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FRANCHISING

Franchising for Veterans in 2015

Franchises owned by veterans in 2014 made up a big segment of the franchising world – fourteen percent to be exact.



FINDING WORK.....

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THE DRIVE TO SUCCEED

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ELC SCHEME

The MoD's ELC Scheme is an initiative to promote lifelong learning amongst members of the Armed Forces. **P71**

As a Reservist, you now receive a pension; good reason to join the Forces Pension Society



FIGHTING FOR THE FORCES
AND THEIR FAMILIES



Following the introduction of the Armed Forces Pension Scheme 15, reservists now have a pension entitlement. To find out what this means for you, join the Forces Pension Society where you will have access to our Pension Advisory Service. Our acknowledged experts will help you through the complexities of the Armed Forces Pension Schemes.

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 the governments of the day to account, arguing for better pensions and we also campaign against unfairness in the schemes. For example, our 2015 campaign won the right for all widows to retain their pension on remarriage.

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Gaining qualifications are important in furthering your career but not at the start of it. **So save your ELC's till you need them later on in your career; don't waste them at the start!**

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***you have nothing to lose
and everything to gain!***



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(9mm/5.56mm/7.62mm) for Hostile Environment Close Protection Officers

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THE ROYAL NAVY AND ROYAL MARINES CHARITY (RNRMC)

The Royal Navy and Royal Marines Charity (RNRMC) appointed Bill Thomas as chairman of the board of trustees.



COVER IMAGES CREDIT

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EDITORIAL

EDITOR:
Col Martin Newman
E: editor@easyresettlement.co.uk

DESIGN & PUBLISHERS

DESIGNER:
Marcus Albon
E: marcus@lancepublishing.co.uk
T: 01536 521126
PUBLISHER:
Lance Publishing Ltd
1st Floor, Tailby House, Bath
Road, Kettering NN16 8NL

ADVERTISING

SENIOR SALES EXECUTIVE:
James Atkins
E: james@easyresettlement.co.uk
T: 01733 205 938
SALES EXECUTIVES:
Ruth Fiddler
E: ruth@easyresettlement.co.uk
T: 01733 205 463

PRINTING

LANCE PRINT LTD:
29/30 Stapledon Road, Orton
Southgate, Peterborough PE2 6TD

SUBSCRIPTIONS

For queries regarding
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Resettlement please contact:
E: subscribe@
easyresettlement.co.uk

T: 01536 512 624

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Welcome...

Welcome to the autumn issue of Easy Resettlement magazine.



Welcome to the autumn issue of Easy Resettlement magazine. This issue has some great features that will assist you whilst going through your resettlement process. As always we have free training courses on offer as part of our £100,000 training giveaway with new courses available thanks to Orchid Maritime and IT Online learning. You can apply via email for your chance to win a free course by visiting the centre pages where you will find information our partner companies and courses.

We are proud to announce that we have been confirmed as media partner at DSEI which runs from 15th-18th September 2015. The event only happens every two years and is the largest Defence and Security exhibition in Europe. It is free to military personnel with many key speakers from the armed forces and attracts 32,000 attendees. Furthermore we will be exhibiting at the Security Cleared Jobs expo in London on the 4th November and the CTP West Midlands employment fair on the 24th November. If you are attending any of these events please come and meet the team and let us know what

you think of the magazine.

In addition to the free training courses we offer, recruitment opportunities are an essential part to our magazine and our readers. This is why we work closely with DRM (Defence Relationship Management) and promote companies that have signed the Corporate Military Covenant pledging their commitment to the armed forces. We have featured various companies in our previous issues and this issue we take a look at PWC on pages.....

Another employer we are extremely proud to have on board is East Anglia Ambulance Service which is looking to recruit 400 student paramedics. Please read on though as their unique angle to their recruitment drive is that they are offering this to people who have no previous medical experience, with a 30 month programme where you will learn as you learn until you become a fully qualified paramedic.

Other features in this issue include information from the BFA (British Franchise Association) about franchising for veterans as well as our education courses for Armed Forces feature which includes the Troops to Teachers campaign and some great insights in to various colleges and universities.

If you need information on your elcas entitlements you can view this towards the back of each issue as well as information provided by the CTP (Career Transition Partnership)

Our magazine is free to all service leavers and that is only possible thanks to our advertisers. Please be sure to mention Easy Resettlement when applying for any recruitment or training opportunities on offer. We hope our magazine helps you have an Easy Resettlement and always welcome your feedback.

Col Martin Newman. ●

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.

The 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
01233 373 333



Aeropeople

Aeropeople are one of the leading dedicated Aerospace and Autosport technical services provider. Part of the Marshall Aerospace and Defence Group, we offer a proactive approach, global presence and wide range of fully compliant service offerings to assist with development needs in your chosen field.

Aeropeople are looking for skilled Aircraft engineers across the full spectrum of Aviation skill-sets, servicing a wide range of Civilian / Military Fixed and Rotary wing platforms.

We currently require personnel for permanent and long-term contracts in the UK, EU and Middle East covering the following trades:

- Quality Managers
- Aircraft Maintenance Planning Engineers
- Licensed & Unlicensed Engineers
- Hydraulic, Engine and Electrical Technicians

We 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 contact us today.



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East of England Ambulance Service **NHS**
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Dizziness.



East of England Ambulance Service **NHS**
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train, earn

as a Student Paramedic

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An Exciting Opportunity To COMMENCE PARAMEDIC

It's not the buzz of driving fast with blue lights flashing that will excite you; it's the knowledge that your presence as a Paramedic 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; last year we recruited over 400 new staff, and we are looking to recruit another 400 in this financial year. The chance to join our Student Paramedic Programme is the start of a new career. This opportunity will mean you receive a salary and training throughout the duration of the 30 month Student Paramedic programme, with those who pass able to make an application to register with the Paramedic professional body – The Health and Care Professions Council.

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.

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.

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. Use the job search 'student paramedic' and select 'East of England' as



EMEDIC DEVELOPMENT

No Medical Experience Necessary...

Don't Turn The Page; Read On



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**.

THE TRAINING PROGRAMME

Initial training begins with an eight week residential course to prepare you with the clinical aspects of the role, followed by a 3 week intensive driving course to enable you safely drive under emergency conditions. Successful completion of these elements will then see you spend the next 12 months working with qualified staff on ambulances and dealing with patients under supervision. The second year will be a blend of university based study and operational learning. The programme will have the requirement to complete theory and practical examinations. These are typically spread across the programme in modules. In addition to the time provided by the Trust for study the

programme will require you to undertake further study in your own time. It is recommended that you have access to a computer to support your studies.

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)



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

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 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 ●

Network Rail's Orange Army Keeping Britain

For 150 years, the railway has been the lifeblood of Britain, carrying people and freight across the country, bringing prosperity, jobs and ultimately, economic growth to the regions. Since Victorian times, our railway has been relied upon to keep Britain moving, and the responsibility to run, maintain and develop the infrastructure that supports this vital endeavour falls to the now publicly-owned Network Rail.

Andy Wheeler, previously a Lance Corporal in the Royal Engineers, now works for Network Rail as a technician on conductor rail engineering, bringing with him the skills and experience gained from his military career. Andy speaks to Pennant about the role Network Rail plays in Britain's rail infrastructure, the challenges it faces, and offers insight into why Network Rail actively seeks to recruit ex-services personnel.

"The scale of Network Rail's task is vast. As one of Britain's largest landowners, we employ a colossal 35,000 people across the country in a variety of roles with the responsibility to run, maintain and develop Britain's 20,000 miles of railway tracks and signalling, 40,000 bridges, tunnels, and viaducts, 6,000 level crossings, and 18 key stations. Over the next five years, Network Rail will spend and invest £38 billion into the railway in a bid to deliver better, faster, greener services, with improved punctuality, reliability and safety than has ever been experienced before. Fondly referred to as the 'Orange Army,' the frontline engineers Network Rail employs to deliver these vital upgrades represent nearly 20 per cent of the workforce, and are responsible for enabling over four and a half million journeys to take place, every single day. Over the past 20 years our railway has seen tremendous growth over doubling its ridership in that time. The railway is the lifeblood on which our nation depends,

generating wealth valued at £12.8 billion a year and this unprecedented growth is set to continue, so by 2020, another half a billion rail journeys each year will be made and Network Rail will rely on its Orange Army more than ever."

VITAL UPGRADES TO A LIVE NETWORK

"The future of our railway lies in harnessing technology that is available right now. Today we still use technology that fundamentally hasn't changed from when it was first invented in the 1840s. We've inherited an ageing Victorian rail network, parts of which hark back to Brunel days and are in desperate need of upgrade and modernisation: electrification, signalling replacement, track and ballast renewals, bridge repairs, switches and crossings upgrades, all of which are absolutely essential to running an efficient, safe and reliable railway that is experiencing ever increasing demands on capacity.

"These multi-million pound projects are being delivered all over the country, by engineers just like myself, 365 days a year. A mammoth strategic, logistical and operational task as it is, the work is further compounded as the upgrades must be completed while still maintaining an operational service to passengers. We must carry out

our engineering at night when trains are not running, during bank holidays or weekends when traffic is low, or occasionally side-by-side a live network if alternative routes can be found. Impact to passenger travel is always a top priority and we try to minimise disruption wherever possible. It's a tricky balancing act of carrying out upgrades to improve future travel, without disrupting current services. Either way, the travelling passenger is always front of mind.

WHEN THINGS DON'T GO TO PLAN

"An extraordinary amount of planning goes into preparing for large-scale engineering projects. This begins months in advance, and looks at train services, passenger impact, resources, equipment, availability of support vehicles, staff, safety concerns, and costs; interconnecting aspects that all must be evaluated and considered. But even so, occasionally these planned upgrades do not go to plan. And when they go wrong, the impact can be massive, as was the case during Christmas 2014. Although passenger numbers can drop by up to half during Christmas and bank holiday periods, an engineering overrun can still affect thousands of passengers and draw an awful lot of media attention.

"The final quarter of 2014 was, to some extent, dominated by events over Christmas. Overruns at Paddington and King's Cross caused significant inconvenience to passengers on 27th December. I was part of an army of 11,000

railway engineers working over Christmas on a record-breaking £200m national investment programme. 300 different projects across 2,000 worksites included delivering new station facilities, new platforms, new flyovers, new junctions and installing thousands of pieces of new, more reliable equipment. Across the country, the investment programme over Christmas also saw some 55 kilometres of rail installed, 120,000 tonnes of ballast used and 28,000 railway sleepers replaced. Yet despite the scale, and despite 98% of all the projects completing successfully and without passenger impact, the two overrunning projects at Paddington and King's Cross have potentially marred the whole scheme, and will sadly be everyone's memory of it.

"Network Rail issued repeated apologies and came under enormous scrutiny, rightly so, from Government, the public and the media. We sought to understand why these events took place, and what we have to do to reduce the chances of any repetition. The bosses at Network Rail swiftly committed to producing a report into what happened and published it little more than a fortnight after the events themselves. The explanation



On Track

is complex at some levels, but also quite simple. In very complex projects such as this, sometimes simple things go wrong which can snowball in short periods of time to become major issues. The report describes a number of improvements that must be made for future, three of which deserve special prominence.

We will:

- Improve the effectiveness of our project and operational contingency plans so that we put minimising passenger disruption at the very heart of our planning.
- Improve our management of the performance of critical contractors and, in the case of one specific contractor, do a better job of working with them to improve their signalling commissioning process.
- Work with industry colleagues to improve service recovery and to provide better information to passengers.

JOINING THE ORANGE ARMY

"Having left school at 16 with mediocre GCSEs, I decided to join the army. After basic training, I felt drawn towards specialising in battlefield engineering and trained at Gibraltar Barracks, Camberley, eventually passing out as a Royal Engineer. After

additional training at the Royal School of Military Engineering (RSME), Chatham, I was posted to 26 Engineer Regt. Ludgershall, part of the Perham Down Garrison, near Andover. I worked all over the world; Canada, Kenya, Norway, and served in Afghanistan in 2007 as part of Operation Herrick Six, spending a lot of time in Sangin DC during the tour. The experience I gained was tremendously valuable and shaped me into the man I am today. I've always had an interest in electronics, building and engineering, so when I left the army, I joined Network Rail as an apprentice at the age of 24. After completing my apprenticeship, I went into a technician's role in conductor rail engineering, and I'm proud to now be part of the Orange Army.

"Every year, twenty thousand people leave the UK armed forces, 80% of which are under the age of 40, and 50 per cent under the age of 25. In addition to this natural turnover, the Ministry of Defence has announced its intention to cut 29,000 military and 25,000 civilian posts by 2015. As a result, large numbers of ex-service personnel are finding themselves entering an already difficult job market.

"Network Rail regards those with military experience in high esteem; they're disciplined with a certain rigour, tenacious, look for solutions, have a good team ethos, loyal and selfless individuals. They have excellent planning, organising, teamwork, communication, management and leadership skills, honed in some of the toughest

environments around the world. Often, they're already trained in a number of vocational skills relevant to an engineering career with Network Rail (welding or bricklaying, for example).

"The Army and Network Rail have similarities – the challenges, pressure, a

professional can-do attitude, where every day is different, and a strong teamwork ethos. But the biggest connection is safety. Those with a military background will know that keeping yourself and your colleagues safe is a top priority in the Forces. And it is for us too. A decade of investment, targeted improvements and a commitment to efficiency means that Britain now has the safest, fastest-growing railway in Europe, where there have been no fatalities from train accidents in the past seven years.

"Continuing this growth and unlocking the potential will require the best brains our country, and the world, has to offer. We'll need great engineers to drive through innovation and solutions and the best people to help us unlock the railway's technological transformation." ●

MORE INFORMATION

Find out more by visiting
www.networkrail.co.uk/careers



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

AKONA

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
Email: info@akona.biz
Tel: 01928 518004

Rail Course List:

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

L3 Qualification in Electrification, Engineering, Maintenance & Construction



Level 3 Qualification in Electrification Engineering, Maintenance and Construction

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.



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who are all looking to recruit
people just like you?

85% of all Exhibitors
rebook their Stand

If you have not previously
exhibited at one of our
events, why not come
and see why they do...

Free entry into the
Cyber Security EXPO

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DV	SC	CTC	NATO	DV	SC	CTC	NATO



Ministry
of Defence

Employer Recognition Scheme



Silver Award winners are being announced

Find out which organisations across the UK are
demonstrating their support for Defence

www.ers.sabre.mod.uk



Project Firefly

Seamless
Transfer
from Regular
to Maritime
Reserves

There is a real Buzz around Project FIREFLY, which is aimed at offering the service leaver the opportunity to remain associated with the Naval Service and its unique way of life, through a Seamless process into the Maritime Reserves (MR), either Royal Naval Reserve (RNR) or Royal Marine Reserve RMR).

Since its launch in April 2013 Project FIREFLY a Naval Personnel Team (Reserves) led Initiative has attracted over 400 highly-skilled personnel to transfer. Personnel who are making a valuable contribution to the Future Reserves Whole Force concept and enjoying the added benefits for their spare time commitment. ●

BENEFITS

For a commitment of just 24 days RNR and 26 days RMR benefits include:

- Extra money, pension and an annual bounty (currently upto £1,725). All in addition to any service pension accrued or civilian benefits secured.
- It provides opportunities for continued professional development and promotion.
- A two year harmony period safe in the knowledge you will not be compulsory mobilised
- Remain a part of the Naval Service and its unique way of life.

MORE INFORMATION

For those still serving you can find out more in 2014DIN01-130 "Entry into the Maritime Reserves (MR) for all Tri-Service Serving Personnel," alternatively get in touch by calling **023 92625534** or Email: **navypers-restpa@mod.uk** the team look forward to hearing from you.

Ex-Regular personnel should contact their local Armed Forces Careers Office or the 24hr Contact Centre on **0345 607 5555**. Further details are also available at: **www.royalnavy.mod.uk/careers**



THE SEAMLESS TRANSFER FROM REGULAR TO MARITIME RESERVES

You could apply to transfer from Regular to Maritime Reserves by using PROJECT FIREFLY's 'Seamless Transfer Scheme'

For more information: call 02392 628 677 or
e-mail **navypers-resfftpa@mod.uk**

Further details can also be found in 2014DIN 01 - 130

THE JOURNEY DOES NOT HAVE TO END!

navygraphics 15/647

Hire a Hero Serving Those Who Served Us

Hire a Hero has developed an award-winning package of Transition Support, including a Career Coaching programme and collaboration with forces-friendly employers. To date, the military charity has helped over 100 former servicemen and women into employment.



AWARD-WINNING TRANSITION SUPPORT

As a result of its work Hire a Hero, who are based just outside Newport, Monmouthshire, was presented with the Defence Employer Recognition Scheme Silver Award – the highest available in Wales.

The cornerstone to the charity's work is its Transition Support Guide scheme through which volunteers are trained to assist service leavers make the adjustment to civilian life.

Through this scheme Career Coaching is delivered, with the ultimate aim of helping clients find meaningful civilian employment, alongside Mentoring, which offers a more lifestyle-based element of support – providing help to overcome the barriers to employment.

It is the mantra of Hire a Hero that in order to make

the successful transition from service to civilian life that a service leaver requires three things, good friends, good luck and a good network.

Through Career Coaching and Mentoring the charity aims to increase all three of these factors, thus easing the transition for former ex-armed forces personnel.

SIX TIMES MORE LIKELY TO FIND EMPLOYMENT

Hire a Hero's Career Coaching and Mentoring involves the training of volunteers from a cross-section of backgrounds, some with military experience, and industries, to ensure that appropriate support is available to the wide demographic of servicemen and women who leave. ●

It is at times like this in the year, when many employers are seeking to attract new staff that Hire a Hero is inundated with requests for ex-military talent.

Hire a Hero's free resourcing service means companies can offer their vacancies through the charity knowing that former servicemen and

women are some of the most talented and valuable in the country – and demand for ex-Army, Navy and Air Force personnel is great.

Gerry Hill MBE QGM + Bar, Chief Executive of Hire a Hero said: "The appetite from companies on Civvy Street for former members of the armed services is growing.

"The perception is often that opportunities are not out there for ex-military personnel, we can show that this is not the case as employers up and down the country are crying out for readers of Easy Resettlement magazine!"

Hire a Hero works with a host of different companies, ranging from small businesses to FTSE 250 companies, all of whom have the employment of former armed forces personnel in mind.





HIRE A HERO

serving those who served us

Registered Charity No. 1143606

**REACH YOUR POTENTIAL
WITH A CAREER COACH
FROM HIRE A HERO**



**PLUS A JOBS BOARD
EXCLUSIVE TO EX-FORCES**



A Service Leaver is **SIX TIMES more likely
to find employment through Mentoring &
Career Coaching from Hire a Hero**

Improve your chances with free employment support

Contact the charity's dedicated team:



hireahero.org.uk



info@hireahero.org.uk



01495 761084



[@hireaherouk](https://twitter.com/hireaherouk)

Getting ahead in business:

from the Army into the world of
professional services giant PwC

For many defence personnel looking to switch career paths, things may be daunting at first. Along with the attraction of starting afresh in a civilian environment, comes the uncertainty of fitting into a role that is so radically different.

If you are considering a career in business, translating your military experience into commercial value is key.

Many employers out there will look at your military training as an asset if you are able to explain the value of your skills on your CV and at interviews.

Evidence shows that when individuals make the best of the support on offer, they approach the job market with confidence. Taking advantage of the MOD resettlement assistance available to you through the Career Transition Partnership (CTP) will ensure you have the right tools and approach to the job market before you leave. CTP support is available up to two years before and after discharge. Contact your

service resettlement advisor to access one-to-one sessions with a career consultant, workshops including interview techniques, CV building, approaching the market and identifying your transferrable skills. Learn about the importance of networking and gain access to employment opportunities through RightJob, an online jobs board, recruitment campaigns with major employers, trial work attachments and employment events. Also, the number of Defence-friendly organisations is growing, so look out for their individual programmes of support for service leavers.

