

ER

Summer 2021 **£Free**

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

magazine

Prince Philip Duke of Edinburgh 1921–2021



ENGINEERING HEROES

We'll be examining why there aren't more women in engineering and why engineering is such an amazing career choice. **P12**

LEAVING THE ARMED FORCES

If you are leaving the Armed Forces and thinking about your career options then why not consider a career in the utilities sector? **P30**

TAKE CONTROL OF YOUR FUTURE WITH AUTOSMART

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THE ELC SCHEME

Promotes lifelong learning and financial support in an upfront payment amongst members of the Armed Forces. **P74**

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The argument about whether to call ourselves veterans is done

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University Hospitals of North Midlands NHS Trust (UHNM) is pleased to announce that it

has been named as a Veteran Aware Trust in recognition of its commitment to improving NHS care for veterans, reservists, members of the Armed Forces and their families.

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Ex-Servicewomen, as well as partners and spouses of military personnel, across Scotland, are celebrating securing new jobs, thanks to receiving employability support from RFEA, The Forces Employment Charity.

64 CHIPS AWAY FRANCHISE

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



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ANDY REID TO CLIMB MOUNT KILIMANJARO

Andy Reid MBE, founder and chairman of The Standing Tall Foundation, has his sights firmly set on scaling Kilimanjaro for a second time. Impressive, right?

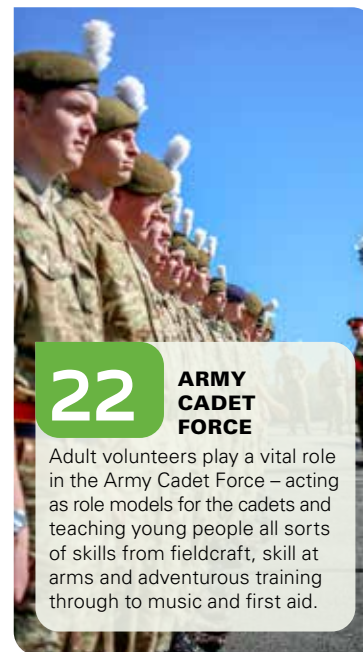


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VOLUNTEER FOR SSAFA

Head of Volunteer

Experience, Gillian Kerr, is responsible for making sure SSAFA, the Armed Forces charity has the best processes and practises in place to recruit, induct, manage, and celebrate its volunteers.



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ARMY CADET FORCE

Adult volunteers play a vital role in the Army Cadet Force – acting as role models for the cadets and teaching young people all sorts of skills from fieldcraft, skill at arms and adventurous training through to music and first aid.

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ARMED FORCES DAY 2021

Armed Forces Day is a chance for the British public to show support for the men and women who make up the Armed Forces community: from currently serving troops to Service families, veterans and cadets.



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HIGHGROUND

HighGround is a charity set up in 2013 by Anna Baker Cresswell whose Mission is to improve the employment and wellbeing prospects of serving personnel and veterans using the green environment. Outdoor stuff for outdoor people in a nutshell...



Welcome...

Welcome to the Summer 2021 issue of Easy Resettlement magazine...



that service leavers and veterans bring to their companies.

Since the launch of the Employer Recognition Scheme awards, often referred to as ERS Gold, Silver and Bronze awards, we have been proud to feature some of the companies that have gone above and beyond in showing continued support to the armed forces community.

Our Autumn issue will again feature more of these companies and highlighting the winners of these awards, so be sure to read the Autumn issue which will be distributed in early September 2021 as well as being available online.

With that in mind, we ask you to engage with our advertisers and be sure to mention the magazine when applying to any of the companies in our magazines.

As our previous readers will be aware, our regular features include the information regarding your enhanced learning credits, which can be found in the last few pages of each issue, we also include information from the (CTP) Career Transition Partnership whose events we attend, which enables us to speak to our readers and find out about your resettlement process.

