing Company is the nation's leading social enterprise that creates employment opportunities for injured ex-Forces personnel, allowing them to use the skills they learned in the Armed Forces and giving them independence in civilian life.

Britain's Bravest Manufacturing Company is a thriving social enterprise at the heart of British manufacturing, providing signage (including highways and railways), print, mail and fulfilment to businesses, from Network Rail to infrastructure company Amey. By working with Britain's Bravest Manufacturing Company, businesses and organisations achieve Social Value and fulfil their commitment to the Armed Forces

Covenant, as well as delivering against their CSR objectives in the course of their every day operations.

To celebrate the launch of Britain's Bravest Manufacturing Company, RBLI held an event in the Churchill Room at the House of Commons. The evening will saw representatives of Government and industry together, including Network Rail's national supply chain managing director, Nick Elliott, who will spoke about what Social Value means to Network Rail, and Tom Tugendhat MBE MP. Attendees also heard from members of BBMC's workforce, many of whom were injured in service. All have overcome significant obstacles to get back into work and have had their lives transformed through sustainable employment.

RBLI has been manufacturing products since the end of World War I, when injured soldiers returned home and wanted something to keep them

productive during their recovery.

They began by making wooden products and have since expanded into printing, mailing solutions, and manufacturing signs, as well as offering a wide range of fulfilment services for organisations. As they've continued to grow the range of products and services that we offer, they've also expanded our support to people outside the Armed Forces community, including people with disabilities and health conditions. Revenue generated from Britain's Bravest Manufacturing Company's products and services is fed back to its beneficiaries, creating more jobs and providing employees with more training. The Social Enterprise also raises awareness of RBLI's employability courses, such as LifeWorks and LifeWorks Families, as well as its housing services for the Armed Forces community.

Geoff Streetley, Director of Britain's Bravest Manufacturing Company, said: "Over many years, our Social Enterprise has gone from strength to strength and is now a thriving and successful organisation, thanks mainly to people like you who have supported us in so many ways. It is an important time for Social Enterprises as Social Value is fast moving into a mainstream subject, which is brilliant as it means that we can continue to keep supporting our ex-servicemen and women as they adjust to civilian life."

Steve, who was on the Sir Galahad on the day the Argentine planes bombed it, and who struggled with his injuries and getting back into civilian life, said: "When I was discharged from the Army in the 1980s there was no training, no counselling,

no support. I found it difficult to adjust to civilian life. In the Army, you know you're surrounded by mates you can rely on to watch your back – the camaraderie is next to none. But there was none of that once I was back home – just a big open space. After meeting with RBLI and getting a job at Britain's Bravest Manufacturing Company, I re-found my purpose and feel I have become part of the family. I couldn't ask for anything more from RBLI."

Nick Elliott MBE, Managing Director of National Supply Chain, Network Rail added: "We are proud to purchase signs from Britain's Bravest Manufacturing Company. By doing so we know that we are not only investing in high quality, competitively priced products for our network, but that we are also investing in the continued employment of ex-Forces personnel. We are delighted that, as a business, we can give back to those who have given so much for their country."

Tom Tugendhat MBE MP, concluded: "I am proud to support the work of Britain's Bravest Manufacturing Company in providing employment to ex-Forces personnel. As a veteran myself, I understand how some service leavers can find the transition to civilian life difficult. Britain's Bravest Manufacturing Company helps Veterans to overcome this by providing them with work in their factories, enabling them to use the skills they learned in the Forces in a commercial work environment.

"I've visited their factories and seen the extraordinary individuals that produce their wide range of products. I would urge any business to buy from Britain's Bravest Manufacturing Company." ●



# PPTutor-Online

A career as a professional photographer can be a dream come true for those with an 'eye for a picture', an interest in photography and access to basic photographic equipment.

**Y**ou could be making landscape and travel pictures one day, portraits the next and weddings at the weekend, doing a job that others enjoy as a hobby, but now you're making a living from it!

What do you need to follow that dream? The 'eye', yes; lots of enthusiasm, certainly; an ability to work hard, to pace yourself, to plan ahead – all of those things, but most important – an understanding of the world of professional photography, of its methods, its techniques, its equipment and its role as a business. And that's where the Online Courses delivered by PPTutor-Online come in.

Taking you from a basic level of interest in photography, these courses – completely online – teach you the techniques and practises of today's professional photography in the areas of photography of your choice – portraiture, landscape and travel, sports, weddings, fashion and glamour, editorial and photojournalism, or a range of applications including scientific or forensic photography.

A high-tier ELCAS grant will fund 80% of the NVQ (National Vocational Qualification) Level 4 Diploma course, providing you with the qualification, skills and

understanding you need as a full- or part-time professional photographer. The low-tier ELCAS award would pay 80% of a Level 3 NVQ Diploma course, fitting you for a professional photographer's job, maybe working for a larger organisation, a museum, gallery or a picture library.

These qualifications are recognised by the photographic profession; they're of a high level (the next one up is a Foundation Degree) and approved by ELCAS as justifying their awards.

Progress through the courses is simplicity itself: as a registered student you have access to the Student Area of the course website **www.pptutor-online.com** which contains up to 20 Tutorials, each the combination of a college lecture and a chapter of a book, each dealing with an aspect of professional photography. These tutorials, achievable at the rate of one or more each month, provide learning, advice and information, and encourage you to research further.

At the end of each Tutorial is a project, asking you to take and submit photographs to show that you have understood the Tutorial subject. Qualified assessors – each a practising professional photographer – review your work, mark it and give you

feedback with an action plan for the next stage. At every step, you have 24/7 access to your Individual Tutor, by phone, text or email.

A successful Final Workplace Assessment confirms to the creative world that you're up to speed and ready to climb to the top of the profession. It's up to you; what are you waiting for?



*Chris Cummins, ex RAF medic, used her ELCAS funding to complete Level 4 courses with PPTutor-Online and is now a successful professional photographer in Oxford.*



Courses are roll-on, roll-off so students can start a course whenever they want. After graduation from our courses, successful students are eligible to put their work in our new image bank upstartsimagebank, dedicated to emerging talent.

*All pictures by PPTutor-Online staff or students*



[www.pptutor-online.com](http://www.pptutor-online.com)



**Your Personal Tutor**  
**John Bigglestone FRSA**

John has been a professional photographer all his working life, Senior Lecturer on courses ranging from BA Hons to A levels, mentor, guide and inspiration to many current professionals.

He's External Examiner to high-level courses, professional consultant to international

photographic equipment brands, presenter at successive NEC Imaging shows and visiting lecturer to colleges and universities.

He is involved in writing the Tutorials that will take you through this course, and he is one who will review your work, list strengths and weaknesses and offer feedback and guidance for your ongoing coursework.

He's passionate about photography (he runs a Corporate Photography studio in Wiltshire) and committed to helping you, the PPTutor-Online students, to achieve your potential.

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