We find out how three Army leavers made the leap to a successful career in PwC - one of the country's most sought-after professional services firms and employers of choice.

RICHARD WILTON
TIME IN THE ARMY: 8 YEARS
ROLE IN PWC:
ASSURANCE TEAM

In 2007 I found myself wanting to move on from a military career that had started at the Royal Military Academy at Sandhurst, covered a myriad of jobs, two deployments to Afghanistan and some experiences that will forever be a part of who I am. Among the deeply ingrained skills taught through my time in the Army, I soon found that traits I took for granted - punctuality, problem solving, relationship building and flexibility, were currency highly valuable to future employers.

It was this hard-wired skill set that gave me the confidence to interview for a role in Assurance at PwC that was clearly not within my comfort zone. It was also on these

skills that I initially relied during my first few months in Assurance. The learning curve was steep and the amount of technical information I had to assimilate was vast - yet this was comparable to situations I had previously found myself in whilst under time and environmental pressures in the Army.

The core soft skills that had been developed and honed within the Army helped me into a new career in professional services. Whilst learning so much that was new to me, carrying forward the 'can do' attitude of the military allowed me to forge positive relations in the firm. This quickly built me a reputation as someone willing and able to take on projects and work in often unfamiliar areas - with those around me offering support and guidance when needed.





MARIE GALLÉ:
TIME IN THE ARMY: 10 YEARS
ROLE IN PwC: CONSULTING
TEAM RESOURCING LEAD

I joined the Army later in my career than many of my military peers, having worked in Primary Health Care IT and Comms for some years. I joined for a challenge, to test myself and try something completely different. I entered a whole new world with robust values and one more mentally and physically demanding than anything I had experienced previously.

My Officer career was hugely varied with incredible opportunities I will remember forever. I have commuted to business meetings in virtually every British Armed Forces helicopter going, fired AK47s on an Afghan Police training range, dined at the British Ambassador's table and served tea to Prince Charles – and that was just on one of my operational tours to Afghanistan! I have been mentally challenged, adapting to a new role and surroundings every two years. I've been taken way out of my comfort zone canoeing through rapids in the wilds of Canada, patrolling in 40 degree heat and having the joys of a tree top assault course (I am terrified of heights).

I had two fears when leaving the Army. Firstly, how would all my experience translate to civilian life and be attractive to an employer? Secondly, if I found a role where this was valuable,

would it hold my interest and offer me the challenges I wanted?

Fortunately my fears were all allayed. With support from the Army in translating my skills and advice from those who had already made the leap I secured a role in Resource Management within the consulting branch of PwC. It wasn't all plain sailing, a new culture, new language, new people and wearing heels instead of army boots, all took time to adjust to. I found that I was an entirely different person from the one who had joined the Army. I was delighted to find, however, that my military experience and the skills that it had instilled in me, were not only transferrable but the key to my success. Calm under pressure, leadership, discipline, respect of others and sheer tenacity all helped me bed into the team and get to grips with my new world.

I have progressed from leading a team of three on my arrival to a team of seven just one year later and head up many wider team process improvement tasks as we strive for excellence in our service. So, PwC. Never a dull moment, always a new challenge or problem to be solved and a fantastic team who respect and support each other. Whilst their corporate world is a million miles away from the Afghan desert it is a world I recognise: challenging, progressive and value-driven. I now find myself just as at home in More London as I did in those army boots!



ANDY BROWN
TIME IN THE ARMY: 24 YEARS
ROLE IN PwC: RESOURCE
MANAGEMENT TEAM LEADER

My career in the Army took me to some fascinating places I never thought I'd find myself in – and indeed places that perhaps I would not wish to return in a hurry. My journey started at the Royal Military Academy Sandhurst in September 1990 with the intention of serving three years in the Royal Artillery. This took me through some of the best leadership training and development on offer anywhere in the world, and on some of the most challenging and demanding operations in Northern Ireland, the Balkans, the Middle East and Africa. After promotion to Lieutenant Colonel, command of a Regiment and a 7 month deployment to East Africa, I decided that the time was right to seek out new pastures and new challenges.

I went from officer to civilian in a 6 month rollercoaster ride of emotions, ranging from the 'ups' of seeking new challenges and a new career, to the 'downs' of fear and anxiety that I just wouldn't know what I was looking for, to the 'vertical drops' of outright panic that I wouldn't get a job and have nowhere to live! Realising that the trusted sergeant major is no longer by your side to offer shrewd advice and forthright counsel suddenly hits you like a steam train!

The light at the end of the tunnel was an opportunity in PwC. As a professional services firm, PwC recognises the wide range of 'people' skills and experience

that members of the Armed Forces offer. Being appointed Resource Management Team Leader for the Regions and Tax in May 2014, I now lead a team of over 45 resource managers, shaping the strategic workforce plan to support the Tax Line of Service, making sure we get the right people to the right place at the right time and with the right skills. The role allows me to apply some of the core skills of leadership and diplomacy in a highly complex matrix of business units and relationships. One year in, I am still in the early stages of transition, still getting to know a new culture, a new way of work and life and a completely new language! But I am doing this in an organisation that has an exceptional global reputation, values its people, encourages diversity and strives for continuous improvement.

My journey has also been made so much easier by the very positive attitude that PwC, work colleagues and associates all have towards members of the Armed Forces transitioning out of the military into civilian life – underpinned by their recently formed Military Network and signing of the Corporate Covenant.

Still on the journey, I remind myself of the basic leadership tenet: "doing the right thing". And I hope to continue to add value by digging into my military experience and using my leadership skill to continue to do the right things ... but even better! ●





Making the Transition

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 (CTW), along with any other that you will find of benefit, such as CV Writing or Interview Techniques.

The purpose of these workshops is to help you to recognise and assess your options and learn skills in order to approach the civilian workplace

and market yourself to a future employer. These are skills that are important to develop for life, and not just for your next job. If you don't go – you won't know.

Throughout our lives we are faced with choices or options and as you prepare to leave the Services, you are potentially about to face some of your biggest ones yet. You can never start this preparation early enough so plan your resettlement carefully and thoroughly. In order to commence a successful self-marketing campaign one of the first things you should do is to decide what it is you wish to achieve.

UNDERSTAND THE WORLD OF WORK

- what has changed since you joined the Services?
- how do those changes affect you?
- how do you effectively manage your own career?
- what are the different patterns of work?
- what do you want from a company?
- how do you negotiate a salary package?

IDENTIFY YOUR INTERESTS AND SKILLS

- what are your interests?
- what transferable skills do you have?
- what training or qualifications have you done?
- Can you identify what you have achieved so far?
- does all this help you decide what to do next?



PROACTIVE NETWORKING

- how do you establish a useful network?
- how do you use networks to help you research?
- how can networks help you into a job?
- how can networks help with career development?

NETWORKING ADVICE

- start early
- create mutually supportive relationships
- use these at all stages of career development, not just at time of job change
- networks are useful information sources
- successful people develop networks
- use them to market yourself and your organisation

The CTP can help you find the answers to these questions through attending workshops and one-to-one sessions with your Career Consultant. If you are not yet registered with the CTP, speak to your local Resettlement Officer or Service Resettlement Advisor for further advice. For the most up to date information, please visit www.ctp.org.uk.

The Self-Marketing Approach is based on the application of well-established marketing concepts to the task of getting a new job. Marketing is about delivering products and services to meet customers' needs. In this case, you are the product, the customer is your next employer. Your task is to persuade the customer that the range of benefits, which you bring, match his or her needs.

DEFINE THE PRODUCT

- identify as wide a range of your skills and experience as you can
- from these you can choose which ones match what the employer wants
- demonstrate your value to the employer
- list your successes
- focus on skills and attitudes rather than tasks
- identify transferable skills
- learn to think in terms of product (you) and customer (your next employer)
- remember, customers buy benefits
- define yourself in terms of unique selling propositions

PREPARE SELF-MARKETING LITERATURE

Your CV should include:

- a personal profile – your unique selling proposition
- major achievements – the benefits you brought to current and previous jobs
- a focus on your transferable skills

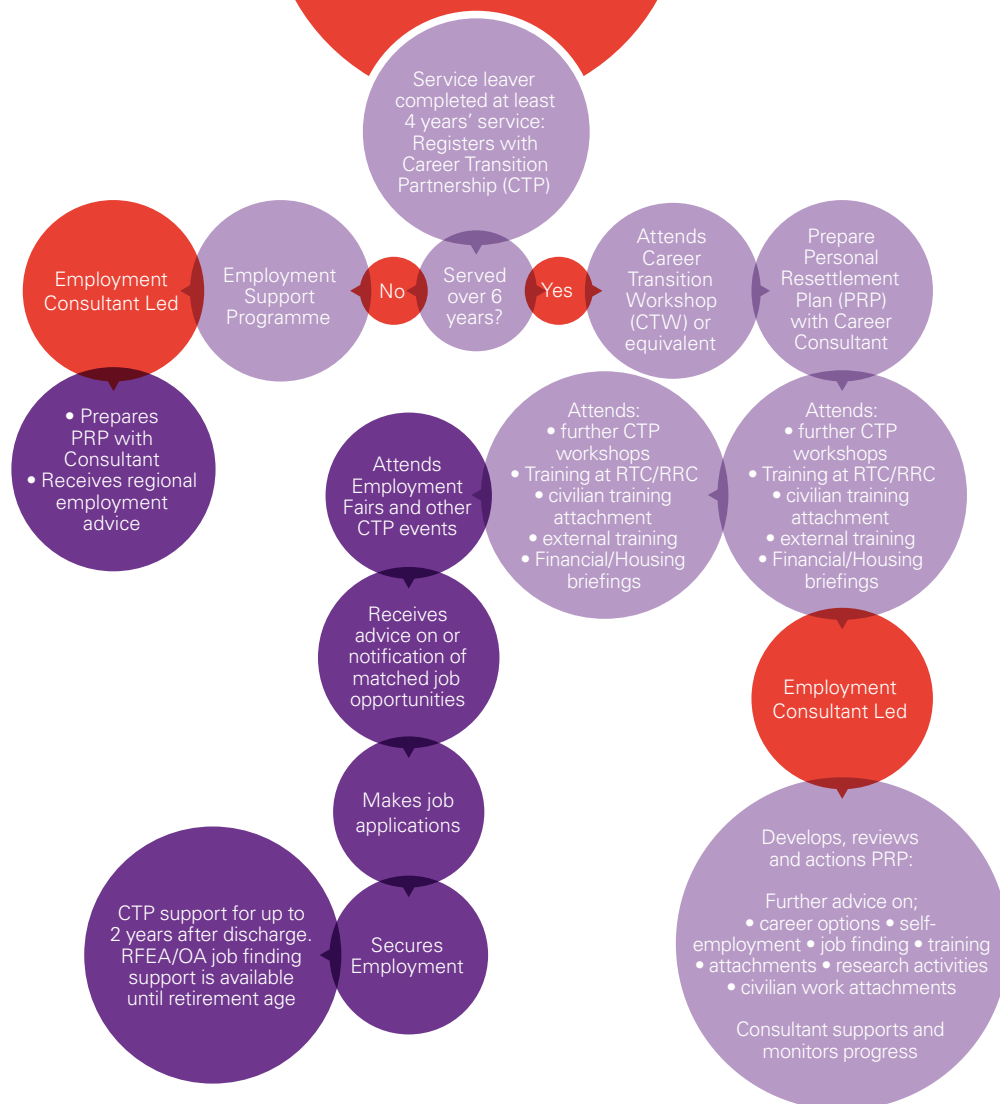
Your CV should avoid mentioning:

- details of salary
- references
- any negative aspects of your career to date
- clichés, jargon, abbreviations and untruths

RESEARCH THE MARKET

- decide on sectors, geographical areas, etc
- use directories, databases, internet, etc
- ask for information
- use your personal network
- use industry associations, chambers of commerce, etc
- attend employment fairs and conferences

ROUTE MAP FOR SERVICE LEAVER'S START HERE:



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

IMPLEMENT A MARKETING CAMPAIGN

Use a variety of approaches:

- responding to advertisements
- direct approaches by phone, email and letter
- networking
- employment agencies
- develop a system and keep records of all activities
- follow up approaches systematically
- learn from your mistakes

SELL YOURSELF ON A FACE-TO-FACE BASIS

- research the employer
- think about what skills the job involves and how you could demonstrate these
- prepare interview responses
- dress appropriately

- arrive early; impress everybody you meet
- smile
- avoid crossing arms and legs when sitting
- maintain eye contact
- answer questions honestly, but focus on the positive
- manage the interview to match your benefits to the employer's needs
- prepare questions that you can ask the interviewer
- seek feedback and learn from mistakes •

MORE INFO

For information from CTP please visit www.ctp.org.uk.



Key organisations are specifically seeking Service leavers like you to fill their vacancies

The Career Transition Partnership has links with hundreds of organisations who recognise the value ex-military personnel can add to the workplace. Throughout your resettlement, there will be plenty of opportunities to find out more about these companies and the jobs they have on offer, including employment fairs, live online chat events, company presentations and CTP RightJob.

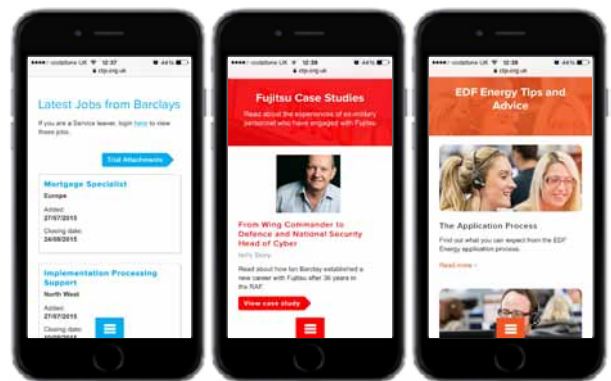
CTP Employer Focus Directory

The Employer Focus Directory on the CTP website features organisations that have been hand-picked by the CTP employment team because they have ongoing opportunities for ex-military personnel.

View each employer's page to find out about **current vacancies**, read Service leaver **case studies**, watch **videos** and learn about what it's like to work for the organisation, along with **hints and tips** for how you can submit a **successful application**.

Each employer has their own set of pages, and has provided information specifically targeted to Service leavers to ensure you are kept informed about the latest opportunities along with other useful information to support your application.

- Learn about employers who are committed to employing ex-military personnel
- Find out about the organisation, its culture and your potential fit
- View job vacancies and civilian work attachment opportunities
- View details of forthcoming open days and events
- Hear the stories of former Service leavers who have successfully transitioned into civilian employment



Live Online Chat Events

Employers regularly host online chat events via the Employer Focus Directory. These events are a simple way to find out more about an organisation & their vacancies, via a private one-to-one chat with a representative from the company.

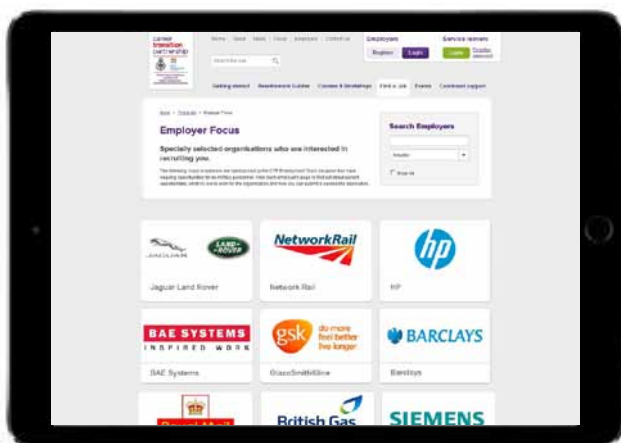
The events normally take place over a two hour period around lunchtime, so there is no need to travel or use any resettlement time; simply log on at any time during the two hour slot.

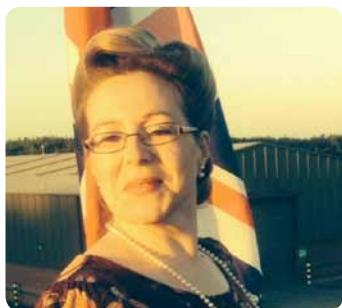
- Chat one-to-one with recruiting staff
- Learn about current and future job vacancies
- Discuss any training requirements
- Find out where your skills and experience could fit in

All upcoming live chats are advertised on the CTP events calendar at www.ctp.org.uk/events.

Is your RightJob profile is up-to-date and complete?

Ensure you update your skills, desired job location and the industries you are interested in. All Service leavers who meet the employers' criteria will be notified via email prior to the live chat, so make sure you don't miss out!





My Resettlement Story:

Barbara Goudie

WO2 Barbara Goudie has served for 24 years in the Army and is now looking forward to embracing a new civilian career as a Senior Clerical Administrator for a local primary school.

TELL US A LITTLE ABOUT YOURSELF.

I have served for 24 years in the Adjutant General's Corps (Staff & Personnel Support), and have now reached the end of my contract. During service, I thrived on the variety of my different assignments and have had the opportunity to work with some of the best units in the British Army. As a Combat Human Resource Specialist (CHRS) my role involves ensuring provision of support from the ground level upwards to a wide audience. My role has been as important whilst employed at the Army Personnel Centre providing Staff Support to the Deputy Military Secretary as it was whilst I served with 3 SCOTS getting the unit ready for operational deployment. My trade has real impact; I love working with people and seeing the end result and a solved problem.

I have also loved travelling and seeing new countries and cultures; I have been introduced to so many different nationalities, religions and cultural diversity since enlistment which I feel has made me a better, more informed and aware person. During my time in Kenya I had the advantage of seeing my two favourite animals, elephants and giraffes in their natural habitat; as an animal lover I was overjoyed to be able to see both of these magnificent breeds in their own surroundings and get paid to do so.



WHICH MILITARY EXPERIENCE DO YOU THINK WILL BE USEFUL IN CIVILIAN LIFE?

Being able to understand the importance of change management has significant value not only in the military but also in the civilian sector. The leading and mentoring skills will be of great use as will the problem solving skills and the ability to stand back and judge a situation before diving in to try and fix it. Effective time management is essential in the military and this will also be of value in civilian life. I have been asked by my future employer not to lose my military ethos which makes me feel that my military service is hugely valued by my future employer.

DID YOU ATTEND A CAREER TRANSITION WORKSHOP (CTW)?

I attended the CTW at Rosyth and found the mock interviews of great value. We all had the chance to be either a candidate or part of the panel. Having not had a job interview since 1990 it was a daunting experience but it proved to be of great use; I aced my first job interview and was offered the job that day. One of the key points I took away was how important it is not to panic, fidget and to use good eye contact when delivering answers to questions.

DID YOU COMPLETE ANY OTHER RESETTLEMENT WORKSHOPS?

I completed the CV Workshop, which was excellent; we went through the do's and don'ts of what to put on a CV and then carried out a job sift of ten CVs and selected potential candidates. I also completed the Business Start Up Workshop, which gave good solid advice on how to set up and maintain a small business.

I used the main bulk of my resettlement to complete the Certificate in Human Resource Practice (CIPD Level 3). The course introduces the basic elements of HR Practice and was of enormous benefit. It is an excellent course to complete for those who will go into the early stages of management in the civilian sector, as well as those planning a career in HR. The course involved writing in-depth assignments and working at weekends because it is designed to be delivered over 32 weeks in a civilian further education environment; it is delivered at the Resettlement Training Centre in Aldershot in only 4 weeks so the pace of the course is fast but well worth the hard work and effort.

HAVE YOU TAKEN ANY ADDITIONAL TRAINING COURSES?