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

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

KIND REGARDS
THE EDITOR

Making the UK the best country in the world to be an Armed Forces Veteran

After a year that can only be described as challenging, we are slowly emerging out of lockdown and into a new landscape, one that has been profoundly altered by Covid-19.



Lt Gen James Swift,
Chief of Defence People

Defence played a huge part in the country's response to Covid-19, but we did not pause other vital work, and there is much to report on the package of measures secured for ex-servicepeople – covering not only practical support but also substantive changes in the law.

MAKING RESETTLEMENT EASIER

In March 2021 the Defence Command Paper, "Defence in a Competitive Age," set out in some detail the changes we need to make in order to deal with emerging and evolving threats in a rapidly changing world.

The paper also outlined key measures aimed at delivering on our commitment to make the UK the best country in the world to be an Armed Forces Veteran. One crucial measure is the Armed Forces Bill, which will enshrine the Armed Forces Covenant into law, so that those who serve, or who have served, in the UK Armed Forces (and their families) are treated fairly when they need to access public services such as healthcare, education and housing.

Alongside this, we have a new initiative to make the Civil Service 'A Great Place to Work for Veterans'. Many ex-servicepeople already work in the Civil Service, bringing with them unique skills, experience and many of the values the Civil Service thrives on: a commitment to public service, teamwork, inclusion, creativity and drive. The scheme makes it easier for veterans to secure an interview: if they meet

the minimum criteria for a role, they will progress to the next stage of the selection process.

Support for veterans and service leavers extends right across Government. The MOD and HM Treasury have worked together to secure a tax cut for employers who hire ex-servicepeople. From 6 April 2021, employers now qualify for National Insurance contributions relief for up to 12 months when they hire veterans into a civilian job. The tax break is part of our commitment to supporting servicepeople to successfully make the transition from life in the Armed Forces to civilian employment. And of course, by taking on veterans, employers get the immense talents of people who have served our country.

OUR SERVICES' VALUES

Defence's journey to become more diverse and inclusive is part of a wider picture globally and across the UK.

Events have caused us to look inwardly at our own ways of working, with the recognition that to maximise the talents of all our people, we must go further in our efforts to become a more diverse and inclusive organisation which better represents the society we serve.

Our commitment to being an inclusive employer was strengthened earlier this year with the appointment of Sam des Forges, the first-ever MOD Director of Diversity and Inclusion, dedicated to delivering our commitment to tangibly, rapidly and significantly improve the lived experience of all those working in Defence.

At the heart of all our Single services are two core values: respect and integrity. We all have a responsibility to be strong role models who show the greatest respect, understanding, tolerance and compassion for our comrades. To approach every day with an open-minded attitude that sees and respects the potential in everyone and calls out disrespectful or unacceptable behaviour on the battlefield, in the office and at home.

SUPPORTING OUR PEOPLE

This determination to effect change extends to every corner of Defence. It is why I am grateful to current and former servicewomen, and all who gave written or oral evidence to the recent House of Commons Defence Committee's Inquiry into Women in the Armed Forces. Their accounts make it clear that on too many occasions, they did not get the support they needed and deserved. The Inquiry's work is supported across Defence, at all levels, and its findings will be forensically considered, and acted upon.

Great progress has been made in this area, as the majority of women have long and fulfilling careers in the military. However,



I recognise that much more needs to be done, and I am determined to work with women of all ranks to improve their experience in the Armed Forces.

One of the many steps on our path towards correcting a historic injustice is our initiative to invite former Service personnel, who were dismissed on the basis of their sexuality, to apply to have their medals restored. I hope this will bring some comfort to veterans and their families and shows that the military is proud of all its people and is a positive place to work for all who choose to proudly serve.



LEAVING THE SERVICE? DISCOVER OPPORTUNITIES AND STAY CONNECTED

An Easy Resettlement article last year (Winter 2020), covered the launch of SERVE, the MOD's free, online Service for Experienced Rejoiner and Volunteer Engagements. SERVE's user base continues to grow. Since December 2020, it has advertised an average of almost 400 new opportunities a month, being seen by around 40,000 people and resulting in around 340 people registering for automatic notifications each month.

As well as advertising and alerting its users to reserve, re-joiner and wider opportunities in the Armed Forces, SERVE offers a new way to stay connected to Defence. You'll be able to determine the type of Defence information you'd like to receive, be it information for regulars, reservists, re-joiners or veterans.

If you are interested in finding out about the latest opportunities in Defence, you can use SERVE to filter reserve opportunities by commitment type, Service, location, branch/cap badge, rank, engagement type or length and/or specialism. You'll also be able to apply for some opportunities directly through SERVE. When

you do this, you can pull through information that you've previously entered into SERVE and continue to re-use it. This makes it easier and quicker to complete applications. Don't forget you can set up email alerts, so you find out about relevant opportunities as soon as they're published. Visit SERVE, register and stay connected: www.findforcesjobs.mod.gov.uk



ONE-STOP SUPPORT ONLINE – VETERANS UK

Transforming and improving services for veterans is a key priority for Defence, and Veterans UK, a single point for information, advice and support for veterans and service leavers, is a great example.

With Veterans UK, you can access the services offered by Veterans Welfare Service, Defence Transition Services and other MOD organisations in one place. There is help and support on topics such as transition and welfare, information

on Armed Forces pensions, guidance on applying for Service records, medals or badges, as well as a number of other services specifically designed for veterans.

The service is constantly being improved based on feedback from users. To find the site, search "Veterans UK" in your web browser, scan the QR code or use this link www.gov.uk/veterans-uk



For those who prefer to use the phone, Veterans UK is available on Freephone (UK only) **0808 191 4218** or **+44 1253 866 043** if you are calling from overseas. Alternatively, Veterans UK has a dedicated email address: veterans-uk@mod.uk.

NAVIGATING OUT OF LOCKDOWN

I look back to March 2020 and I remember how our lives changed so quickly – and how for many of us we had to adapt virtually overnight. In contrast, the move out of lockdown has been gradual. It helps us to recognise this period for what it is: a time of transition and adjustment.

KEY GUIDANCE AND SUPPORT CONTACTS

If you or someone you know needs support, there is plenty of help available. Here are some options:

- Op Courage is the name for the dedicated Veterans Mental Health and Wellbeing Service provided by the NHS. It doesn't matter if you're due to leave the Armed Forces, just left the Armed Forces or left decades ago, Op Courage can make sure you get the right type of specialist care, support, and treatment. You can contact the service yourself, or ask your GP or someone else, such as a family member or friend, to do this for you – search "Op Courage" on your web browser or the GOV.uk site.
- HeadFit is designed for all Defence personnel, whether they are long serving or new recruits, veterans, civilian staff or those in uniform. HeadFit provides 24/7 access to self-help tools that can enhance mood, drive and confidence. Visit headfit.org
- Combat Stress provides free mental health treatment and support to ex-servicepeople. You can call the Combat Stress 24 hour Freephone helpline on **0800 138 1619**. You can also text **07537 404 719**, email helpline@combatstress.org.uk, or visit combatstress.org.uk. Specially trained professionals are available day and night to provide free confidential advice and support. Get in touch if you're having a tough time, having trouble sleeping, experiencing flashbacks, feeling depressed or anxious, or just feeling that something isn't quite right. If you're a family member or carer worried about the mental health of a loved one, or need to talk to someone yourself, you can call the helpline too.
- Together All (Big White Wall) offers online mental wellbeing support where you can share your concerns with others who are feeling like you. It's safe, anonymous and has counsellors available 24/7. The service is free to ex-servicepeople. Visit togetherall.com
- For urgent crisis help, call the Veterans UK helpline on **0808 191 4218** or visit GOV.UK and search for "urgent help for veterans."



There are around 2.2 million Armed Forces Veterans in the United Kingdom and every year around 15,000 people leave the Armed Forces. Around 60% of them are under 35, with most seeking to take up a new career or job opportunities in civilian employment.