During my last assignment I was supported by my chain of command and was able to complete a BA in Business and Enterprise at Napier University. I then completed a Lean Fundamental Course, which enables you to look at doing less with less in a changing environment. Also, I undertook a First Aid at Work course, which is valid for three years from qualification; this means that my new employer can benefit from having a qualified first aider within their organisation for no extra cost.

WHAT SUPPORT HAVE YOU RECEIVED FROM YOUR CTP CAREER CONSULTANT?

My CTP Career Consultant at RRC Catterick was outstanding - she was in regular contact with me by phone and email, discussing the progress of my resettlement plan, assisting me with my CV writing and giving practical advice where needed. We discussed the training I intended on undertaking and she gave good, honest advice where needed and showed me how to research job sites in my local area and how to sift through the various advertisements.

I was assured that my consultant was focussed on me as an individual, ensuring that I received the best support possible throughout my resettlement pathway.

DID YOU USE THE CTP WEBSITE?

I access the CTP website regularly and check to see what courses and training are available. MyPlan helps at the initial stages of resettlement as it enables you to see what your goals are for the future. It is interesting to see that my plan hasn't changed much and that I have completed almost all of my goals.

I utilised RightJob and receive regular emails with job recommendations and although I identified a suitable post on a different website, having access to RightJob enabled me to be able to monitor the job market in my local area: what jobs were available and levels of salary.



WHAT ARE YOUR FUTURE CAREER PLANS?

I have already secured employment as the Senior Clerical Administrator for a local primary school which combines my two favourite things; administration and children. I intend to keep up to date with the CIPD by maintaining my membership and in due course I intend to return to adult learning and complete CIPD Level 5. Once I have settled into my role I would like to gain some vocational qualifications, in particular I would love to learn Spanish or German, and learn how to read music with an ultimate aim of learning to play a musical instrument such as guitar or piano.

WHAT ADVICE WOULD YOU GIVE OTHER SERVICE LEAVERS?

First, I would say it is essential to make time for yourself each year to complete at least one form of Continuous Personal Development (CPD) and not just in your last two years of service. Jobs for life no longer really exist and therefore any CPD you complete will not only be of benefit to the service but also to you.

The Industry's Only Qualification in Firearms (9mm/5.56mm/7.62mm) for Hostile Environment

- Endorsed by HABC set at Level 3
- 5011 ELCAS approved funding (Enhanced Learning Credits)
- Approved CTP (careers Transition Partnership)
- UCP Group Combined Firearms Training for Hostile Environment Close Protection Operatives use the most common real life scenarios for reaction to attack during training maneuvers.
- 9mm/5.56mm/7.62mm Caliber (not .22)
- Highest level of instruction delivered by veterans of the CP industry with 20 years + experience for each instructor.
- Ratio: 1:1 (instructor to Learner)

UNITS INCLUDED

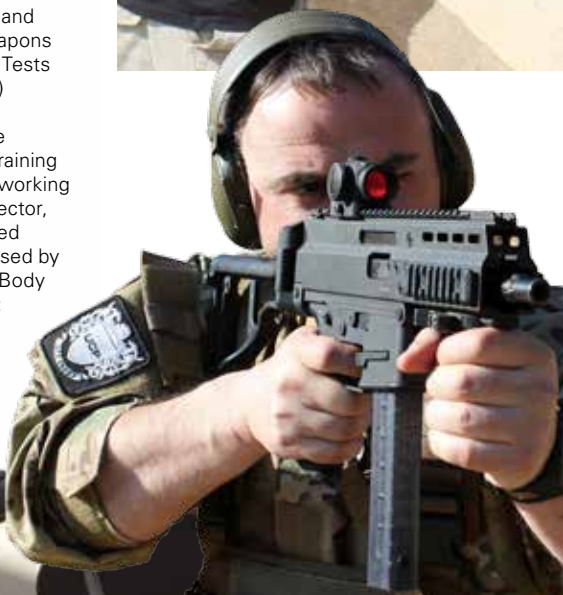
- Principles of Marksmanship
- Detailed Weapons Brief

- Safety Handling Drills
- Firearms competency
- Holster Drills including Covert/carry
- Transition Drills
- Immediate Action Drills and Reloads
- Close Quarter Battle
- Building and Room Clearance
- Reaction to attack from Vehicle and on foot
- Protection Formations
- Use and Zeroing of Reflex and Iron Sights
- Snap Shooting
- Multiple Target Acquisition
- Shooting from various positions including from cover
- Dedicated Marksman
- Maritime Firearms Training
- Accurate and effective target engagement at various distances with Pistols and Rifles



- Strong and weak hand effective shooting, Assault Rifle and Pistol
- Use of 'Complex Optics' Brief, including Spotting and Zeroing Bolt Action Rifles
- Stripping, Cleaning and Assembly of all weapons
- Weapons Handling Tests
- Final exam (written)

In line with the move towards standardising training delivered to individuals working in the private security sector, UCP (UK) have developed two programmes endorsed by the Highfield Awarding Body for Compliance (HABC):



Level 3 Firearms Training Hostile Environment Close Protection Officers



dedication over the past 18 months have culminated in the development of these two excellent Awards.

Colonel Tim Collins OBE, CEO New Century, congratulated UCP (UK) on the development of the two awards:

"Public accountability, standards maintenance and legislative compliance, should be at the forefront of every individual and each company's performance; UCP (UK) have produced two new programmes that will ensure private security companies (PSC) adhere to the exacting standards that are necessary to operate safely. Their detailed work has resulted in a programme that will allow PSCs to exercise control over their workforce confident that, if they have achieved the Level 3 Firearms programme, they have the best possible chance of operating safely, efficiently and within the law. I congratulate UCP (UK) on their determination, drive and commitment to making security that bit safer."

In order to enhance the two firearms programmes, UCP (UK) has developed the 'Ultimate 4' Training Package, which also includes Level 3 qualifications in Close Protection and First Aid Response. This is the ideal training package for individuals who work, or wish to work ●

- Level 3 Award in Firearms Training (7.62/5.56mm) for Hostile Environment Close Protection Officers
- Level 3 Award in Firearms Training (9mm) for Hostile Environment Close Protection Officers

The Level 3 Awards offered by UCP (UK) allow potential Hostile Environment Close Protection Officers to develop and maintain their firearms skills through endorsed programmes.

Individuals will be trained to the highest standard, using premier ranges overseas and upon successful completion, will be

appropriately certified to carry out their job professionally, safely and competently.

It is becoming increasingly important for personnel working in the private security sector to undertake structured, competency-based and endorsed training programmes. This not only ensures that individuals are appropriately trained to a high standard to carry out their job, but also assists in improving and standardising training, competencies and professionalism within the sector. Additionally, it allows potential employers to dictate professional development required when recruiting suitable staff.

Our programmes ultimately contribute to homogenising firearms training within the security sector and I am delighted that the hard work, time and





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EXCELLENCE THROUGH EXPERIENCE

TRAINING THAT'S CREDIBLE

Established in 2006, Excellentia's training team consists of some of the best Close Protection instructors in the country.

All our instructors have recent operational and instructional experience from one of the following world renowned protection units:

- Royal Military Police Close Protection Unit
- Metropolitan Police Protection Command
- United Kingdom Special Forces

A LOCATION THAT MATTERS

Our Executive Close Protection Course is based in London to maximise candidates understanding of the capital, the location where 95% of the UK's Close protection work is within the SW1 area of London, so why train anywhere else.

Excellentia also conduct other courses and have placed their newly qualified CPO's either on their first operational tasking or continuous operational tasking's.

INDUSTRY LEAD QUALIFICATIONS

Close Protection Course (including FPOS-I) - ELCAS
BTEC Level 3 - 21 day

Close Protection Course (medically qualified) - ELCAS
BTEC Level 3 - 17 day

Close Protection Approved Prior Learning Course (APL)
BTEC Level 3 - 1 day

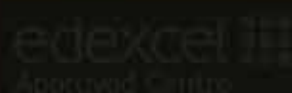
Protection Driver and Enhanced Chauffeur Skills
BTEC Level 3

First Person on Scene-Intermediate (FPOS-I)
BTEC Level 2 - 4 day

European Firearms Course

London Familiarisation Course

Contact us : 0207 060 2130



E-mail: christina@secure-assistance.co.uk Tel: (+44)75 3535 1899
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IN SUPPORT OF
THE ELC SCHEME



Nuco Training
Instructor Profile

Traci Sproston

I have been a Paramedic for 15 years now and love my job. I have been concerned over the years at the lack of First Aid training, there are times where Basic Life Support could have saved a life.



Before joining the Ambulance Service I worked for the railway and had attended various courses, including First Aid, where it was either death by PowerPoint or the trainer was so uninteresting that many people on the course were struggling to keep their eyes open.

My best friend Kay who is also a Paramedic, left the Ambulance Service 3 years ago and started her own business based around the things she loves. She teaches Equestrian First Aid and encouraged me to "have a go" putting me in touch with Nuco Training to book myself on to a course.

I can honestly say this was the best course I have ever been on! It was fun, extremely informative and opened my eyes to a totally different approach to, not only training but teaching. I enjoyed the course that much I wanted to return as a full time student, forever! I have been ecstatically enthusiastic about it ever since and have recently passed on Nuco's details to friends and colleagues to follow in my footsteps.

I now work part-time with West Midlands Ambulance Service as I grow my First Aid Training Company First Trace Training Ltd.

Following on from my course at Nuco I shadowed Kay delivering one of her courses and soon realised that she had adopted their modern style of training, making the courses so much fun whilst still being very structured and informative. I could see that Kay was gaining the very best results from the delegates purely because they were learning and remembering through engaging practical scenarios. To ensure each step of the training was firmly retained, she used the blended learning tools provided by Nuco to revisit training and again confirm the information.

This is a style I have since adopted myself and the results have been fantastic so far. My company, First Trace Training Ltd delivers First Aid Courses to the Care Sector, training in Care homes, Residential homes and Nursing Homes across the UK. I have recently started a new branch to the business, teaching First Aid to children in schools, after school

clubs and other activity clubs such as Scouts, Cubs, Brownies and Guides etc. This is certainly a new challenge for me but I am enjoying every minute. Nuco continue to be a fantastic support to my business and I am able to purchase all my certificates and training manuals from them with my company logo in pride of place. If I am unable to teach a course myself due to other commitments I can call on other experienced Nuco trainers to help me out where necessary, all trained by Nuco Training. The network of instructors is huge and I have made some good friends whilst growing my business.

Previously I had always worked for someone else and never thought I was even capable of running my own business but here I am eighteen months on and I am getting referrals, I see a great future ahead doing something that I love and believe in. The Instructor training and support that was offered by the Training Manager Darren Coombs gave me the inclination and passion for starting up on my own ... with no regrets.

Contact: www.nucotraining.com

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Ex Military Recruitment Specialists

XMR Deliver with Hermes

Ex Military Recruitment (XMR) is a unique recruitment company set up to help ex service leavers from the four technical corps. It has boomed over the last year in all sectors and in particular, the Logistics world. XMR has now partnered with Hermes to provide a wide range of jobs across the UK.

Hermes is one of the leading parcel carriers in the UK, carrying over 240 million parcels per year, through the multi-channel options of store delivery, click and collect, home and

independent retailers operating a myHermes ParcelShop as part of their business. The tailor made solutions that it provides has ensured that it has become the UK's leading consumer delivery specialist growing by circa 20% year on year, creating

opportunities and growth for their employees and customers.

This unique, fast paced, service is something the military has become accustomed to throughout its rich heritage. The reports within the civilian logistics world via CILT, is that the

industry industry is experiencing rapid growth, but a question still remains unanswered, "Does the manpower exist to help support this growth?"

The simple answer is, no! There is a general lack of awareness of the diverse range





Ex Military Recruitment (XMR) has a strong foothold within the Logistics sector and all four technical Corps. This is apparent by partnering with Hermes, providing a fantastic career path for Logistics experts within the following divisions;



- **DRIVERS:** This is a fantastic opportunity for ex Military personnel with high profile operational driving experience to forge a career in the civilian world and gain warehouse responsibilities through "Warehouse to Wheels"
- **WAREHOUSE:** Ex Military supply and control specialists from all Cap Badges have the expertise required for distribution depots across the country
- **TRANSPORT:** Service leavers from the Military transport unit have all the fleet management skills needed to run in depth vehicle networks
- **DEPOT:** Senior Logistical managers with experience running all operations required within the supply and control stores are a brilliant match to grow Commercial depots all over the UK.



We're here to help. Check out our website, send us an email or call us
www.xmr.co.uk
jobs@xmr.co.uk
 020 7652 9365



Ex Military personnel. Within the military there is a hugely diverse pool of individuals holding Logistical skills that Hermes recognises as the solution to securing their future. It sees the talented logistical experts as the potential backbone to its growth. This is due to the proven success already shown from providing our country with vital logistical operations to secure our future as a nation.

So if you feel that you have those vital Logistical skills that will help bridge the gap within one of the nation's biggest

supply chain operations then get in contact and grow your career within Hermes and have the opportunity to develop your skills in a growing and diverse e-commerce market place. ●

MORE INFORMATION

For more information visit:
www.xmr.co.uk, **give us a call on:** 0207 652 3565 **or drop us an email:** matthew.radbourn@xmr.co.uk

of skills needed and a shortfall in the number of talented personnel taking control of the incredible opportunities it's producing.

So what's the solution? XMR has teamed with Hermes across 25 depots throughout the UK to provide numerous positions for



The Drive To Succeed

Most members of the Armed Forces have obtained some form of driving qualification during their service. Equally military trained drivers are skilled and comfortable driving long distances over permitted long periods of time. If you enjoy driving and see this as your future the opportunities are out there.

Backline Logistics is based throughout Hampshire and the West Country, claims to be the South & West's premier driving, industrial and Skilled Agency & Training Provider. It is also a company that recognises those inherent and transferable skills that service personnel can bring to the organisation.

Sam Hay from Backline Logistics, said: "We recognise the experience, commitment, reliability and work ethic that Ex-Forces personnel bring to the workplace. That's why we want you! We have a variety of jobs from skilled labouring to HGV driving positions.

Incentives we offer include a 10 per cent discount on self-funded training and referral bonuses for recommending your friends." The company has also recently gained approved Career Transition Partnership (CTP) status for its Training division which provides ADR (hazardous goods carriage), Lorry Mounted Crane, Driver CPC and Fork Lift Truck training. The company claims an astonishing 100 per cent pass rate for its ADR training! Details of all training courses can be found at

www.backlinelogistics.co.uk/training.

Select the type of training you are interested in and any planned dates will be displayed.

It's worth knowing that Backline offer a full complement of novice courses for first-time candidates but also refresher courses for those simply seeking to renew a previously held entitlement. There are sometimes restrictions that apply when it comes to doing a refresher course rather than the novice version, so it's best to check with your local branch as to which is the appropriate course for your circumstances.

PACKAGES

Backline understand that you want to make the most of the funding that's available to you. That's why they've put together some fantastic value packages that maximise the bang that you get for your buck. You'll be an employer's dream by the time they've finished with you! For full details of the funding available to you, contact the CTP who will be able to provide advice (**www.ctp.org.uk**).

DRIVER CERTIFICATE OF PROFESSIONAL COMPETENCE

(CPC) Driver CPC training is required by law to be completed by all drivers of vehicles above 3.5 tonnes Maximum Authorised Mass (MAM) or capable of

carrying more than eight passengers if they are doing so for hire or reward. The licence categories that require CPC are as follows: C1, C, C+E, D1, D1+E, D & D+E. There are some exemptions to this such as for drivers that are providing some public services (e.g. council waste collections), those driving for the armed forces or for certain types of activity where, as a general rule, the vehicle itself is not being used to generate a profit and/or gain. More guidance on CPC exemptions can be found at **www.gov.uk/driver-cpc/exemptions-examples**, however it is advised to seek legal advice before relying on a potential exemption. There are two types of Driver CPC:

INITIAL CPC

Initial CPC is required for drivers who passed their car test after 1 January 1997 **and** their HGV C1, C1E, C or CE after 9 September 2009 or 9 September 2008 for D1, D1+E, D or D+E. It consists of theory tests, case studies and a vehicle walkround checks test. All the elements of Initial CPC are pass/fail and you must pass each element before you are issued with a Driver Qualification Card (DQC).

PERIODIC TRAINING

Periodic training is required by drivers who passed their tests before the deadlines mentioned above, or who have completed their initial CPC and are looking to work towards their next 5 years qualification. Periodic training is what most people refer to when they talk about Driver CPC. This is predominantly classroom based training, but can be incorporated into practical training as well for things such as ADR, Fork Lift Truck and Lorry Mounted Crane, all of which can be provided by Backline Logistics throughout Cornwall, Devon,

Dorset, Somerset, Bristol, Wiltshire and Hampshire. Drivers require a total of 35 hours of periodic training every 5 years to maintain their CPC entitlement. This can be made up of any five modules, each of which contribute seven hours towards entitlement.

In addition to providing training services, Backline Logistics provide support for a wide range of companies with both temporary and permanent recruitment solutions. Once you have completed the required training to become legally compliant for work in Civvy Street, registering with your nearest Backline branch will open up a host of employment opportunities. Clients that they service include major UK brands such as Tesco, Marks & Spencer and Halfords, right through to smaller companies, some with as few as a handful of employees. For a full flavour of the vacancies that they are currently looking to fill, you can visit www.backlinelogistics.co.uk/vacancies where you can search by your location.

INVESTMENT IN STAFF

This is where Backline separates itself from virtually the whole of the rest of the recruitment market. When they see that an employee is committed, reliable and hard-working, they like to recognise and reward it. Earlier this year, for example, they selected three of their registered drivers for a licence upgrade programme. The drivers were given the opportunity to upgrade a C1 licence to a full C licence, or if they already held category C entitlement, to upgrade it to C+E.

The idea behind investing so heavily in their temporary staff is to breed a culture of loyalty throughout the organisation, and make sure that those doing a good job are suitably recognised and rewarded for their efforts. Jason, a Class 2 (C) driver who was given the opportunity to upgrade his licence to Class 1 (C+E) said "I couldn't believe it when they told me I'd be chosen for it. I was literally speechless! They've funded the whole thing, from the training through to the test itself." To find out how Jason gets on (his test is on 27 August, just days after we go to print!) go to www.backlinelogistics.co.uk/blog/licence-upgrades.

Another unique approach that Backline take is guaranteeing minimum incomes for many temporary staff. Dependant on skill sets, they'll guarantee you a minimum gross income per week (usually between £400-500) so you know that you'll be earning, regardless of whether or not you're working! Ask your local branch for details of these arrangements.

Backline really likes to engage with both its customers and its candidates. By visiting the website (www.backlinelogistics.co.uk), you can find contact details for your nearest branch, including a map and details of who you'll be dealing with. There's also an easy to use 'Contact Us' enquiry form where you can submit your details and a member of staff will contact you. If your enquiry is made during office hours, they aim to contact you within 30 minutes. As if that wasn't easy enough, there are a host of keywords that you can text to a short code number (**87070**), which are dealt with in the same fashion as the website enquiries. Many of you will be familiar with social media platforms. Backline also run a Facebook page (www.facebook.com/BacklineLogistics), Google+ pages for each branch (search Backline Logistics).

They always welcome new followers/page likes and reviews, plus it's a great way of keeping up to date with what's going on, current vacancies and events, as well as industry news and points for discussion. Twitter profile ([@BacklineHGV](https://twitter.com/BacklineHGV)), Snapchat ([BacklineHGV](https://www.snapchat.com/add/BacklineHGV)) and LinkedIn (search Backline Logistic Support Services).

SO IN SUMMARY, BACKLINE WILL:

- Provide you with the training that you need to prepare you for employment in Civvy Street.
- Find you full or part time work placements to suit your circumstances once you've completed the necessary training.
- Assist you in the search for permanent employment within your chosen field. That is, of course, if you don't like working with us so much that you stay with us permanently!