PRIDE IN OUR ARMED FORCES

I write this article just a few days before Armed Forces Week, bookended by Reserves Day (23 June) and Armed Forces Day (26 June). Wherever you are, I hope you find a positive way to mark the week, and I want to personally thank you for your commitment and service to our country.

Armed Forces Week is always a special time in the military calendar, and rightly so. It is an annual showcase of all that's finest about our military and an opportunity for people to show support for all the men and women who make up the Armed Forces community; from those currently serving to Service families, to ex-servicepeople and cadets. It is also a great outreach opportunity, showing people how they can carve out a role, whether in active service, as a reservist or a veteran.

Armed Forces Day 2021

How to show your support after an unprecedented year

Armed Forces Day is a chance for the British public to show support for the men and women who make up the Armed Forces community: from currently serving troops to Service families, veterans and cadets.



During the unprecedented events of the past year, the Armed Forces have been steadfast in their support to the NHS and local authorities to battle the Covid-19 pandemic.

From helping to build vaccine sites, to supporting community testing and providing clinical support to the NHS, the Armed Forces are working tirelessly across the UK in the national effort to beat the virus.

The Armed Forces have also continued to deploy on operations at home and abroad, from supporting civilian agencies in Kent to alleviate border crossing congestion over Christmas, to deploying on training, peacekeeping and counter-terror missions across the world.

This Armed Forces Day, on Saturday 26 June, it is important now more than ever that we come together to recognise their efforts and show our appreciation for all the work they do.

AN UNPRECEDENTED YEAR FOR THE ARMED FORCES

Throughout the pandemic, the Armed Forces have supported a range of MACA requests. These are Military to Civil Authorities taskings – usually used as support to flooding or natural disasters – where the specialist expertise and equipment of the military is utilised to support governments and civil bodies. During the pandemic, this has ranged from driving Ambulances in Wales, to airlifting medical supplies around the Highlands, to building NHS Nightingale hospitals, and even administering vaccines.

Lance Corporal Dikendra Limbu, a Gurkha soldier deployed on COVID-19 testing in Kent in January 2021, said *"The kind words and general appreciation shown by the general public acted as a catalyst boosting the team's morale. We are able to test up to 800 individuals per day. The whole process is conducted whilst implementing rigid force health protection protocols to ensure the safety of both our workforce and the general public."*

The Armed Forces' support over Christmas in testing hauliers trying to cross into Europe was essential for keeping motorways running.

Personnel from 36 Engineer Regiment, who had been testing hauliers at the border to Dover, were overwhelmed with donations for the HGV drivers, including 1,000 sausage rolls and 1,000 pies from one company. Members of 36 Engineer Regiment, the Salvation Army and others, re-distributed food packages, which reached families, the homeless and Foodbanks. Even overripe fruit and vegetables were put to use, taken to zoos for monkey and animal enclosures.

The work of Armed Forces doctors and nurses has been instrumental in supporting the NHS. Corporal Pen Carless graduated as an Army Nurse after four years as an RAF medic, and her first deployment was in a COVID-19 ward in Royal Hospital Chelsea with ex-servicemen and women. Her second has been deploying in hospitals and administering COVID-19 vaccines alongside NHS staff.

Reservists and Regulars alike have found themselves deployed across the UK and beyond to support the government's response to COVID-19. As well as trained medics, there are a huge cast of trades and skills being utilised for MACA projects. These include logistical planners supporting councils rolling out testing programmes, drivers, engineers and musicians who have been deployed to support testing sites, and many more.

One of the winning achievements was the inception of the Mobile Testing Unit at the start of April 2020 which was the idea to set up testing sites in carparks using outfitted vans to allow people to drive through

without putting employees or each other at risk. This idea came straight from the military (516 Specialist Team Royal Engineers – part of 66 Works Group Royal Engineers) and was rolled out across the country, making mass-testing much safer and easier.

The Armed Forces have also been supporting the transport of supplies, including tests, PPE and vaccines, to our overseas territories, including the Caribbean, Ascension Islands and Falkland Islands. They also supported the repatriation flights at the start of the pandemic by bringing British citizens home from across the world where they were stranded.

Some individuals have stepped up to work above and beyond. Warrant Officer Scott 'Barney' Barnett, who works at Royal Naval Air Station Culdrose, had an interest in 3D-printing. He challenged himself to make 10,000 face visors to donate to the NHS, which he achieved and exceeded. His 13-year old daughter stitched over 100 fabric masks to donate.

Corporal Pardeep Kaur ran a full marathon within her 6-metre patio over two days to help raise money for the NHS East Ambulance Service and raised £1320. Meanwhile, Sergeant Shiv Chand organised online events for faith communities, for example Diwali and Raksha Bandhan, to maintain community and solidarity for faith groups.

Surgeon Lieutenant Commander Mike Hill has been shielding, but wanting to help, volunteered for the LGBT foundation. He says *"COVID-19 has disproportionately impacted many minority communities including the LGBT+ community. We have set up rainbow buddies, a befriending service to tackle isolation and loneliness, particularly for those who are having to shield isolate."* As chair of the Navy Compass LGBTQ+ Network, he has *"been reaching out to our LGBT+ Service community; providing support through talking therapy, online social activities to address isolation and providing advice on maintaining mental and physical well-being."*

This Armed Forces Day join the nation in coming together to celebrate and show our appreciation for all the work that the Armed Forces do.

Find out more information about Armed Forces Day on the official site – www.armedforcesday.org.uk



SHOW YOUR SUPPORT

Although Armed Forces Day events may still be affected by the Covid-19 pandemic, there are still ways to show your support this year. The Armed Forces Day website has many ideas for how to show your support, including ideas for virtual events taking place online rather than at a physical location.

If Covid-19 restrictions limit your plans, why not consider using video conferencing or live social media functions to arrange the following:

- Arrange for a member of the Armed Forces or a Veteran to speak in a question & answer session to find out more about their experiences.

- Invite attendees to join together to take part in an Armed Forces Day themed quiz, game of bingo or even a bake off!
- Invite a historian from your local museum to speak about the history of the Armed Forces in your area or see if they offer virtual tours.
- Coordinate with your community online to arrange a virtual 'tea party' complete with a suggested music playlist, recipes for baking some traditional treats and online tutorial videos for learning a new dance routine, such as a waltz or a jive!
- Arrange a virtual watch party for your community to watch a military themed film or military-history documentary online at the same time.
- Challenge your online community to take part in a 'Build your own' competition, using materials from around your home - for instance, build your own Spitfire, Tank or Air Raid Shelter!



For even more alternative event ideas, head to the Armed Forces Day website at www.ArmedForcesDay.org.uk where you can also find out more about locally organised events.

If you are hoping to organise an event, either a virtual or physical event, funding is still available. You can apply for funding and find out more information here www.armedforcesday.org.uk/get-involved/organise-your-own-event/apply-for-funding.

Follow our Facebook www.facebook.com/armedforcesday and Twitter www.twitter.com/armedforcesday?lang=en for all of the latest news and inspiration and ideas to show your support for the Armed Forces this year.



SUPPORTING VETERANS

We have to ensure veterans hang up their well-worn boots while ensuring they are confident in their own ability to positively influence the civilian workplace.

We have to remind veterans their skills and experience are relevant and needed by small and large employers throughout the UK.

We have to work with veterans, not to reframe their thinking, but to reset how they communicate – this is the single biggest factor that puts people off. In the military we strive for brevity, for clarity and often for the straight between the eyes message. We also do just that – talk in term of “*we*” not “*me*”. These are all great traits, but they have to be checked if CVs are to be read, applications considered, interviews secured and offers made.