If you're keen to find out more, you can text **DRIVE ER MAG to 87070**. We won't charge you for your text, but your operator might. ●

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www.backlinelogistics.co.uk

Our mission is to be known as the go to Recruitment Company by both clients and candidates, by offering our enhanced services and expertise while making constant improvements, we aim to excel in delivering expectations for our candidates and clients as well as our employees.

With our knowledge of the transport & logistics industry it means Bailey Employment Services (BES) is best placed to provide professional, hardworking and reliable drivers.

As a driver with BES you can expect the highest quality of service from the professionalism and organisation of the Driving Consultants with even an On Call Mobile where you can contact a Driving Consultant directly 24 Hours a day, 7 days a week, 365 days a year, to help with any issues the client or driver may have.

Our knowledge of the working environment means we are better placed to provide our clients with professional hardworking and reliable drivers.

Working for us as a HGV driver, you will be responsible for the many day to day dealings, as well as being the face of the Company; HGV Drivers are representing our clients.

Working as a HGV driver, you will be responsible for the safe delivery of goods. Your duties will involve...

- Ensuring goods are safely secured
- Keeping your vehicle in good condition
- Loading and unloading the vehicle
- Taking the quickest route to your destination, (so map reading is always an advantage)

MANY MILITARY LEAVERS ENJOY WORKING IN THE HGV INDUSTRY, CAN YOU TELL US WHY SHOULD THEY CHOOSE BAILEY EMPLOYMENT?

Bailey Employment Services has been established since 1984 and was rated as one of the Top 50 fastest growing independent recruitment agencies in the UK for 2 consecutive years, 2012 and 2013. We are a full service agency providing temporary and permanent job opportunities in Office, Factory, Production, Care and HGV driving. We are a member of the Freight Transport Association of which we gain valuable driver regulation updates & advice, which are then passed onto our drivers. Currently we are proud to be supporting a number of

national companies across the Wiltshire and Somerset regions. We have dedicated, professional consultants providing the highest level of support and advice to drivers. The team can give advice on Tacho Regulations or Driver CPC Qualification. In addition, we can advise on what equipment drivers need in order to successfully fulfil their assignments.

WOULD YOUR DRIVERS BE WORKING SHORT HAUL OR LONG HAUL?

We have various contracts that can be for odd-day assignments or long term contracts. Even for those on annual leave, we welcome drivers to register for temporary work to gain extra experience and income. We can also help military personnel leaving the forces to find permanent work with local contracts.

WOULD APPLICANTS REQUIRE A FULL HGV LICENCE OR WOULD YOU OFFER TRAINING FOR THE RIGHT CANDIDATE?

We do require drivers with HGV licenses, either Class 1 or Class 2. Due to new regulations, all drivers who

wish to drive commercially must have gained their Driver CPC Qualification. We can assist with this, as we work with third parties who can train drivers towards their CPC qualification.

SO WHAT'S NEXT?

If you have previous driving or logistics experience we are looking for Class one and Class two drivers to fulfil roles across the Wiltshire and Somerset area.

We're aiming to help with a smooth transition from the day to day work in the military to civilian life. We have ongoing contracts with full time, part time, odd days and weekend work available for the right candidates. If you're on leave and looking to work and gain some extra income too please don't hesitate to contact us. ●

MORE INFORMATION

Send your CV to:
drivingmelk@
baileyemploy.co.uk
Alternatively please
contact the Driving
Team on 01225 709494
selecting option 3



HGV Drivers Required

Experienced HGV Drivers are required now to fulfil our prestigious driving contracts in Wiltshire and the South West.

For those in transition or leaving the forces, we have a number of temporary to permanent HGV vacancies, along with other long-term ongoing driving contracts.

If you're currently on leave – then join us for extra HGV work and earnings.

Weekends, odd-days and weekday drivers are also welcomed.

Send your CV now to: drivingmelk@baileyemploy.co.uk

Or please urgently contact our driving team – 01225 709494 option 3



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To enter: please send an email entitled 'Easy Resettlement Training Giveaway' to info@bifm-training.co.uk and we will supply you with available course dates and full T&Cs. Competition end Friday 15th January 2016

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Have you ever thought of extending your military career into civil aircraft maintenance?

So – you can fix a PC board, you can fix a Tornado TR4, you can fix a Eurofighter Typhoon, a Sea King Helicopter, a Rolls Royce RB-199 engine, a 4 ½" Naval Gun, a Sampson Radar System and a Type-45 Destroyer. Now if you can fix all that, you can learn to fix a Grob Tutor, a Boeing 737 and an Airbus A380.

But, in order for you to enter the civil aircraft maintenance industry *at a level which is commensurate with your experience*, you will need a **European Aviation Safety Agency Part-66 Aircraft Maintenance Licence**. Use the skills you already have to help you achieve the necessary qualification for a career in civil aircraft maintenance. **Total Training Support** have helped thousands of aircraft mechanics to graduate, so... however you study... wherever you study... we have the materials, the technology and the experience to help you achieve an EASA Part-66 Aircraft Maintenance Licence and a career in the civil aircraft maintenance industry.

The **Platinum Flexible Account** is a two-year membership incorporating the flexibility to suspend your membership at any time that you are unable to study (due to overseas posting for example). The Platinum Flexible Account is designed as a sole distance learning vehicle, with support from **an individually assigned, industry expert**. With the Platinum Flexible Account you get:

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3. Tutorial support - **a real person, a subject specialist**, is just minutes away to help you through.

To find out more about the **Platinum Flexible Account**, the funding available from the **MoD's Enhanced Learning Credits** scheme and to start your training for your civilian career, email us for further information at:

elcas@totaltrainingsupport.com or visit **http://club66pro.com/elcas.php**



HR Security

Securing your future career

The security industry has always been a popular career choice for members of the Armed Forces who are keeping an eye on their futures, and the industry has always welcomed ex-service personnel because of the most obvious reasons. The synergy and the relevant readily transferable skills are invaluable.

GET THE ESSENTIAL SKILLS AND QUALIFICATIONS

Importantly, HR Security also provides training to help you get on the first rung of the ladder and its 16 day close protection course is state of the art.

In today's world, close protection officers need to be capable of operating in a diverse array of operating environments. From remote and hostile locations through to corporate and executive settings, each presents its own unique challenges. With this in mind HR Security – one of the most highly recommended close protection training companies in the UK – has developed a specialist course aimed at men and women seeking a career in the close protection industry. The course will give you practical experience of the conditions in which you could be operating, and equip you with the qualifications and skills that will inspire the confidence of potential employers and their clients.

Conducted at the HR Security facility in Bath in the south west of England, the 16-day course involves both theoretical and practical training.

The course thoroughly covers everything from the entry-level basics all the way through to high-level procedures such as physical intervention, first aid and trauma management – competencies

There are many aspects to the business and the options are varied, ranging from basic guarding duties to the more sophisticated areas of close protection and IT security.

While service leavers are likely to have most the skills required further training is required as are the appropriate statutory qualifications and registration. If you think that security is the way ahead for you a good starting point would be HR Security. The company undertakes every shape, form and complexity of security operation. Its expertise allows it to design, implement and then maintain highly professional and effective manned safety strategies.

HR Security director, Mark Reid, said: "We provide security services to many prestige companies

and individuals throughout the UK and worldwide. For all situations, we are able to supply fully trained and licensed professionals who are also trained in health and safety, first aid, and conflict management."

Their focus is to protect the individual, their businesses, property and possessions. HR Security works with its clients to design the most effective security programmes possible, tailored to their exact circumstances and requirements. They then apply sound management principles to maintain the highest levels of vigilance to ensure that all forms of risk are comprehensively mitigated. The management team monitors every contract to ensure that the agreed standards are met and provide regular meetings in which to discuss any issues or concerns that may arise.

that are considered essential by employers in the commercial sector.

By passing this course, you'll gain an SIA-accredited Certificate in Close Protection, as well as the HABC Level 3 Certificate in Close Protection.

THE COMPREHENSIVE COURSE SYLLABUS COVERS:

- Roles and responsibilities of the close protection operative
- Threat and risk assessment
- Surveillance awareness
- Operational planning
- Law and legislation
- Close protection teamwork and briefing
- Conduct reconnaissance
- Close protection foot drills
- Route selection
- Close protection journey management
- Search procedures
- Incident management
- Venue security
- First person on scene (FPOS)

Close protection operations are often of a sensitive nature, and due to the close working relationship required, HR Security's approach when selecting Close Protection operatives is unique within the security industry. The company only employ individuals who have been highly recommended or who have served within UK Special Forces or Royal Military Police Close Protection unit. With this selection process, the Close Protection operatives are all licensed with the security industries governing body the (SIA), and are vetted and CRB checked to offer the highest level of service.

The HR Security Close Protection Course has been approved by the MOD for Enhanced Learning Credits (ELC) funding.

The MOD's ELC scheme is an initiative to promote lifelong learning among members of the armed forces, and provides financial support in the form of a single up-front payment in each of a maximum of three separate financial years.

If you are a service leaver, or have left the services within the last 10 years you may be eligible to apply. Please contact your resettlement office or visit the ELCAS website www.enhancedlearningcredits.com for further information.

The courses run throughout the year and the information is readily available on the HR Security website, www.hrsecurity.co.uk.

FREE CLOSE PROTECTION SEMINAR

HR Security's Close Protection Career Seminar is aimed at anyone considering a new career in the

private security industry. It is designed to give a factual and realistic insight into the close protection market and the private security industry in general.

ATTENDING THE SEMINAR WILL ENABLE YOU TO:

- Discover if the industry is right for you.
- Discover if you are right for the industry.
- Gain insider information on employer needs and requirements.
- Learn how the private security and close protection industry operates.
- Review the many different close protection training options and qualifications.
- Learn about employment opportunities in the UK and abroad.
- Learn how to develop your career.

The seminars are free to attend and there are no obligations attached.

They are held at local Army garrisons and at its head office in Bath. They are hosted by members of

the HR Security team who have extensive operational experience in the commercial close protection industry, both in the UK and overseas. For more details contact HR Security direct on **01225 904680**.

The company also provides consultancy services on all matters relating to risk management measures and the wider aspects of security, including risk assessment. It also offers services in event security, maritime static and residential and investigation and surveillance.

Founded by Matt Hellyer and Mark Reid, HR Security's mission is to provide the best quality training both for service leavers and those already operating within the private security industry.

It is staffed by predominantly former UK Special Forces personnel, with over 50 years' operational experience between them. All the personnel have been carefully selected to ensure they have the appropriate operational backgrounds and qualifications to effectively teach close protection, surveillance and firearms skills.

Mark Reid concluded: "Our comprehensive and highly regarded courses have a market-leading instructor-to-student ratio. They provide students with the high level of professional expertise and continuity of training that will prove invaluable in their future roles." ●



- HABC level 3 in Close protection - your first step to a career in CP

This comprehensive 16-day training package realistically prepares men and women for a career in the Close Protection industry.

Conducted at HR Security's facility in the City of Bath, it is designed to give you the qualifications and confidence to seek employment secure in the knowledge that you can do the job, having gained practical experience of the conditions in which you could be operating.

The course integrates theoretical and practical aspects of the syllabus into a package that moves you from entry-level basics to a high standard in CP procedures, physical intervention, and first aid and trauma management.

These are all competencies considered essential by potential employers and this course will equip you with the high level of skills demanded in the current commercial sector and climate.

The course is taught by operationally experienced and professionally qualified instructors, including former Special Forces and other specialists with extensive military, police and commercial experience. Passing the HR Security Ltd course gives you a SIA-accredited certificate in Close Protection, as well as a HABC Level 3 certificate.

The Course Syllabus includes:

- Roles and Responsibilities of the Close Protection Operative
- Threat and Risk Assessment
- Surveillance Awareness
- Operational Planning
- Law and Legislation
- Close Protection Teamwork and Briefing
- Conduct Reconnaissance
- Close Protection Foot Drills
- Route Selection
- Close Protection Journey Management
- Search Procedures
- Incident Management
- Venue Security
- FPOSI - First Person On Scene

01225 904680 www.HRsecurity.co.uk

email: info@hrsecurity.co.uk



A preferred supplier to the
career transition partnership
The Ministry of Defence working with Right Management





CYBER SECURITY

Bluescreen IT Ltd has been established for 12 years and provides quality professional IT Training that includes Vendors like CompTIA, Microsoft, Cisco, ISC2, Checkpoint and many more.

We are an authorised ELC & CTP provider as well as a NATO preferred provider who offer a range of packages that are tailored according to where you want to head into the IT Industry, with the aim at keeping your personal contribution to a minimum. Whether you are new to IT or enhancing current IT skills, Bluescreen

can help you achieve your goal!

Our CompTIA Security + course has been awarded CCT accreditation by CESG and APM Group for the delivery, content and instruction of this course. This accreditation provides both the training provider and the student with confidence that courses certified under this scheme, provides a high standard of training of cyber security content and delivery. CESG is the information security

arm of GCHQ and we are the only training company in the UK who has this accreditation for the delivery of this course. Bluescreen IT are finding that Cyber Security related courses are fast becoming the most sort after courses that they deliver. Delegates that have now left the forces and have been on Cyber related courses are now working within some major companies protecting them from the

ever growing threats that constantly target businesses.

For further information on Cyber Security and other Security related courses, please contact us on **01752 724000** or info@bluescreenit.co.uk ●

RESETTLEMENT IT TRAINING

FLEXIBLE WIDE RANGE OF COURSES
ZERO TO MINIMAL PERSONAL CONTRIBUTION
ELC AND CTP ACCREDITED
FREE REFRESHER COURSE
DISTANCE LEARNING AVAILABLE

£0



LOW STUDENT INSTRUCTOR RATIO
PERSONAL TIME WITH INSTRUCTOR
80%
OF OUR COURSES HAVE BETWEEN 5-8 STUDENTS PER COURSE, 1:2 MAX

WORK EXPERIENCE AND RECRUITMENT ASSISTANCE

PROFESSIONAL CV ASSISTANCE
MOD TO CIVVY
WORK EXPERIENCE WITH PARTNER COMPANIES
1ST, 2ND AND 3RD LINE SUPPORT

HANDS ON TRAINING REAL KIT
NO SIMULATIONS

LOTS OF KIT TO PLAY ON!
ONLY THE REAL THING YOU BUILD IT ALL
HANDS ON LABS FOR REAL WORLD EXPOSURE



INTERNATIONALLY RECOGNISED QUALIFICATIONS

A+ • N+ • SEC+ • CLOUD+ • MCTS
MCSA • MCSE • CCNA • CCNP • CCSA
SQL • CISM • CISSP • IT SECURITY

15K ▶ 45K
EARNING POTENTIAL
PEARSON VUE PROMETRIC TEST CENTRE



CYBER SECURITY FACTS AND FIGURES

600K

61%

81%

£65K-£115K

BluescreenIT



01752 724 000 • 0845 49 00 465
info@bluescreenit.co.uk • www.bluescreenit.co.uk

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.

Our 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 2015. 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. ●



ORCHID Maritime

Orchid are pleased to confirm their partnership with Easy Resettlement magazine's 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 magazine's £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



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



Bristol Management Centre

Bristol Management Centre has been providing dedicated Resettlement courses for military personnel for almost 40 years.

From the very beginning our approach has been, first and foremost, to provide practical hands-on instruction and learning in order to give Service Leavers the means to quickly acquire the knowledge and skills to convert their many years of management experience to suit the demands of the non-military world. Our instructors are all highly experienced practitioners drawn from the top levels of management, who can give you real-life insights into things you really want to know about. This means that you hit the ground running when it comes to job interviews, as well as when you start in your new appointment. In addition you will acquire qualifications which will act as neon lights on your CV and, of course, qualify you to use ELCs to the best advantage. We are also a CTP Approved Provider which means that we can offer you a wide range of fantastic value packages which neatly fit the funding you have available. For further details, see our website or for your chance to win a free course through Easy Resettlement magazines £100,000 training give away, simply send us an email with when you joined service along with your expected exit date and please state which course you would like to win. We will be selecting winners throughout this campaign and will contact winners via email.

All Level 7 courses are residential. Residential costs are not included in the prices quoted here. All courses are offered in ELC-friendly combine packages.

There are no examinations as such in the core Programme, but during their attendance at BMC, delegates are able to

complete the assignments for the course and thus achieve a Master's Level qualification.

Bristol Management Centre is accredited to deliver qualifications on the UK Qualifications & Credit Framework (QCF) at Level 7 (MBA level) which thus makes the Executive Management Programme eligible Enhanced Learning Credit support. ●

Other Courses run by BMC

- PRINCE2 - Project Management
- MSP - Programme Management
- MoR - Managing Risk
- Managing Change
- APMP - Project Management

CONTACT

Email: training@bmc.ac.uk
or call 0117 949 1500

downland
cycles

Downland Cycles

Downland Cycles offers Cycle Mechanic Courses and Frame Building Courses in rural Kent.

Downland Cycles have been successfully training cycle mechanics and frame builders for 15 years. With a maximum of five people per course you will receive individual attention from our tutors, Bryan and Martyn.

In partnership with Easy Resettlement magazine you choose from either...

ADVANCED CYCLE MECHANIC COURSE LEVEL 3 PROFESSIONAL PROGRAMME

Learn everything you need to set up as a professional cycle mechanic, in your own business or within the cycle industry.

Advanced Cycle Mechanics, Hydraulic Brakes, Suspension Systems, Internal Hub Gears, Wheel Hubs, Lever Service, Headset and BB Bearings and Service, Frame Alignment, Bikefitting and geometry, Di2 and Advanced Wheel Building.

ADVANCED FRAME BUILDING

For those of you wanting to ride something a bit special, something you have made yourself then this is the course for you. Come and learn the skills of frame building at Downland Cycles. Build a bike frame to fit you perfectly.

The courses cater for absolute beginners, and no experience of brazing

or welding is needed to attend our courses. As long as you are practical and are confident in using hand tools then we will be able to teach you how to build a frame.

To qualify send and email titled Prize Draw to: julie@downlandcycles.co.uk. STATING YOUR...

- Name
- Date joined
- Date leaving or left
- Similar training completed if any
- ELC funding eligible? Yes or No
- State 1st and 2nd choice of prize FBC or ACM17T

The winner can book any available date as listed on our website before 30th September 2015. The Prize is not transferable to other persons or courses.

We will endeavour to offer the 1st choice however in the event of a place being unavailable then the 2nd choice prize will be offered.

When a course and date has been agreed this is not transferable and will be forfeited in the event of non-attendance or cancellation by the winner.

The prize excludes on-site accommodation fees which are £38 per night including all meals.

Frame build tubing as supplied from stock. ●

CONTACT

Email: julie@downlandcycles.co.uk
or call 01227 709706



Ambrey Risk

Ambrey Risk is the leading international private maritime security company, providing a range of security services and training to international private security and the oil and gas sector.

Our growth has been rapid and we currently have an ever expanding number of Head Office employees based in Herefordshire and hundreds of ex military contractors. In addition to our HQ in Herefordshire, we have further offices in Dubai, India, Germany, Korea, Singapore and Hong Kong.

Ambrey's core team is drawn from all sectors of H M Forces and we work tirelessly to attract and retain the best people to deliver our services. We provide continual professional development for our contractors with opportunities for promotion, flexible work patterns, excellent remuneration and international travel.

Our principal service is the provision of protection teams in support of vessels transiting through the 'High Risk Area' of the Red Sea, Gulf of Aden, Indian Ocean, Arabian Sea and off the coasts of East and West Africa. Since inception at the end of 2010, Ambrey have conducted over 1500 transits

and service a client base of blue chip ship owners, managers and major charters in excess of 100 strong and rapidly growing.