Absolutely our community should face no disadvantage, but it pays to be sensible. If a junior member of staff in a HR team initially responsible for glancing over applications can’t understand what’s written on a CV, are they going to process it to their boss? Would you? It’s us who have to change – not the rest of the world.



Veteran employment the bigger picture

The argument about whether to call ourselves veterans is done - I have been part of too many discussions, with politicians, senior serving military leaders of all ranks and a number of people from the ex-military community talking round in circles.

We are veterans, we used to serve in the military and now we don’t. It’s not an American word, that too is a misnomer, and for the purposes of this article, I will refer to those who have served in the military as “veterans”. Veterans have left, Service Leavers are leaving, I get that – but to save my fingers, let’s call everyone veterans. Incidentally the word veteran comes from the Latin *veteranus*, so it could be worse.

So, who am I? I’m Garrath and I’m a veteran. The 4th generation in my family who have served who between us have clocked up over

50 years in uniform since 1914. I served for 17 years, initially as a fair to middling officer in the Duke of Wellington’s Regiment before taking the Queen’s Shilling Downunder and transferring (or transitioning) to the Australian Army. I got out in 2016 and like many veterans, had thought long and hard about what I wanted to do when I finally popped smoke and packing all my gear in the loft – just in case. I have had several jobs since 2016 I am now the Director of Veteran Engagement and Development at a new veterans’ employment community called JobOppO, but more on that later.

A friend once told me we should look at transition as a

five-year opportunity to get it right. If we’re lucky success may come quicker but I’ve found the following to be true, both personally and for many of my peers;

*Our first job is normally what we **think** we should do. Our second job is what we **have** to do – often after we realise the first job was wrong. And the third job is the job we **want** to do.*

While I myself have had more than two jobs, it’s not lost on me it’s now been five years since I left – so fingers crossed!

SO WHAT ARE YOU GOING TO DO WHEN YOU GET OUT?

If we as veterans go into transition with our eyes open, the Government fund various transition support services appropriately and employers are more receptive and understanding, service personal and their families can indeed “*leave and land well*”. This process will of course be significantly improved if those leaving the military are given the credit and the opportunity they deserve to move on and add value

elsewhere, such is their right. It is vital we remember the pledge the UK Government made in their “*Enduring Covenant Between the People of the United Kingdom, Her Majesty’s Government and all those who serve or have served in the Armed Forces of the Crown and their Families*” – specifically that our community “should face no disadvantage” when it comes to finding meaningful and rewarding employment post service. Since then, employment has been spoken about by many as the cornerstone of a successful transition from the military. In his 2012 review on military transition, Lord Ashgrove charged the MOD with challenging and changing perceptions;

“though a small number do have problems and need special provision, Service Leavers as a whole begin new careers, enjoy good health and are no more likely to suffer PTSD, become homeless, commit suicide or go to prison than the rest of the population.”

He went on to say these negative perceptions, that, in my belief have been fuelled for too long,

are hampering our chances of (as the Australians put it) a fair go, and unnecessarily create;

“an extra hurdle for Service Leavers, restricting their opportunities by lowering expectations of what they can do.”

The Office of Veterans Affairs has dabbled, mainly in the Civil Service and by offering a, dare I say, rather confusing National Insurance break for employers. However, simply, to make change happen we must wrestle back and change the narrative now.

SUPPORTING EMPLOYERS

On the other side of the coin, we have to work with employers to ensure they are more aware of the benefit veterans can and indeed do bring to their organisations. While recording a podcast with the Talent Director of Talk Talk recently it was heartening to hear some employers really do get it. Ian told me what he was looking for in people and why he feels the veteran community are a go to for his organisation.