Ambrey is one of a handful of companies that have been awarded the recently introduced ISO 28007, a quality management system that delivers guidelines for private maritime security companies providing armed security personnel on board ships. This certificate is increasingly becoming a compulsory requirement for private maritime security companies who wish to contract with blue chip clients.

We are proud to be a part of Easy Resettlement's £100,000 training give away and are offering a free training course up to the value of £1,800. Simply send in an email to us stating when you joined service and when you are leaving along with the course that you are interested in and your contact details. We will then notify the winner in early 2016. email: training@ambreyrisk.com, Tel: 0203 503 0340. ●

CONTACT

Email: training@ambreyrisk.com
or call 0203 503 0340



HR Security

Founded by Matt Hellyer and Mark Reid, HR Security's mission is to provide the best quality training both for service leavers and those already operating within the private security industry.

Our staff are predominantly former UK Special Forces, with over 50 years' operational experience between them. All our personnel have been carefully selected to ensure they have the appropriate operational backgrounds and qualifications to effectively teach close protection, surveillance and firearms skills.

Our comprehensive and highly regarded courses have a market-leading instructor-to-student ratio. They provide students with the high level of professional expertise and continuity of training that will prove invaluable in their future roles.

Modern day Close Protection Officers need to be capable of operating in a multitude of diverse environments from remote hostile environments through to corporate and executive settings, each of which will present unique challenges and we have developed our Close Protection Training Course with this in mind HR Security Ltd follows the National Occupational Standards for Close Protection. These feed

into the SIA core competencies that our organisation delivers. HR Security Ltd training provides 150 guided learning hours, which are split between two Modules, CP and Conflict Management. All senior staff and instructors are former Special Air Service (SAS) operatives with over 50 years combined operational experience. Roles and Responsibilities of the Close Protection Operative include Threat and Risk Assessment, Surveillance Awareness, Operational Planning, Law and Legislation, Interpersonal Skills, Close Protection Teamwork and Briefing, Reconnaissance, Walking Drills, Route Selection, Close Protection Journey Management, Search Procedures, Incident Management and Venue Security.

WHAT THE COURSE INVOLVES

Conducted at our facility in Bath in the south west of England, our 16-day course involves both theoretical and practical training.

We thoroughly cover everything from the entry-level basics all the way through to high-level procedures such as physical intervention, first aid and trauma management – competencies that are considered essential by employers in the commercial sector.

By passing our course, you'll gain an SIA-accredited Certificate in Close Protection, as well as the HABC Level 3 Certificate in Close Protection.

ENHANCED LEARNING CREDITS FUNDING

The HR Security Close Protection Course has been approved by the MoD for Enhanced Learning Credits (ELC) funding.

If you are a service leaver, or have left the services within the last ten years you may be eligible to apply or for your chance to win a FREE course simply send an email to mark@hrsecurity.co.uk stating when you joined and when you are leaving service. We will then notify the winner who will be invited to attend the course with us for free as part of Easy Resettlement magazines £100,000 training give away. ●

CONTACT

Email: info@hrsecurity.co.uk
or call 01225 904680

BIFM Training

BIFM Training

Win a 'BIFM Level 3 Award in Facilities Management' course worth over £1,700.

From BIFM Training (Quadrilect Ltd) – the official training arm of the British Institute of Facilities Management (BIFM) and a leading provider of BIFM qualifications at levels 3 to 6.

Your experience in the Forces will have equipped you with wide range of diversified skills which fit neatly with a career in facilities management, which is why we've teamed up with Easy Resettlement's £100,000 Training Giveaway to give one lucky reader a free BIFM level 3 Award course commencing in 2016 - worth over £1,700.

Ideal for new entrants or those with less than two to three years experience in an FM role, this qualification is designed to develop your understanding and knowledge of the industry. You will receive three days tuition at the BIFM Training flagship foundation programme "Understanding FM" in Central London or Edinburgh complete with two nights' full board on-site accommodation at one of our 4* hotel venues, plus a personal tutor for added support. You will also gain two year's free studying membership with BIFM, giving you access to free resources and networking events, as well as a 20% discount on the BIFM Training programme.

THE UNDERSTANDING FM TUITION COURSE

Now in its 23rd year, generations of FMs have attended Understanding FM to launch or further their careers, and with an unparalleled reputation both in the UK and overseas, it

has long been considered a de facto recognised standard in FM training. Offering a sound introduction to the FM profession, the programme provides a solid base for your development before intermediate and advanced level training. The included site visit provides an invaluable insight into how a commercial FM operation runs in practice, plus you'll also be networking with FM professionals already working in a wide range of commercial working environments. At the end of the tuition, you'll receive a BIFM certificate of completion which contributes towards your record of CPD [Continuing Professional Development].

ASSESSMENT

With further recommended reading and the support of a personal tutor, you will be required to complete two post-course assignments for units FM3.01 'Introduction to Facilities Management' and FM3.03 'Customer and Stakeholder Relations in FM'. You can contact your tutor by email with any questions, and have the opportunity to submit up to two draft assignments before final submission.

ESTIMATED DURATION

Before you start we'll schedule a personal study plan with proposed assessment dates for your approval, and most learners achieve this qualification within three months. You do however have up to two years to complete the qualification meaning there's plenty of flexibility if you have other commitments to work around.

HOW TO ENTER

To request available course dates and enter, please send an email titled 'Easy Resettlement Training Giveaway' to info@bifm-training.co.uk and we will notify the winner by email, the competition will end on the 15th January 2016. When a course date has been agreed this is not transferable and will be forfeited in the event of non-attendance or cancellation by the winner. We reserve the right to change the course date and venue.

Please note we are an ELCAS approved provider so in the event that you do not win, you can still use the ELC system to fund others courses with us. BIFM Training (Quadrilect Ltd) Tel: **020 7404 4440**, www.bifm-training.com.

CONTACT

Email: info@bifm-training.co.uk or call 020 7404 4440

Discovery Learning

Discovery Learning

Discovery Learning specialise in providing fitness and nutrition training courses and are taking part in the 2015 £100,000 training giveaway!

Discovery Learning offers a wide variety of courses within the fitness industry allowing people to start a career from scratch or up skill in areas they are interested in. To take part and be in with a chance to win a free course enter your contact details, your exit dates and funding entitlement. You can choose a course that you want to complete up to the value of £1,800.

DISCOVERY LEARNING COURSES

LEVEL 3 PERSONAL TRAINER COURSE

Our Personal Trainer packages are flexible and can be completed at a time that suits you either full time of part time. We also give you the opportunity to specialise in different areas with our L3 and L4 Master PT qualifications, here you can create a niche for yourselves with our L3 Sports Massage Therapy qualification for example or our L3 Pilates or Yoga or perhaps a L4 Obesity and Diabetes management course; whichever route you are interested in, we can help.

Our learning approach is varied and flexible, we run full time, part time and online courses. We also offer free transfers and 0% interest on payments for all ELCAS students.

Our full time courses are Monday – Friday 9am-5pm and are intensive, but the quickest route to the industry.

Our part time courses are blended learning so comprise home study then practical attendance days.

Depending on which venue you choose these attendance days may be at the weekend or during the weekday.

Our online courses can be completed as stand alone and all work is submitted and completed electronically.

If a combination of this is more suitable then we can accommodate that too, along with which venues are chosen to attend. All you need to do is discuss your preferred option with our sales team and they can plan everything for you. ●

OTHER COURSES RUN BY DISCOVERY LEARNING:

- Level 2 Gym Instructor
- Level 2 Exercise to Music
- Level 2 Children's Fitness
- Level 3 Strength & Sports Conditioning
- Level 3 Personal Training
- Level 3 Pilates instructor
- Level 3 Exercise Referral
- Level 3 Sports Massage Therapy
- Level 3 Pre and Post Natal
- Level 4 Obesity & Diabetes Management
- Level 4 Lower back Pain
- Mixed Martial Arts
- Suspension Training
- Spinning Instructor
- Childhood Obesity
- Circuit Training
- Kettlebell Instructor
- Core Strength & stability
- Strength & Conditioning
- Sports Nutrition

CONTACT

Tel: **0208 543 1017**, email: info@discovery.uk.com or visit: www.discovery.uk.com



Fordham, Institute of International Humanitarian Affairs

The Institute of International Humanitarian Affairs (IIHA) was created at Fordham University in December 2001 to forge partnerships with relief organizations, offer rigorous academic and training courses at the graduate and undergraduate level, host symposia, and publish books relating to humanitarian affairs.

The IIHA is a leading training organization that specializes in humanitarian affairs. Our global list of course offerings facilitates flexible yet academically rigorous training options for aid workers of varying levels of experience. With the creation of a graduate Masters and undergraduate Minor and Major degree programmes, we provide an academic base for the study and development of international health, human rights, disaster management, and other humanitarian issues, especially those that occur in periods of crisis and conflict.

Courses range from one to four weeks and can be taken as stand-alone training courses in subjects of importance to the participants, or in pursuit of Fordham's Masters in International Humanitarian Action (MIHA).

COURSE OFFERINGS INCLUDE:

- Strategic Issues in Humanitarian Affairs (April 20th-24th; London)
- Disaster Management

- Training Course (April 27th-May 1st; London)
- Humanitarian Negotiators Training Course (May 4th-8th, Barcelona)
- Humanitarian Logistics (May 11th-15th; Barcelona)
- International Diploma in Humanitarian Assistance (May 31st-June 27th; New York)

The IIHA encourages all interested applicants to review the available courses and apply on the IIHA website by visiting the respective course pages listed on the Course Calendar. For more information, including course fees and registration procedures, please visit the IIHA website or contact us.

The Institute of International Humanitarian Affairs (IIHA) Fordham University
33 W. 60th St., Suite 804,
New York, NY 10023. ●

CONTACT

Email: miha@fordham.edu or call +1 212 636 6294



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, email us mail@flyingfishonline.com or better, call us for a chat on +44 1983 280641

Career in the Classroom

As an Armed Service leaver you can bring invaluable skills and experiences to the classroom by training to teach - with the potential for extra funding if you're a graduate, or the opportunity to apply for a fast-track Troops to Teachers course if you're yet to gain a degree. And this year, the Troops to Teachers programme is expanding, with two new cohorts of undergraduate trainees starting salaried employment led teacher training in either September 2015 or 2016.

As a Service leaver with a degree, your contributions will be welcomed to train as a teacher. With enviable job security and a generous pension, there are more great reasons to pursue a career in teaching now than ever before. You'll also get the chance to inspire young people and use your skills to give something back - making sure every pupil gets the same access to a quality education and the opportunity to succeed.

To support you during your training you can benefit from

tax-free bursaries or prestigious scholarships worth up to £25,000, in addition to a £2,000 bursary uplift, where initial training bursary eligibility has been established. You can also earn a salary if you choose to train via School Direct (salaried).

To be eligible for the Troops to Teachers postgraduate programme, a Service leaver must be within the two years before or five years after leaving the Armed Forces. The eligibility period has recently been extended, so more leavers are eligible now than before.

To access the bursary uplift, Service leavers will need to provide an MoD Certificate of Service (CoS). The CoS is printed on security-watermarked light card and is embossed with a hologram depicting the MoD crest. For further information regarding postgraduate funding for Service leavers please contact **FA.TEAM@education.gsi.gov.uk**. Service leavers with a degree can apply to a number of teacher training courses, which all lead to qualified teacher status (QTS). These courses can be either school-led or university-led.

SCHOOL-LED TRAINING

If you want to be based at a school and be fully immersed in the life of a teacher from day one of your training, a school-led training course is ideal for you. You're selected by the school(s) and are based there during your training.

Options include school-centered initial teacher training (SCITT), the School Direct training programme and School Direct (salaried) courses.

UNIVERSITY-LED TRAINING

You can also choose teacher training based at a university, which will work with groups of schools to offer at least two school experience placements as part of your training.



IMAGE: © Chris Howey, www.shutterstock.com

To get a full overview of all the training routes on offer, complete the Troops to Teachers registration form available by emailing FA.TEAM@education.gsi.gov.uk and you will be sent further information as soon as it becomes available.

Should the above not answer your query then please contact Troopsto.teachers2015@education.gsi.gov.uk.

A ROUTE FOR NON-GRADUATES

Two-year Troops to Teachers courses for non-graduates lead to qualified teacher status (QTS) and a degree qualification.

These involve:

- Earning a salary as an unqualified teacher while you train (this could be 80% of the unqualified teacher pay ranges)
- Training to teach in a school for four days a week, with university training one day a week to further your academic qualifications to degree level

You'll need to be able to demonstrate, through your qualifications in the Armed Forces, that you have sufficient evidence of academic achievement and specialist subject knowledge to support your development.

The minimum eligibility requirements for the course are:

- English language and maths GCSE (or equivalent) grade C, plus science if you want to teach primary
- a minimum of 120 subject-related Credit Accumulation and Transfer Scheme (CATS) points if your current qualifications relate specifically to your chosen subject for teacher training
- a minimum of 240 credits if your qualifications are not specific to your chosen specialist subject for teacher training, but they are related

Your qualifications can be either academic (for example, from the Open University), or professional qualifications like Command, Leadership and Management or Defence Train the Trainer courses. Experiences can be formal roles either as a trainer/instructor, or applying the subject you wish to teach.

One beneficiary of the scheme is Colonel Edward Newman (48). Not long ago he was commanding 3,000 troops at the end of a 30 year career in the Royal Logistics Corps. Today he's a fully qualified teacher. "People keep asking if I miss the army, and I really don't," he says.



"In some ways it's very similar really, getting stuck in; lots of things going on. It's just that I've gone from being the one in command to being in the classroom," he grins. "And doing my own photocopying."

Newman clearly relishes his new role: "I'd been a station commander in Iraq, in Afghanistan, in Kosovo, and at 46 I had ten years left. The next job would have been behind a computer in HQ somewhere. I'd always wanted to do something else. I didn't want to finish my time just having had one career. Teaching was perfect, and it just came together."

You can also get more information by visiting getintoteaching.education.gov.uk/explore-my-options/training/troops-to-teachers

SKILLFORCE

Another route into the classroom is through SkillForce. SkillForce is a charity that works in partnership with schools, drawing upon the skills of predominantly ex-Forces personnel, to inspire young people to succeed.

Peter Cross, formerly a Lieutenant Colonel in the Royal Regiment of Fusiliers, is the founder and now honorary president of SkillForce. He served in the Army for 30 years before leaving to be SkillForce's CEO when it became a charity. Peter is passionate about inspiring young people to succeed and the skills and experience of the instructors.

SkillForce started life in 2000 as a pilot project for the Ministry of Defence. It began with two teams in secondary schools in Newcastle and Norfolk, working with young people identified as "difficult to reach."

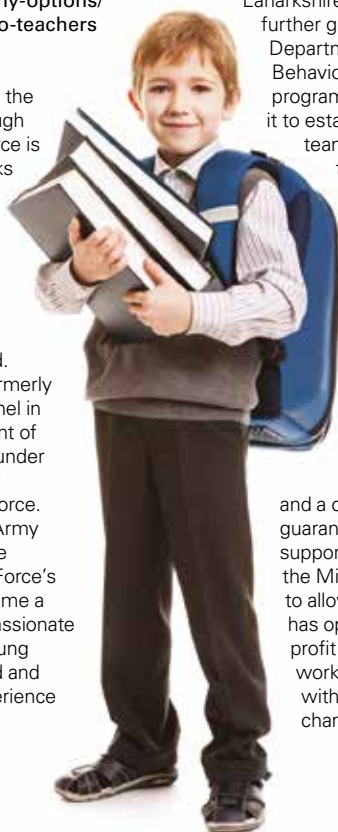
It now operates in over 200 schools in England, Scotland and Wales, from primary level to post 16 and has changed the lives of 50,000 young people.

With help from the MoD and the Department for Education in its early days, SkillForce grew and was able to reach more and more young people. In 2001, it received a grant from the Invest to Save budget and opened a further nine teams, including North Lanarkshire in Scotland. A

further grant as part of the Department for Education Behaviour Improvement programme in 2002 allowed it to establish another nine teams. It became clear

that the skills and experiences of ex-Forces personnel were valuable in engaging hard-to-reach young people and developing their confidence and skills.

To make this work sustainable, SkillForce became a registered charity and a company limited by guarantee in April 2004 supported by a grant from the Ministry of Defence to allow divestment. It has operated on a not for profit basis ever since, working in partnership with schools and leading charities, trusts and



foundations such as the Royal British Legion and Help for Heroes.

SkillForce's approach is to Engage, Prepare and Develop, helping young people take the next steps in their lives and claims to get results because it understands that some students need a tailored approach.

The empathy and skills of its instructors (70% of whom are ex-Forces) engage young people and, working with the school, lift aspirations and levels of achievement.

SkillForce instructors use activity-based learning in the classroom and activities beyond it to inspire. The organisation has a range of programmes tailored to age group, the young person's needs and the school or education provider. Charitable fundraising subsidises the cost of the programmes in schools.

WOULD YOU LIKE TO WORK FOR SKILLFORCE?

Do you have the skills and enthusiasm to inspire young people to succeed? Could you be a role model, engaging those who need a helping hand to prepare for the next steps in their lives? Or, do you have the skills and motivation to make SkillForce one of the country's leading charities for young people?

SkillForce is looking for inspiring colleagues to join them. They said: "In the classroom, we want people who earn the respect and trust of young people in school, motivate them in a positive and supportive environment, and develop their skills and confidence. Behind the scenes, we want people who are passionate about making a difference and committed to our mission to inspire young people to succeed."

SkillForce is committed to safeguarding and promoting the welfare of young people. All of its employees are subject to an enhanced criminal records check, and are expected to apply the principles of its Safeguarding Framework in every aspect of work that they undertake. You can get further information by emailing enquiries@skillforce.org or visit www.skillforce.org

where you also find a list of current vacancies and some amazing testimonials from the young people whose lives have been transformed by SkillForce.

The Royal patron of SkillForce is HRH The Duke of Cambridge. He concluded: "SkillForce does remarkable work with young people. The staff are predominantly ex-Service men and women who use their extensive life experience and leadership skills to encourage pupils to stay engaged with education and improve their future employability." ●

Retrain as a Teacher

– and Reap the Rewards

As an Armed Services leaver, you can bring your invaluable and unique skills and experiences to inspire in the classroom by training to teach. So how do you retrain as a teacher?

THE TROOPS TO TEACHERS PROGRAMME

Introduced in 2012, the Troops to Teachers programme offers non-graduate Service leavers who have left in the last five years the opportunity to train to become outstanding teachers. The programme operates across England matching trainees with a delivery school in their home location for two years of employment-based training supported by dedicated study days and intensive study periods. It integrates initial teacher training with continuing

professional development and leads to an honours degree from the University of Brighton with Qualified Teacher Status (QTS).

EARN A SALARY WHILE YOU TRAIN

Troops to Teachers trainees are employed by the delivery school as an unqualified teacher at a minimum of 80 per cent of the starting salary for unqualified teachers (currently £12,908.80 with additional allowances for London and London fringes). There are no course fees associated with the programme which makes it a very attractive proposition compared to other routes into teaching.

For two years trainees spend Monday through to Thursday undertaking a range of employment-based activities in school. On 'Study Fridays' they engage in degree-level

Teaching is a wonderful profession; it's hard work but the rewards and benefits make it one of the most popular retraining choices for people from all walks of life. There's no such thing as a typical day because no two days are the same – you're unlikely to ever be bored by a lack of variety and there aren't many jobs where you can say that.

scheduled learning activities from home and also participate in periodic intensive residential study periods. The programme draws on advanced distance learning technology combined with face to face teaching and includes learning in large and small groups as well as online self-directed learning. Throughout the programme trainees are professionally supported by school-based mentors and university-based course leaders and tutors.