Many employers are now assessing how and who they hire in a post Brexit, post Covid environment and this provides a great opportunity for veterans. Who better to turn to than a cohort of proven potential employees who may not have the industry experience (yet), who may not have the exposure to the commercial world (yet) but can be trusted to roll their sleeves up, who relish uncertainty and have a propensity to work with minimal guidance towards the strategic aim? It’s important employers are reminded to consider the fluidity of the environments the military have functioned in over the last 20 years particularly has bred excellent leaders and committed, broad-minded team players. We should challenge employers to think about the VUCAness (Volatility, Uncertainty, Complexity and Ambiguity) of counter-insurgency operations in Iraq, Afghanistan, the Balkans and beyond and to think how mentally dextrous must most junior Soldier, Sailor or Airman need to be to hand out blankets to lonely children, engage in a fire fight against local armed militia and provide assistance to international law enforcement agencies during the same 24-hour period, often through an interpreter, with minimal sleep, and probably while soaked to the bone. And invariably with a smile.

There are of course many employers who want to support veterans into work – for a variety of reasons. It is important the primary motivation is that they know we can make a difference and employers should be encouraged not to see hiring a veteran as a gamble, but a wise investment. Agendas vary of course and while some employers have allocated funds and built in targets to add diversity to their workforce in line with their strategic

D,E and I policy, others see the broader value in actively recruiting (and supporting) veterans into their organisations, more often than not with one eye on the value they can bring outside the job description as much as what’s included on these often loosely written documents. Amazon don’t get much wrong and the Head of Recruiting and People Development at Scottish Rugby said on a call lately; “*when you’re up against it, who would you rather bring in to do a job?*”

It is also important to move on the stories and feelings of sympathy for our community born out of the challenges some have faced during and after their service in the Middle East and Afghanistan. There has to be a collaborative effort to bust the unhealthy cauldron of myths, the flames under which have for too long been stoked by the large military charities. We are not all Bad, Mad or Sad. We are valuable, not vulnerable. A former senior officer I spoke to recently said to me; “*we are not all in clip and it’s about time people started saying that.*” Point taken General.

WHY VETERANS?

We have the **skills, knowledge and attitude** employers are looking for, now so more than ever.

Veterans may not know it, and we may call these **skills** something else, but time and time again veterans prove the abilities they amassed when in uniform work well for them in the civilian workplace.

Take Carl, a former Corporal in the RAF. Now working in the account management team of a well-known retail brand in Portsmouth, Carl said to us;

“It didn’t take me long to realise the process used for planning and conduct of various patrols and missions during my time in the RAF could be applied to the projects I was working on in my new job. Happy days!”

Jenny, who served for 7 years and left the Royal Signals as a Captain surprised the HR team from her new employer in Leeds who were blown away during her interview by the complex challenges



Jenny had to work on while in uniform. They quickly saw how this **knowledge** would work well for them – so offered Jenny the role, increasing the base salary to boot.

“We had no idea how much Jenny had done in such a short period of time in the Army and our hiring manager was confident she will bring so much to the team.” Finally, the can-do **attitude** bred into all service personnel is what sets us apart so quickly. When Dave joined a Facilities Management company as a Shift Leader 5 years after leaving the Royal Marines as a Sergeant he was promoted twice in the first 12 months. “I just cracked on” he said. Fair enough and a trait all too familiar with our community.

SO WHAT?

There are many organisations out there offering to support veterans into civilian roles. Some care more than others, some have short term targets and some take fat cuts from doing so. But JobOppO is different. Our mission is simple, we want to link good people with good organisations and help you find **the** job, not just **a** job.



Founded by a former JNCO in the RAF who felt he’d not been provided the support through his transition he needed, we are establishing ourselves as the go to employment community for veterans and service leavers. We adhere to the KISS model, are removing the white noise from the employment aspect of military transition and have you at the very centre of our work.

HOW IS JOBOPPO DIFFERENT?

Our service is completely free and **Exclusive** to anyone who has served. Our online platform is **Efficient** and easy to use. We work hard to **Educate** veterans by creating our Veterans’ Employability Skills Development Series that will help you find, prepare for and nail the job interview you want. We also Educate employers about the skills, knowledge and attitude we offer as well as acting as a go to for any applications they receive that they just don’t understand! And lastly we **Empower** not only by encouraging you to manage your job search yourself, but we also give back to the community by supporting our military charity partners by donating 10% of our profits to the OppO Foundation who in turn empower many veterans to get back on their feet – and “*crack on*”.