WIDE RANGE OF SUBJECT AREAS

The programme offers a wide range of routes depending on the age phase you wish to teach. Primary education studies will train you to teach those aged 5-11 and secondary those aged 11 to 16. At secondary level there are currently 14 specialist subjects on the programme: art and design, computer science, dance, design and technology, English,

geography, history, mathematics, modern foreign languages, physical education, religious studies, biology, chemistry and physics. All primary trainees are trained to teach across the full national curriculum.

A REWARDING CAREER

There are many great reasons to pursue a career in teaching. It offers a competitive starting salary with excellent opportunities for pay rises linked to performance rather than length of service. The average salary for a qualified teacher is now over £34,000. Teaching offers a great work-life balance with opportunities to work flexibly and a generous holiday allowance of up to 13 weeks – something you won't find with other careers. Teaching also has the second largest public sector pension scheme in the country.

Enviably job security is another benefit that comes with teaching. On average nine out of ten newly qualified teachers are employed



within six months of completing their training and three quarters of them are still in the profession five years later. As Troops to Teachers aims to give schools the opportunity to recruit and select the trainees that best meet their needs, there is every possibility that those teachers will go on to work in the school or group of schools in which they trained.

But perhaps more importantly the job satisfaction that comes with teaching is hard to beat. You'll get the chance to inspire young people on a daily basis and use your skills to help them fulfil their potential. Plus you can indulge your hobbies and interests as part of your work by getting involved in after-school clubs, trips or sport.

LOCATION

The programme is led by the University of Brighton but operates across the whole of England. University support is provided by a consortium of higher education institutions comprising of Bath

Spa University, Canterbury Christchurch University, University of Huddersfield, University of Reading, University of Southampton and University of Staffordshire.

The employment-based training element is provided by a delivery school - as part of the application process applicants are matched with prospective schools in their home location. The delivery school essentially becomes the trainee's employer where they will remain for the duration of their training.

ENTRY REQUIREMENTS

The Troops to Teachers non-graduate programme is open to Service leavers who are eligible for resettlement support which usually means at least four years' service. Applications can be accepted within five years of the applicant's discharge date. The programme is open to those who do not hold a degree but applicants will need to demonstrate the equivalent of a minimum of one year full-time study in higher education.

GCSEs at grade C or above in English language and mathematics are compulsory; primary applicants also require science. Equivalency tests are possible for those who do not meet this requirement. As with all Initial Teacher Training courses applicants must also pass the Professional Skills Tests in numeracy and literacy before commencing the course.

Recent work experience with children in a school setting, or in teaching, instructing or mentoring during military service would be an advantage in being accepted on the programme. Full entry requirements can be found at www.brighton.ac.uk/troops.

To date the programme has attracted a 50-50 split between males and females and applicants are located throughout the country. They come from all ranks and skill sets and they include representation from all of the services. Some have served the minimum of 4 years where others have had much longer military careers.

Mike Parry is a current trainee and was an Army Corporal prior to joining the programme. Before enlisting Mike was on a university course but dropped out after two years to join up - those two years helped qualify him for the Troops to Teachers course:

"When I left the Army I decided I wanted a solid career and something I enjoyed - I used to teach groups in the Army and it was something I really liked - so this seemed quite a natural step forward.

"This course has made sense of the two years I spent at university and, frankly, I don't know where I would be now if the Troops to Teachers course didn't exist. It has worked out perfectly for me. The

uni' side is brilliant and keeps me topped up with information - it's a really relaxing way to work and a really good way of studying.

"When you leave the forces there are a lot of jobs you can go into, but there are very few careers. That's what I was looking for: something that had a long-term future, as well as being something I enjoyed."

When asked how he felt having spent four years in the Army and then going back to studying Mike didn't hesitate: "I love it."

FIND OUT MORE

The Troops to Teachers programme will commence again in 2016. Applications are made through the Universities and Colleges Admissions Service (UCAS) and can be made from September 2015.

More about the Troops to Teachers non-graduate programme and available routes can be found on the University of Brighton website: www.brighton.ac.uk/troops. The course team will also be happy to answer any questions you may have; you can contact them by email: troopstoteachers@brighton.ac.uk or by calling them on **01273 643598**.

If you already hold a degree there are a number of other options to get into teaching - you can explore the options at getintoteaching.education.gov.uk. ●

GET INTO TEACHING

The **Troops to Teachers** non-graduate programme is a great opportunity for eligible Service leavers to become primary or secondary teachers, gaining a University of Brighton degree and earning a salary whilst training.

This employment-based programme matches you with a school in your home location for two years of training, supporting you through intensive study weeks and weekly web based university studies.

Develop your unique knowledge and experience and graduate ready to inspire the next generation.

Find out how you can become an outstanding teacher:

www.brighton.ac.uk/troops
troopstoteachers@brighton.ac.uk
 01273 987790



University of Brighton

Opportunities for you at the University of Wolverhampton

We recognise the experience that members of the Armed Forces have already gained. We take a detailed look at your military work and military qualifications when you apply, allowing serving, ex-serving and Reserve Forces' personnel to capitalise on the training and education they have already received as well as utilise Enhanced Learning Credits and resettlement leave.

SPORT

Courses in the Institute of Sport are both evidence-based and vocationally relevant, providing skills for jobs in many different fields. Several of our courses have been developed with, and are endorsed by, professional bodies such as The British Association of Sport and Exercise Sciences, The Register of Exercise Professionals, and Sports Coach UK.

Our labs are used to support teaching on our courses, to support both elite and non-elite athletes, as well as for sport, exercise, and health-related research.

We offer well-equipped physiology, biomechanics and social science labs, as well as a dual energy x-ray absorptiometry (DXA) suite.

Courses

- BSc (Hons) Exercise and Health
- BA (Hons) Physical Education
- BSc (Hons) Sport and Exercise Science
- BA (Hons) Sport Culture, Media and Development
- BSc (Hons) Sports Coaching Practice
- BSc (Hons) Sports Coaching Practice (Football)
- BSc (Hons) Sports Coaching Practice (Martial Arts)
- BSc (Hons) Strength and Conditioning
- BA (Hons) Youth Sport
- MRes Sport
- MSc Sport and Exercise Science

We understand the transition between leaving the Armed Forces and starting a new career can be difficult; the University of Wolverhampton can help you make this transition and plan for the future.

HEALTH

Many of our courses in the Institute of Health Professions are ideally suited to members of the Armed Forces who have performed healthcare roles in the field – alternatively, you may simply be looking to pursue a new career in a health-related profession.

PARAMEDIC SCIENCE

Our Paramedic Science course offers training in the rewarding, challenging and diverse role of a paramedic. The course is designed for students who want to enter professional paramedic work, engaging with people who need emergency care, often in challenging circumstances and a wide variety of settings.

Typically, you will want to provide effective healthcare for a wide range of illnesses and have an aptitude for supporting people from a variety of backgrounds and circumstances. The course will equip you with the appropriate knowledge and skills, as well as encouraging and enabling you to explore the value base necessary for qualified paramedics.

CASE STUDY: BEN MAYS

I joined the DipHe in Paramedic Science at the University of Wolverhampton for their first intake of students in May this year. Being a paramedic isn't something I've always wanted to do and prior to this I gained a BSc (Hons) in Sports Science and a Master's in Sports Therapy before spending three years working for the University of Leeds.

When I first applied to become a paramedic, I had a rude awakening by the fierce level of competition for places and was initially unsuccessful. When I was offered a place at Wolverhampton, I was over the moon but naturally somewhat cautious given the fact it was a new course and my experience working at universities had told me that there were likely to be "teething problems". However, this has proved not to be the case, my pre-university checks were carried out quickly and promptly and I was soon ready to make the move.

Since I've arrived, the quality of teaching has been first class and has encouraged me to think in a totally different way. We

are encouraged to not merely accept current practice but to challenge it and think in an abstract manner. I am already being encouraged to conduct my own research and look to prove myself as an academic as well as a potential paramedic. Teaching is at a fast pace and we have already learnt a large amount of practical and theory, the low numbers provide a great environment to learn in and I really get the individual help I need, with regular extra sessions for me to work on my weaknesses.

After five weeks, we were out on our placements with West Midlands Ambulance Service and, like every student before me, I was very nervous. However, the University had prepared me well and before my first day of placement I'd already been taken to a hub to see how they worked, making my first day that little bit easier.

Since I have started placement, the blended approach of two days in University and two days on placement has worked perfectly for me and allows me to consolidate the skills I have learnt almost immediately. Although it will be hard work, I am really excited for the next two years and the knowledge that will be passed on to me.

EMERGENCY PLANNING, RESILIENCE AND RESPONSE

The University of Wolverhampton offers several routes to study emergency planning, resilience and response. Perfectly suited to Service leavers, our courses are relevant to the emergency services, local authorities, NHS and organisations undertaking an emergency planning or business continuity function, and tailored to equip you for work in these areas.

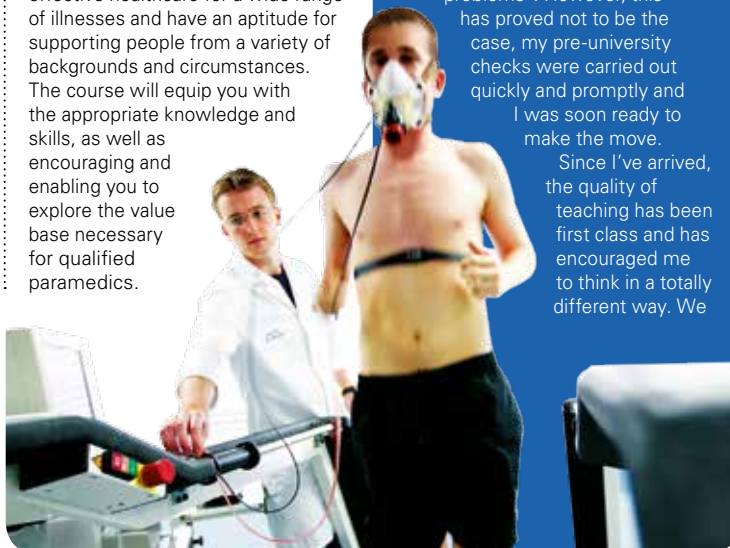
The course develops a sound working knowledge of the principles and practice of emergency planning and the underpinning policy.

You will develop valuable skills in communication and strategic leadership, and a wide range of inter-personal skills for effective use in multi-agency teams. There will be opportunities to take part in exercises and training in simulated emergency settings with a wide range of professional organisations involved in emergency planning.

Three part-time routes from one to four years provide flexible and achievable options to suit your needs.

There are three flexible part-time routes.

- PG Cert Emergency Planning, Resilience and Response (1 year)
- PG Dip Emergency Planning, Resilience and Response (2 years)
- MSc Emergency Planning, Resilience and Response (2-4 years)



We understand students' concerns about improving study skills, so our courses' integral taught sessions allow you to develop your writing and research skills and build your confidence.

EDUCATION

Teaching is becoming an increasingly popular choice of career. At the University of Wolverhampton's Institute of Education, we offer a comprehensive range of rewarding, nationally-recognised teacher training courses that help you reach your goal of Qualified Teacher Status (QTS) in the most suitable way.

The Bachelor in Education degree is an undergraduate programme leading to QTS. Throughout the course, you will work closely with experienced classroom teachers and develop skills, knowledge and understanding as you become competent and confident in the classroom.

The following BEd courses are available:

- BEd (Hons) Early Years Primary (3-7 years)
- BEd (Hons) Primary Education (5-11 years)

Do you already have a degree? The PGCE Primary is a one-year, full-time course for graduates leading to QTS.

If you want to teach in secondary schools, our integrated PGCE courses fuse theory with practical classroom experience. They are designed to help you develop your own teaching style and become a critically reflective teacher. From this foundation, you will continue to develop throughout your professional career.

The PGCE Secondary is available in the following subjects:

- Biology
- Chemistry
- Computer Science
- Design & Technology
- Drama
- Economics with Business Studies
- English
- Geography
- Mathematics
- Modern Foreign Languages
- Physical Education
- Physics with Mathematics
- Physics
- Psychology
- Science

ENHANCED LEARNING CREDITS – FUND YOUR STUDIES

The University of Wolverhampton is registered with the Enhanced Learning Credit Administration Service (ELCAS). This means that you will be able to use

your Enhanced Learning Credits to fund the cost of your study with the University.

To find out more, visit: enhancedlearningcredits.com

OUR VISION, YOUR OPPORTUNITY

The University of Wolverhampton is committed to providing opportunities to all our students, no matter what their background; that's why we're generating our biggest ever investment of £250 million in education, training and the support of economic growth.

The multi-million pound plan outlines how we aim to strengthen and grow over the next three to five years and beyond, marking the most significant and ambitious investment programme the institution has embarked on.

The Our Vision, Your Opportunity programme will include investment in new buildings, courses, learning and teaching, research, skills and training. Our key aims include enhancing the experience for students, increasing the skill-base in the region, creating jobs, and driving and supporting economic regeneration.

Flagship projects already agreed as part of the plan include the University's new £18 million Business School, a £12 million investment into engineering courses and facilities in Telford and Wolverhampton, and the £65 million jointly-funded redevelopment of the former Springfield Brewery site in the city, to create a construction and built environment super-campus.

CONTACT US

Find out more about how the University of Wolverhampton can help you find your next opportunity.

Tel: **01902 322 760**

Email: mod-enquiries@wlv.ac.uk

Visit: wlv.ac.uk/mod



Courses and career support for you

At the University of Wolverhampton, we support serving Armed Forces personnel, Veterans, Reservists and their families by providing quality courses designed to enhance personal and professional development.

In addition, we recognise your military qualifications and prior military work experience – meaning you can sometimes start at a higher level to new starters.

Find out more about our courses in:

- Education
- Sport
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- Teaching

Visit: wlv.ac.uk/mod

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***UNDER REVIEW**



RICK BEDSON

I served a total of 25 years in the Royal Engineers, joining as a Junior Leader in 1970 and completing my service as a Warrant Officer in 1995. I trained as a Combat Engineer and Signaller specialising in Health and Safety towards the end of my career.

Three years prior to my discharge I spent time considering various options relating to my future employment, this was done with the intention of taking the final decision at the two year point. The area identified as providing the best opportunities was Health, Safety & Sustainability but specialising in one area: the Education sector. All my other skills, qualifications and experience gained while in the services were transferable and would be used to support any application.

My final two years of

service were focused on gaining knowledge, qualifications and skills relating to that employment.

My first post was an Estate Manager for a large Secondary Modern School in North Wales. The post was advertised via the Tri Services Resettlement Service. The transition from service life to "Mr" was not easy and I had to learn a great deal. The post taught me all about starting a second career; I learnt about listening all over again, different forms of communications, taking instructions, consultation and a new approach to decision making. In 1998 I was appointed as the Facilities Officer for a large Further Education College and in 2001 I moved again, appointed as the Health and Safety Manager to a much larger Further Education College. Since then both the College and my role has changed considerably. The College has gone through a series of merges to form Coleg Cambria and my appointment has adjusted to incorporate firstly Sustainability, then Facilities and then Estates.

Coleg Cambria provides education and training for 30,000 learners, employs 1,500 staff and currently operates from five sites located in North East Wales.

I have been with Coleg Cambria for 14 years and I am currently the Head of Estates & Facilities with responsibility for buildings and site maintenance, including all the associated services across five sites. In addition to this I am responsible for all aspects of health, safety and sustainability together with the management of the college vehicle fleet. My job is to provide the best possible environment in which tutors can teach and students can learn and to ensure all the support services required to achieve this are in place, operating efficiently and providing value for money. A role in which skills, knowledge and attitude gained and developed in the Services have proved invaluable; planning, managing staff and resources, problem solving, keeping a sense of humour, remaining focused and getting the job done to name a few.

My advice to anybody leaving the services: make a clear decision to leave and when. Select and research an area of employment which is of interest and may offer employment opportunities. Develop knowledge and gain skills and qualifications relating to that employment prior to discharge. Once "out" be persistent, keep trying but remain flexible, every opportunity has potential. There may be more than one route to where you want to be.

Coleg Cambria is committed to the Armed Forces Community Covenant and actively supports ex servicemen and women resettling in North East Wales. The support which Coleg Cambria can offer may be varied depending on individual circumstances.

MORE INFORMATION

For more information please view:
www.cambria.ac.uk
or contact:
enquiries@cambria.ac.uk.

Our Engineering Centre of Excellence is one of the most successful and sector leading training facilities in the UK. We have strong links with engineering businesses to allow our students to progress their

engineering careers and ensure that our staff are fully up to date with the latest developments and teach our students the very latest electrical techniques including aerospace engineering, electrical installation, CAD,

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hybrid vehicle qualifications.

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95

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years ago we began caring for ex-service personnel... **and we still do.**



We were founded in 1920 to provide 'comfort, cheer and entertainment' to those wounded in the Great War. For 95 years we have continued to support men and women wounded in all wars and campaigns and those whose injuries were sustained post service.

Each year thousands of serving personnel and veterans benefit from our unique programme of holidays, outings, concerts and the provision of TVs and TV Licences.

Anyone who has served or is still serving in the Armed Forces, of any age, may be eligible for our help.

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London SW1W 0DH
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Website: www.nfassociation.org
Email: info@nfassociation.org



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Franchising for Veterans in 2015

Franchises owned by veterans in 2014 made up a big segment of the franchising world – fourteen percent to be exact. Of the 24 million veterans in the United States alone, four million are small business owners. Franchising presents a great opportunity for UK service personnel too as they contemplate a transition from the military world to the business world, helping them be successful with the skills they've gained in the military.

Franchisors believe that veterans make for great franchisees for several reasons. Many of the factors that made veterans excel within the military environment make them ideal for franchisees. The world of franchising represents a compromise between the self-start world of entrepreneurship and the ability to follow a set of instructions and fit within a template. The ideal franchisee is someone who can take orders and work within the box and the model provided by the franchisor, but who can also effectively lead a team and manage others while motivating. Service personnel have experience with making decisions on their feet with limited information and they are able to avoid spending too much time second guessing their decisions. At the same time, veterans have training and experience adapting to change quickly when necessary. Adaptability is key in veterans' ability to learn new skills quickly, which is something they're taught in military training along with leadership -- a necessary skill for franchisees to have.

Perseverance is another quality veterans are known to have in abundance that is extremely useful in the world of franchising. The road to running a successful franchise involves having a long term plan, and hewing close to the plan, even when there are bumps along the

way – neither a franchisee nor military leader can let minor setbacks get in the way of a longer-term goal. In addition, veterans know how to rely on a support network, which is essential for franchise success. As veterans have learned to trust and rely on their fellow personnel, franchisees must lean on franchisors, fellow franchisees, employees, and others to shape their franchise. The importance of teamwork is imbedded in former members of the military.

WHAT IS FRANCHISING?

According to the British Franchise Association, franchising (or business format franchising, to be accurate) is 'the permission given by one person, the franchisor, to another person, the franchisee, to use the franchisor's trade name, trade marks and business system, in return for an initial payment and further regular payments'. In other words, one person copies another's proven business and also receives support in exchange for an up-front payment (the franchise fee) and ongoing fees (proportion of turnover or mark-ups on supplies).

Each business outlet is owned and operated by the franchisee. However, the franchisor retains control over the way in which products and services are marketed and sold, and controls the quality and standards of the business. Some companies choose to grow by granting a licence to others to sell their product or service.

THE BRITISH FRANCHISE ASSOCIATION (BFA)

No business can offer a guarantee, and anyone thinking of investing in a franchise should take professional, legal and financial advice before parting with any money. This is recommended by the British Franchise Association (BFA), and any reputable franchisor will only want to recruit people as franchisees who can make a business work; otherwise the business reputation will suffer and that is bad news for everyone.

The BFA is concerned with developing and controlling good and ethical franchising among its member franchisors who must demonstrate evidence that they are:

- viable - showing a profitable business through financial records
- franchisable – can successfully operate in different locations and, after training, by independent owners (franchisees)
- ethical - franchise agreement and structure conforming to the European Code
- disclosed - documented performance, including financial records available

UK FRANCHISE INDUSTRY

Franchising in the UK generates an annual sales turnover of over £13.7 billion and has 930 franchisors, 39,000 franchisee-owned businesses and employs a total of 561,000 people – more than the Armed Forces and MoD Civil Service put together. It is an option for those who have some money to invest and who want the independence of

self-employment coupled with the support of the franchisor. Franchising is more likely to succeed than other business start-ups, with around 90 per cent of franchisees reporting profits for 20 years consecutively according to the BFA/NatWest Franchise Survey.

FRANCHISING AND THE SERVICES

Many of the personal qualities required to make a franchise work are also highly prized in the Forces. Self-discipline, self-motivation, initiative and the ability to get on with others are the keys to a successful franchise.

There are also a number of technical franchises, involving areas like cars, IT and workshop tools, and Service training and experience can often be very relevant in these areas. However, others successfully run franchises in such activities such as upholstery cleaning, sign-making, legal services and estate agency, so nothing should be discarded until it has been checked out.

FINDING OUT MORE...

Navigating around the BFA main site will help you to identify if franchising is the right route into business start-up for you. It will take you through the ins and outs of franchising, including raising finance, the legal issues, questions to ask a franchisor, getting your research right, and also a full listing of BFA member opportunities. Visit the home page to see what resources are available to you – www.thebfa.org

To receive further insight

Franchising

into franchising you could attend one of the many franchise seminars and workshops running throughout the UK. Experts from the franchise industry deliver all the seminars. They will answer your most sought after questions, and provide you with an independent appraisal on some of the many issues you'll face when considering franchising. To find out what seminars are taking place near you visit <http://www.thebfa.org/events/seminars>

The BFA website gives a number of case studies on how franchising has worked to the benefit of former service personnel. After serving with the British Army in the Queen's Gurkha Engineers for 14 years, Dasarath (Das) decided he was ready for a new challenge and wanted to make the move to "Civvy Street".

Das explains "I decided that I did not want to work for someone else when I left the forces, but having no previous business experience I decided franchising would be the safest route for me.

He continues, "I wanted the reassurance and support that you get from investing in a well-established franchise like NIC and thought this was my best route into starting my own business. After serving for over 14 years I had the opportunity to take redundancy, which provided me with a lump sum of money which I was able to use some of to start my franchise."

Having worked through the ranks to Corporal, Das had gained many of the valuable

skills and experience that could easily be transferred to setting up his own successful cleaning franchise. He explains: "I was used to managing people and delegating tasks so these skills have been very useful since setting up my business.

Self-discipline and determination are key in running your own business and these are definitely attributes you obtain in the armed forces." In a service industry like contract cleaning, people management is a key skill so ex-forces personnel like Das are ideally suited to this type of franchise.

Following a significant amount of time researching different franchising options, Das decided to invest with NIC in the £8.8 billion cleaning & support services industry. He saw the potential in this large and ever growing industry and realised how transferable his skills were to this business.

"Being in the Army doesn't require you to make commercial decisions, but it does develop a real sense of self-discipline, which is essential to making any franchise work" he said.

There are many similarities between franchising and the armed forces, they both rely on a tried and tested business model which is reproduced. In franchising (and in the Army) you go through a comprehensive training programme which provides you with the relevant knowledge and skills to successfully run your franchise (or serve your country). Das explains: "The initial training programme

and the on-going support I receive from NIC is excellent and has allowed me to get my business off to a great start."

One of Das' motivations for leaving the Armed Forces was to be able to spend more time with his family having spent most of his career in the forces splitting his time between life on the barracks and time with his family. Das explains "Owning your own business gives you a greater sense of flexibility to achieve the right work/life balance. The nine-five life can be very hard to adjust to after leaving the forces so the flexibility franchising provides enabled me to have a much smoother transition into civilian life."

Das has been running his franchise since April 2013 and has got his business off to a flying start. He states: "I have just gone into my second year of business and am now focussing on winning larger value contracts and developing further opportunities with my existing client base to continue to grow my business."

Das says: "The support I have received from NIC has been great, there is always someone at Head Office to help me with any issues I have and the sales support I receive ensures my business keeps growing through the Telesales activity generating sales leads and handling all the cold-calling for me. I am looking forward to a long and very successful future as an NIC franchisee."

Simon Gibson until recently was a Royal Air Force Officer, where his last role was Business Improvement Consultant. He joined Auditel, the UK's favourite cost and purchase management franchise.

Asked why he chose Auditel, Simon replied: "I loved the proposition. I connected with all the Affiliates I spoke to and

the start-up cost compared favourably to other similar franchises. He said that the training was very good. 'It took me from an anxious franchisee to a Cost & Purchase Consultant. A confidence building, mind broadening and attitude adjusting experience!'

Edward Brewer, Auditel's Business Development Director, reveals: "Simon was among a fantastic group of people who conducted due diligence into the white-collar franchise marketplace before deciding to choose Auditel. We were delighted to train these new affiliates from a wide range of backgrounds. They all bring a wealth of experience and talent to our network."

As Edward confirms: "The Auditel approach to its network of franchisees has always been to go that extra mile. We constantly strive to provide unrivalled levels of training and support, the most extensive knowledge bank in our industry, and state-of-the-art marketing activities. We believe that this is a company which fosters trust and lays the foundation for each of our franchisees to succeed." ●

MORE INFO

British Franchise Association (BFA)
85f Park Drive, Milton Park, Abingdon
OX14 4RY,
tel: **01235 820470**
web: **www.thebfa.org**

A year on the road with Gus Maclean

People join the Mac Tools family from a diverse range of backgrounds. Many of those who take on a Mac Tools franchise go into the business with no previous experience of the tool industry, but the support and training they receive before going on the road ensures their success. One such story is Gus Maclean who, prior to joining Mac Tools, worked in sales as a Regional Director in sports leisure.

Gus was responsible for 20 staff in a business with a turnover of £1.7 million, but he felt he needed to challenge himself further. In order to make positive changes in his life, he began to explore the options of self-employment offered by taking on a franchise. The franchise he kept returning to throughout his research was Mac Tools. Gus takes up the story, "The offer, support and backup from Mac Tools along with a high-end, premium product and market-leading brands from four companies was a very big draw. It very much felt like the right time and the right place for myself with Mac Tools."

Making the transition from working for a large corporation within the leisure industry to being self-employed and dealing with predominantly motor trades is one that Gus feels he has taken in his stride. "I have sales and relationship building skills from previous roles. Not only that, but I also have business acumen and

have always been very driven.

"I am used to working long hours, but now there's an additional feel good factor because I know I am doing it for myself and my family and for our future. It is good not to have to rely on other staff and all of their issues. It is all down to me, with a lot of support from my wife."

It is not only Gus' wife that has been a beacon of support for the Bournemouth Mac man, as he explains, "The support from Mac Tools has been consistently excellent. Whenever I have any problems Mac react very quickly to rectify any issues and always

seek feedback to support the franchisee. For me, it has been a very satisfying and refreshing relationship. Not only that but during this first year with Mac Tools I have found myself finally doing what I have always wanted to do. I'm working for myself, but with the backup and support of a global leader."

Continuing with his comments on

self-employment and opportunities being a Mac Tools franchisee brings, Gus says, "You do build up a regular visit pattern and know where you are going each day, but no two days are the same. It is not really a hard sell as the customers know what they want and are prepared to pay a premium price for a premium product from a premium brand."

Looking back over his first year on the road as a Mac Tools franchisee, Gus has this to say to anyone looking to follow his lead, "I would advise anyone to first go out with a couple of Mac dealers and get a feel for how the operation works. As with any business, the start-up cost has to be considered but if you allow for this and remember the initial plan is for five years everything should be okay.

It is a marathon and not a sprint, but careful planning and hard work mean that you can quickly reap the rewards of success."

If you are ready to take the driver's seat with Mac Tools and join this thriving network of franchisees, please call **08450 6000 60** or email **franchise@mactools.co.uk** for more information. ●



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"After days out with other franchisees I saw what can be achieved. The rewards, job enjoyment and satisfaction were obvious and lead to an easy decision to pursue the chance of becoming a Mac Man"

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Mac Tools UK



MacToolsUK

Still Going Strong

Gas-elec's First Franchisee Dennis Healy is Still Going Strong After 18 Years! One evening back in 1996, Dennis Healy was nursing a pint in his local and got chatting to a former director of gas-elec, the nation's premier gas and electrical inspection company.

Dennis mentioned that he had recently been made redundant from Southern Electricity where he had worked for 18 years. Right, said the director: in that case, maybe Dennis should meet gas-elec's managing director, John Davidson. There might be an opening for him at the company.

The meeting took place, and John was impressed: Dennis was definitely gas-elec material. But, he suggested, in order to join gas-elec the electrical engineer should add another string to his bow and qualify as a gas engineer. Having both qualifications would make him the perfect fit for the company whose founding concept was a testing and inspection service for both gas and electricity, carried out by one engineer in a single visit, giving one report – saving agents, landlords, tenants and homeowners time, inconvenience and money.

Back then, the idea of a combined safety inspection was nothing short of

revolutionary – so revolutionary, in fact, after its first year in business, the company still didn't have a single competitor.

At which point, John had what can only be described as a brainwave: he decided to franchise his thriving business. As he puts it: "getting people to directly invest in their own future, is a great way to grow a business further still."

"We split the UK into 20 different regions to make room for 20 regional management franchisees to do all the sales and marketing for their region. Then each region would have a tier of safety inspection franchisees, each working in their prime area of responsibility, defined by postcode area," he recalls. "Then we invested heavily in putting it all together. We were a couple of years out of a recession and many people told me I was crazy – who, they asked, would invest in this venture when the country was on its knees?"

Dennis, for one. He liked working for

gas-elec and through his work had proved the concept worked and this actually helped, the franchise application for BFA membership. The idea of being self-employed without having to find his actual work was, and remains, highly appealing to Dennis.

"The company finds all the work," he explains. "The regional office staff book and coordinate work and carry out the sales and marketing for their group of safety inspection franchisees' typically my office will book me five jobs a day. The first one is usually at 8am, and I'm generally home at 4.30pm, when I enter the details of the day's work on my computer before submitting it to the company. So, I have no selling and no invoice chasing either. As a system, I really cannot fault it."

One of the biggest headaches for the self-employed is administration and bookkeeping. Which is why gas-elec devised its bespoke bureau facility which, on franchisees' behalf, collects in monies, performs credit control and sets credits limits for clients. And pays franchisees twice a month upon receipts from customers, money is transferred into Dennis's bank account direct from gas-elec.

"We came up with the idea eleven years ago after we realised that the amount of time regional offices were spending on admin and invoicing, was leading to a direct fall in sales," explains John. "We brought in a team of accountants who set up the systems and wrote the software to our specifications. They administered it for us for two to three years and then we took it back in-house and adapted it further still. On average, the bureau facility saves our engineers around 17 hours a month in book keeping. That's proper support for our franchisees."

Proper support for Dennis which has enabled the 53-year-old to comfortably look after his very large family – seven now grown-up children and his wife. "I don't hear them moaning," he laughs.

When he first qualified as a gas engineer (back then, gas-elec provided the training)

Dennis started working for the company, covering most of London, Oxford and Reading and almost anywhere work took him. These days, almost all of Dennis's works is in and around Berkshire, the SL postcodes are his prime area of

JONNY BUTLER, GAS-ELEC'S LATEST ENGINEER

Jonny Butler is gas-elec's newest franchisee, he started his business seven weeks ago and works as a gas-elec engineer in the LN postcodes.

Jonny says, I was a qualified gas engineer and started looking for a change of direction, I was fed up with working on the big building sites. I happened across gas-elec on a franchise website and the more I researched it, the more I was attracted to becoming a franchisee.

responsibility -- where the sight of him driving around in his fully-liveried van, is not unfamiliar to locals. Sometimes he gets several days' work at the same property which cuts down on driving further still.

However, for three consecutive summers he was asked to work much further afield. It was far from inconvenient.

"I was sent to Spain to do some testing and remedial work on some Thomson hotels. They asked me how many times a year they'd have to get things checked and I was tempted to say 'twice' so I could go back again the same year!" he says.

During his 18 years with the company, Dennis has been part of its year-on-year growth and is now one of 100 gas-elec franchisees across the country, a good proportion of them earning more than £60,000 a year. Between them, they have provided services to more than 1,000,000 customers.

The majority of his workload comprises gas and electrical inspections, boiler repairs and electrical remedial work for letting agents and private landlords in the rapidly growing lettings industry.

It is a workload that looks set to rapidly increase, for private renting is not just enjoying growth – it is fast becoming the new norm. In England, the sector is now home to more than nine million people and 1.3 million families. For the first time in modern history, more people privately rent their home than from the council or a housing association. And by 2026 half of all householders in the UK are expected to be living in private rented accommodation.

Which means, in turn, that some ten million rented properties, gas-elec's core market, will require annual safety gas and electrical inspections, as well as attendant works such as new boilers.

The company's workload is also determined by changing legislation. Dennis, for example, recently



The company had been around for 18 years and had a strong franchise network. I sent for an information pack and was then invited to a franchise open day. My wife and I visited Carol Otway and her team, at the company's head office near Heathrow and I decided this was definitely the franchise for me! I signed up a few weeks later and started my business as soon as I completed some training and was kitted out with uniform and a sign written van.

The regional manager for the area, carries out all the sales

and marketing for the engineers in his patch and helps build up the work within the franchisee's area. He is also responsible for an office and staff, who book and co-ordinate the work and manage the engineers' diaries.

What particularly attracted me was the head office Bureau facility, they collect and allocate the payments from clients, perform credit control duties, calculate



vat and pay the network twice a month. This frees the engineers up to concentrate on their core skills and growing their business. Updates on legislation, skills and new products and services are ongoing, engineers have recently undertaken a Legionella Testing course.

I enjoy the flexibility of the job and I have been supported by gas-elec's franchise team throughout these early

weeks, it's good to know that I can pick up a phone and speak to someone for things like technical advice, IT issues etc. I have also just had a successful support audit from the company's gas auditor, this gave me a real confidence boost.

I completed my first boiler installation last week and the client was really grateful - he had been without hot water for six weeks! His thanks gave me a real sense of achievement. I have definitely made the right move!

learnt how to conduct risk assessments for Legionnaires' disease, which landlords are now legally obliged to carry out in their tenants' homes. He has also been trained to fit and service smoke and carbon monoxide alarms which landlords will be legally required to install in rented properties from October 2015. And, he and some of his fellow franchisees, a good proportion of whom are ex-forces personnel, carry out fire risk assessments.

The company can also offer competitive commercial tariffs for businesses, issue energy performance certificates and

install energy-saving systems including LED lighting. When it comes to properties, it is no exaggeration to say gas-elec is a one-stop shop. In Dennis's words: "gas-elec, always responds to the market. If it didn't, it would have got left behind."

Gas-elec is still after all this time recruiting new engineers, in the main it's to replace areas in the country where guys are starting to retire! Says Dennis.

After almost two decades with the company, Dennis still works full-time - but not because he has to. As well as

providing for his large family, which now includes nine grandchildren, he has also paid off his mortgage and has no debts. Indeed, he has plenty of time and money to spend on his favourite pastime: "eating out, usually with my mates."

Yet when his fourth franchise agreement expires in three years' time, if he is "blessed with continuing good health", gas-elec's first franchisee has every intention of investing in a fifth.

"I love the hours of the job, the earning potential, not having to collect money or chase debts, and the understanding and

friendly staff in my regional office. I also have a great relationship with my clients, and have known some of the staff in the lettings agencies with whom I work, for my entire time as a franchisee."

"It all means a lot, and if I had my time over, I would certainly do it all again."

And adds the man who has been with the company every step of its successful way: "I also like my boss, gas-elec's franchise director, Carol Otway, who interviewed me for this article. Well, I had better say that, hadn't I!" ●

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In 16 years I've rarely lost a client and the demand for safety inspections in the rental sector has grown enormously, so my income has increased almost year-on-year. When I joined the franchise in 1997 I was told I could be earning £40,000 a year very quickly. In fact, I did that in Year one and I've always earned more than that, so I am a very happy franchisee!

Gerry McGuinness



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decorative interior finishes. There's tremendous scope in the commercial sector too, so the possibilities are endless.

WORLDWIDE FRANCHISE

Established in 1996, Granite Transformations has grown into a worldwide home improvements franchise, with operations in Australia, New Zealand, South Africa, Brazil, USA, Canada, Europe and the UK. It's now owned by the international Trend Group, renowned for the design and manufacture of glass mosaic tiles and high tech agglomerate surfaces, which supplies all the core Granite Transformations products, ensures a continually expanding range of materials, colours and designs, and channels major investment into the franchise network, ensuring a future-proof investment opportunity.

Operating in Britain and Ireland since 2003, we are continually expanding our network of franchised showrooms and associated fabrication workshops, to secure our position as the foremost home transformations brand. Thus we are actively seeking go-ahead franchise investors to help us grow the network further, generate kitchen and bathroom makeover business within their exclusive sales territories, and maintain the quality and customer service standards already established for Granite Transformations.

FRANCHISE BUSINESS

Typically, our franchise owners operate a combined retail and workshop business, whereby their team convert sales in their own exclusive territories, measure and fabricate key fittings like worktops, then carry out the home installations, usually in just one day.

Fabrication adds another revenue stream for our franchisees and the workshop provides a perfect place for assembling and storing contract materials; while templated worktops, made-to-measure doors and mosaics on a mattress can be mostly fitted in a single day, cutting job times. Our customers also appreciate that installations are carried out without demolitio, dust and debris, at highly competitive prices.

As you can see, a Granite Transformations franchise is not for the faint-hearted. It demands hard work, dedication, an eye for quality and a good team of people around you. You don't need previous practical or market experience though, because we'll provide all the necessary technical, sales and operational training and support you'll need, from day one.

INVESTMENT REQUIREMENT

The franchise fee varies slightly depending on the size of territory and your own ambitions although you'll need to invest at least £30,000 to £40,000 of your own money with bank lending contributing to the rest.

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WHAT'S NEXT

If you'd like to receive more detailed information from me by email (I won't contact you directly unless you ask!), please either visit www.gtfranchise.co.uk and make an enquiry or type this link into your browser and submit the form: <http://gurl.im/43ac67g>

If you'd rather just talk to someone right away, call **01892 509680** and ask to speak to me, Dugan (or just Dug!) Aylen, and if I'm not available leave your full name, email address and contact number and I'll get back to you as soon as I can. ●



From Forces to Franchising with ChipsAway

Former Engineering Officer, Paul Fabian, spent thirteen years in the Forces before taking voluntary redundancy from the RAF.

Keen to be independent and to use the skills he had gained, Paul identified the perfect opportunity in ChipsAway, the UK's leading automotive paintwork repair brand.

Starting as a 'man and a van' franchise in 1999 Paul says, 'I could see the potential of the franchise from the outset. I visualised that from initially being an owner operator, I would eventually develop my business into a management franchise and make a lot of money - and that's exactly what I've done!'

Today, Paul heads up a highly successful business, with two thriving ChipsAway CarCare Centres (fixed base workshops) on adjacent territories, a fleet of mobile units and a team of six employees. Currently, Paul is busier than ever, repairing bumper

scuffs, scratches and alloy wheels to an average of sixteen cars a day!

Out of uniform for 17 years, he finds 'the planning side of things' similar to being in the Forces:

'The realisation that spending ten minutes at the start of each day planning and briefing staff can save you hours of wasted time later on, is very much an old RAF habit!' His salary, however, is 'vastly different' to what he used to take home: 'I now earn at least six times more than I did in the RAF - even allowing for indexing - and my business keeps going from strength to strength! This year was my busiest yet, and I'm looking forward to an increase in turnover again next year.'

'ChipsAway is a great franchise,' Paul confirms. 'I love being my own boss and having the independence to decide which way I want to take the business. If I want to earn more, I can set my own targets and work to achieve them, rather than waiting for

someone to promote me, or if I want to take eight or ten weeks holiday in a year, I can, knowing the business carries on without me!'

'I have no regrets whatsoever about becoming a ChipsAway franchisee,' he concludes. 'If you're prepared to work hard, you really can achieve amazing results.' ●

MORE INFORMATION

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*Guaranteed funding is subject to availability and available to candidates approved by ChipsAway International with a minimum personal investment of £15,000. Total Franchise Investment £29,995+VAT.





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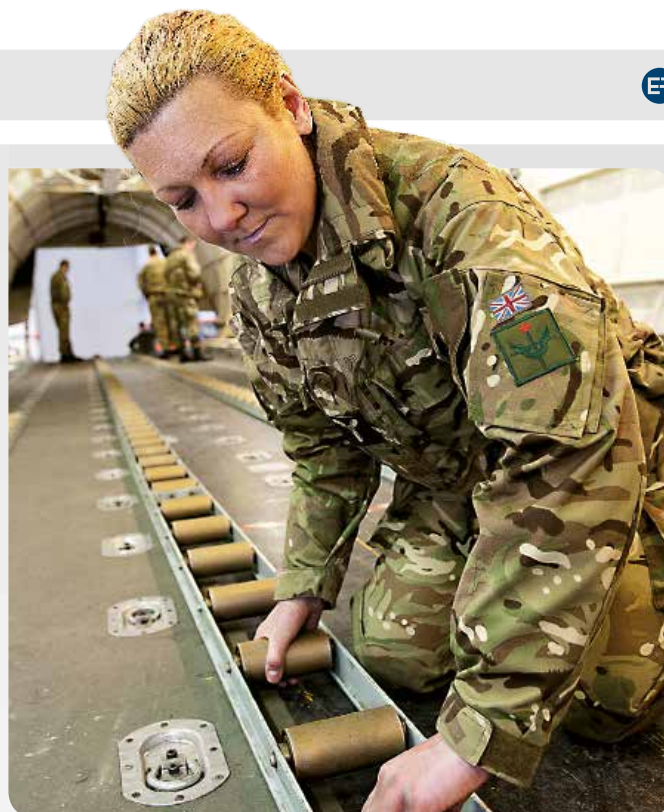
Further details can also be found in 2014DIN 01 - 130

THE JOURNEY DOES NOT HAVE TO END!

£10,000

Reserves Incentive for Ex-Regular Personnel

Ex-Regular personnel who join the Royal Air Force Reserve could soon be in line for a cash incentive of up to £10,000 as part of a new Financial Incentive agreement.



The Armed Forces Pay Review Body has approved an ex-Regular Financial Incentive (ERFI) which will entitle former serving personnel from all three services who join the Royal Auxiliary Air Force up to £10,000 by reaching four key milestones.

The new incentive will be paid in addition to a reservist's daily pay and annual bounty and will be backdated for eligible personnel who have already joined since 1st April 2014.

Introducing the incentive aims to further stimulate the growth of the trained part-time volunteer component of the RAF Reserve

as part of the ongoing Future Reserves 2020 (FR20) Programme.

The RAF element of the FR20 Project is predominantly focused on increasing the trained strength of the part-time volunteer Reserves from 1,000 to 1,860 personnel by 1st April 2017 and to maintain this strength until 2020 and beyond.

Ex-Regular personnel who arrive fully trained not only provide an immediate gain to trained strength, but they are able to fill key officer, senior Non-Commissioned Officer and junior management posts without delay, which is crucial to the successful formation of a coherent unit; particularly valuable when establishing new Reserve squadrons.

The experience provided by ex-Regulars is also key to providing the

necessary nucleus of experience that Reserve Squadrons need in order to be able to train and retain new recruits. The ERFI scheme will be open from 1st November 2014 to 31st March 2017; ex-Regular personnel who have already joined the Reserves since 1st April 2014 and meet the criteria may also apply.

After completing 18 years of service for the RAF, Squadron Leader Darren Scales - a filmmaker and university lecturer in his civilian life is now a head of media operations for the Reserves at RAF Halton in Buckinghamshire. Speaking about his role, Sqn Ldr Scales said: "You have the best of both worlds. A normal civilian existence, but then stepping back into this uniform you get to utilise your skills, as well as work and socialise with your friends."

In order to be eligible for the ERFI an ex-Regular recruit joining the RAuxAF must have joined the RAF Reserve after 1st April 2014. Detailed eligibility criteria may be found in the Internal Briefing Note 51/14. Eligible personnel may apply for the ERFI using application forms which can be obtained from RAF Reserve Sqn Human Resources staff.

You can arrange to visit any of the RAF Reserves squadrons across the UK to discuss the opportunities around your RAF or military skill set, as well as the ranks available. ●

BELOW: Squadron Leader Darren Scales on duty in Mali in 2013



MORE INFORMATION

To find out more visit raf.mod.uk/recruitment or call the Reserves helpline on 0333 202 1099 or 0845 606 9069.



ROYAL AIR FORCE **REGULAR & RESERVE**

Leaving the **Regular** Armed Forces  Join the **RAF** Reserves

- Financial incentive worth up to £10,000 over 3 years*
- Qualify for the top level Tax free annual training bounty*
- Work with your colleagues and friends
- Continue with your adventure training and sports
- Retain your rank (subject to vacancies)
- No call-out liability for the first 3 years*
- Continue your life long learning with entitlement to Standard Learning Credits
- Opportunities in many trades nationwide
- Reduced commitment*
- Many civilian companies will agree up to an extra 10 days leave for Reserve Service

To discuss the opportunities available to you call:

0845 606 9069 0333 202 1099

www.raf.mod.uk/recruitment

 /rafrecruitment  @RAF_Recruitment

*Conditions apply; further information available from the above number





The Royal Navy and Royal Marines Charity appoints new chairman

The Royal Navy and Royal Marines Charity (RNRMC) appointed Bill Thomas as Chairman of the Board of Trustees.

Bill Thomas is a proprietor of Hopton Estates and an independent Non-Executive Director of Xchanging plc, the Co-operative Bank plc and GFI Sarl. He is the President of the Alumni Association and a Council Member at Cranfield University. He chaired Labour's reviews into defence procurement and small business policy and retired from Hewlett Packard as a Senior Vice President having led their European service business. He served on the President's Committee of the CBI for nine years.

On speaking of his appointment on 14 July 2015, Bill Thomas said: "The Royal Navy and Royal Marines have been central to Britain's past and are critical to Britain's future. Our Charity's vision is of a world in which our sailors, marines and their families are valued and supported, for life. Over the next five years we will build on the success the Charity has achieved under the chairmanship of Vice Admiral Sir Richard Ibbotson, which has seen it reach more beneficiaries through an increasing grants programme. This will require excellent operational execution and close working with our charity partners, with the Royal Navy and with our supporters and donors."

He added: "I am pleased to be joining the Charity at this exciting time and very much look forward to leading the Board through the opportunities and challenges that lie ahead."

Admiral Sir Jonathon Band, President of the RNRMC, said: "I am delighted to welcome Bill to the Charity. He brings an enormous amount of experience from the world of business and his other charitable interests and a passion for the Royal Navy

and Royal Marines that he has gained from working with the MOD over many years. He will continue our focus on our beneficiaries and build on the momentum that The Royal Navy and Royal Marines Charity has developed."

He succeeds Vice Admiral Sir Richard Ibbotson – a decorated naval officer and former Deputy Commander-in-Chief Fleet – who led the Charity through an important period of change and maturity. ●

"I am pleased to be joining the Charity at this exciting time and very much look forward to leading the Board through the opportunities and challenges that lie ahead."

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.

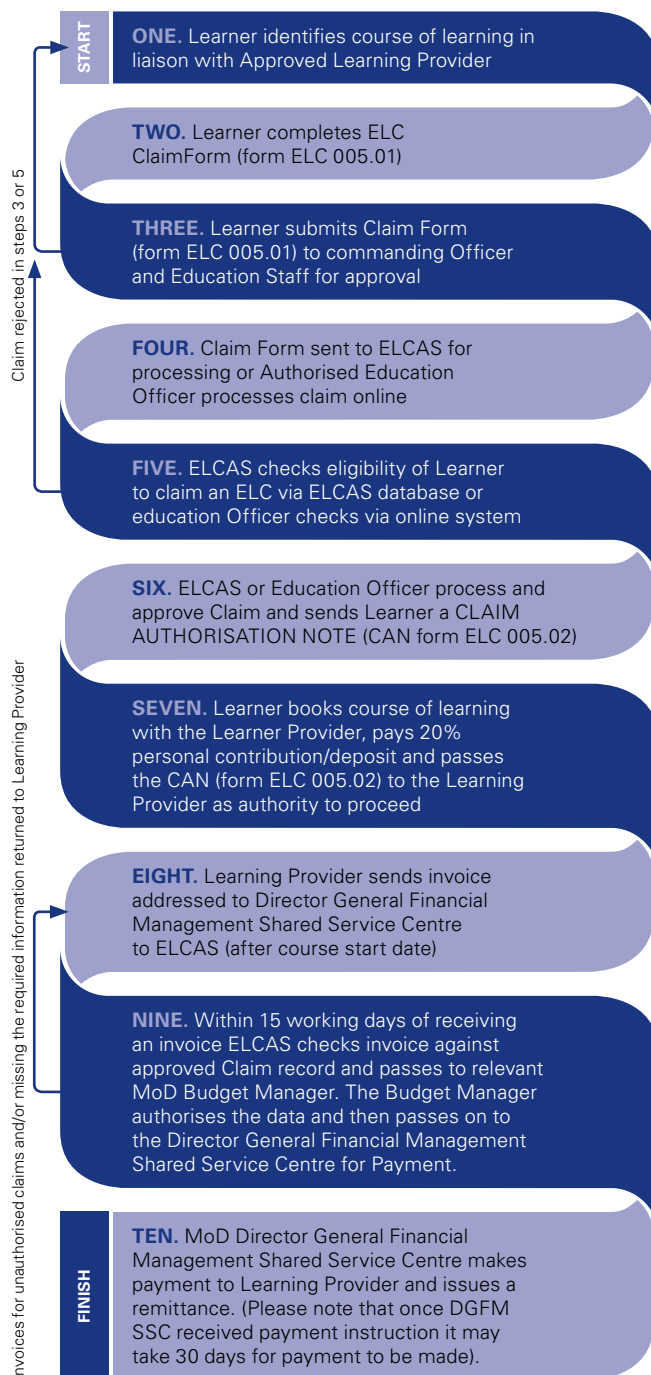
There are several stages to the ELC process. Full information is set out in Joint Service Publications (JSP) 898 Part 4, Chapter 3 - The Enhanced Learning Credit Scheme: The Sponsorship of Service Personnel for Personal Development. Have a look at the claim procedure flow chart (right) to the JSP.

- 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/
- 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



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)).



How to Claim

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.

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

TIP ONE

You must fully research both the Provider that you choose and the course that you wish to study.

TIP 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.

TIP TWO

ELC funding is only available for courses that result in a Nationally Recognised Qualification at level three or above on the National Qualification Framework or level six or

above on the Scottish Credit and Qualifications Framework. Just because an organisation is listed as an Approved Provider does not mean that all of their courses are of the required level.

TIP 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.

TIP THREE

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



aim

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.

TIP FOUR

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).

TIP FIVE

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).

TIP SIX

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.

TIP SEVEN

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.

TIP EIGHT

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

TIP NINE

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

TOP TIP: You must refer to the Joint Service Publications (JSP) 898 Part 4, Chapter 3 - The Enhanced Learning Credit Scheme: The Sponsorship of Service Personnel for Personal Development.

TIP TEN

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. ●

Ex Service Personnel

Please note this page 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
- 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. ●

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 (up to three months)	Amendment
Change of course start date (greater than three months)	Cancellation/Reinstatement
Change of course end date	Ed Staff/Line Manager to agree. ELCAS do not need to be informed
Change of course costs (total, ELC grant or contribution value)	Amendment
Change of course costs from lower tier to higher tier (claim form signed prior to claimant becoming eligible at higher tier rate)	Cancellation
Addition or Deletion of a module from an overall course (only to be permitted where resultant course still fulfils eligibility criteria)	Amendment
Change of course	Cancellation/Reinstatement
Change of Provider	Cancellation/Reinstatement
Change of course code	Amendment
N.B All amendments must be received by ELCAS in writing (email, fax or letter) from a member of Education Staff who is authorised to sign off claims.	



Choose Your Provider

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

Your chosen organisation must be an ELC Approved Provider. For claims including an element of PF FEHE funding your chosen



Using Learning Provider

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. ●



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).
- 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.
- 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.
- 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.

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. ●



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

Useful sites for checking that a learning activity is at Level 3 on the Qualifications and Credit Framework:
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.

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. ●

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 FEHE 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).

- 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 please refer to the website for any future updates.



Our established Veterans Programme in the US served as a blueprint for our UK FDM Ex-Forces Programme and since its launch in January 2014, we have helped over 100 Service Leavers transition into the commercial world.

Our Programme provides bespoke training, dependent on an individual's experience and interests, and is led by a dedicated team of ex-Forces personnel. We continue to recruit and support Service Leavers from all areas of the Forces and from a variety of backgrounds, whether that is on our Advanced Programme for more senior Project Management roles or on our Traditional pathway, focusing on IT and business.

Advocating and promoting diversity is a fundamental value at FDM and we work closely with our clients to ensure they too understand the variety of skills and expertise you can bring to a commercial workplace. Read for yourselves the diversity of experience and success that our Consultants have enjoyed since joining FDM.



TRAVIS BROAD

THEN: 1ST BATTALION PARACHUTE REGIMENT

NOW: RELEASE MANAGER AT LLOYDS BANKING GROUP

"Attending the Insight Day at FDM opened me up to a world of opportunities, and unbeknown to me at the time, was the beginning of my transition from the Forces to Finance. The role that FDM helped me secure has excellent career progression opportunities and my team on site are largely former FDMers themselves and have been extremely approachable. Both FDM and Lloyds have shown great interest in supporting me and helping me grow into any role I choose."



JENNIFER SMITH

THEN: EXECUTIVE OFFICER IN THE ROYAL NAVY

NOW: PMO ASSOCIATE AT UBS

"I initially struggled to kick-start my second career but came across FDM and saw that they provided a great solution to the problem I had been experiencing; FDM training helped me gain basic industry knowledge and vastly improved my confidence in a business environment. I thoroughly enjoyed my time in the FDM Academy and I'm excited for the future opportunities it can facilitate."



LUKE NICHOLSON

THEN: COMMUNICATIONS SYSTEMS ENGINEER IN THE ROYAL SIGNALS

NOW: CYBER SECURITY ANALYST AT DRAX

"My training with FDM was professional and very insightful: as the first trainee to go through the Cyber Security pathway I undertook bespoke training. My time at FDM so far has been enjoyable and educating. They have provided me with an excellent opportunity to work on site with a big client in a rewarding and very interesting job role." ●

Launch your career on civvy street



Become a professional IT or business consultant with FDM today

FDM's dedicated Ex-Forces Programme has helped over 100 personnel to launch a fulfilling second career. Led by our internal ex-Forces network, made up of ex-members of the Forces, we will provide you with ongoing development and support, in addition to a tailored learning pathway to enable you to succeed as an IT or business consultant on site with our clients.

Our unique Programme will give you the training you need to excel in a commercial environment as well as the opportunity to work with some of the world's leading blue-chip organisations.

To find out more, join us at one of our Insight Days in London, Leeds and Glasgow:

London

6th October
3rd November
1st December

Leeds

15th September
20th October
17th November

Glasgow

16th September
14th October
18th November

● ● ● fdmgroup.com

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Discounted Cinema Tickets for the Armed Forces!

Up to 40 percent off for our Troops and their families

When we heard that a member of the Armed Forces, who had recently returned from Military operations, was denied a discount in a major high street store, but a student in front of him was given one, we knew we had to act.

Rewards for Forces is the UK's largest discount and benefit service for the Armed Forces Community, offering members of the Forces and their Partners premium discounts and benefits. They have just launched Cinema Rewards, an incredible new scheme that will make a valuable difference to those currently serving, Veterans and their families.

Open to Rewards for Forces members, this family oriented offer allows Forces Families to save on Cinema Tickets (as well as food and drink) at over 380 Cinema's in the UK and Ireland. The discount is available to members any time of the day, any day of the week and can see a family of four save up to 40%

cinema visit. With savings on food, drink and even annual cinema it is a fantastic initiative for members of the Armed Forces and their families. Cinemas participating in this offer include Cineworld, Empire Cinemas, Showcase and many many more!

As well as the free to join site for all online offers, Rewards for Forces offers a Membership Card for a one off payment of £24 which unlocks even more offers that can be redeemed on the high street. Brantanos, Trespass and Moss Bros are just a few of the outlets where savings of can be made. Since it's 2011 launch, Rewards for Forces has gained over 300,000 loyal members who are making the most of these useful discounts. The cost of the card goes straight back into sourcing new offers for it's members. The team at Rewards for Forces may only be

small, but their passion for finding the best offers and giving back to the Armed Forces Community is what drives them. They work relentlessly each day, contacting companies throughout the UK to encourage them to give something back.

Rewards for Forces card holders can make the most of a night out by using their Rewards for Forces card in order to save on a meal out before redeeming their Cinema Rewards with a discounted trip to the cinema. With 20% off Frankie and Bennys, 20% off Red Hot world Buffet and Bar and 25% off Chiquito's and many more restaurants- there is plenty of choice bound to please the whole family.

Managing Director of Rewards for Forces, Peter Raith explains "We at Rewards for Forces understand that when one person serves, the

whole family serves. Through the introduction of Cinema Rewards, we hope it allow Forces families to spend quality time together and also receive a substantial discount as a thanks for serving our country. We are always on the lookout for beneficial and exciting new offers that will help each and every one of our members. This offer is the perfect way to say thank you and hopefully will attract more members of the Forces Community to take advantage of the offers they truly deserve."

To take advantage of this amazing Cinema Rewards offer, Rewards for Forces members can login and click to access their Cinema Rewards. Those who are not members can sign up at www.rewardsforforces.co.uk. Not only will they be entitled to the Cinema Rewards, but new members can also take advantage of the 1,000s of other offers on the website. From Days Out to Clothing, Restaurants and more, there are so many companies offering discounts as a thanks to our Armed Forces.

People who sign up to Rewards for Forces do not just sign up to save. They sign up to be member of the Rewards Family where they debate the hottest topics on the Rewards for Forces Facebook Page and campaign to get more discounts at stores and attractions throughout the country. Rewards for Forces members are encouraged to take their card wherever they go and show it with pride. The members are also keen to get in touch and let Rewards for Forces know where they have saved and where they would benefit from discounts in the future. The UK's largest discount and benefit service for the Armed Forces can see a member save anything from £500-£1,000 annually through the discounts from high street stores right down to local stores on their door step.

It really is simple, log on to Rewards for Forces, access Cinema Rewards, find your local cinema and book tickets with up to 40% off! With such a fantastic offer available, the only big decision members have to make is what film to see first! ●

MORE INFORMATION

For more information on Rewards for Forces and how you can join and start saving visit www.rewardsforforces.co.uk or call **01604 647770**. Level of discount varies between cinemas. Full details can be found at www.rewardsforforces.co.uk

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