You can find out more about JobOppO by visiting our website, and more still by registering your details and joining our exciting community.

joloppo

AUTHOR

Garrath Williams
Director of Veteran Engagement and Development at JobOppO



Engineering Heroes

The women running the world

As we look forward to celebrating International Women In Engineering Day on 23rd June, we're featuring some of the engineering teams whose work has kept the world running over the last year. We'll also be examining why there aren't more women in engineering, what can be done about it and why engineering is such an amazing career choice.

WHAT'S INTERNATIONAL WOMEN IN ENGINEERING DAY FOR?

INWED is all about raising awareness of all the many, many opportunities offered to women in engineering. We share inspiring stories that both encourage more women into engineering and also encourage women already in the industry to explore what that might mean for them in their role, whether that's new approaches they can bring to the table or new career paths they might take.

The theme for 2021 is Engineering Heroes. It is important because so much of an engineer's work can be essential to the normal functioning of our lives, but they are rarely seen or acknowledged. Engineers have done amazing things both throughout history and in the present day, there are so many examples both directly related to combatting the pandemic and simply to keeping us all connected and functional throughout.

MEET SOME REAL LIFE ENGINEERING HEROES

There are so many great stories from the last year of engineers doing work worthy of celebration. Here are just a few examples of teams led by or featuring women engineers and what they've achieved during the pandemic.

Bringing science to society

2020 demonstrated that there is a hero in all of us. Covid-19 caused us to care for and protect our communities to a greater extent than ever before. Dornan's UCLE Marshgate project team embodied the 'engineering and community hero', alongside project partners Mace by helping vulnerable children, who needed ongoing support throughout the pandemic.

Scientists at Cranfield University, in collaboration with University of Liverpool and Lancaster University, invited local residents across Bedfordshire to get involved in a citizen science research project by growing lettuce in their gardens.

Residents who got involved were sent lettuce-growing kits containing seeds, a logbook, a trowel, plant labels, markers, and sample collection kits.

These scientists are exploring whether growing more of our own food, particularly in urban areas, could lead to healthier lifestyles, improved wellbeing, and better access to healthy and nutritious food, especially during crises such as the current pandemic.

Enabling business as usual in an abnormal world

Given the nature of GCHQ's work, they traditionally worked in offices. When COVID appeared, none of the normal apps that employees use day to day could be accessed at home, even on corporate devices. Enter the Engineering Heroes, in the form of a freshly created set of development teams, led by Fran as Product Owner – with a task to break new ground and provide the new apps GCHQ needed, in a secure and accessible way, ASAP!

During this awesome effort, Fran and the teams involved needed to move at pace to change policy and help understand and drive security principles, designing and implementing solutions while adapting to changing business priorities. But within weeks the effort had provided apps that enabled key functions for thousands of our people, wherever they were working.

When the pandemic hit, Amazon engineering teams took care of their colleagues' safety, redesigning fulfilment centre layouts, installing protective screens, creating one-way systems and temperature checks, and organizing enhanced levels of cleaning. Once their associates could work safely, Amazon engineers turned their attention to the equipment, now handling larger than expected volumes and making sure it was well-maintained and monitored so that any failure could be avoided through proper preventive maintenance.

Medical marvels and perfecting PPE

During the first months of the pandemic, a small group of Mercedes-AMG Petronas' designers and engineers started work on a new design for a ventilation shield. Named the Zephyr, the purpose of the system was to enable surgeons, anaesthetists and nurses to care for patients and at the same time be protected from respiratory diseases carried in the air, liquids or blood. Due to the increased number of COVID patients being seen by the NHS, the team working on the Zephyr received numerous emails from doctors seeking to put the system into use in their hospitals.

With the help of a healthcare consultant and a number of doctors, the Zephyr team have now received fast track approval from the Medicines and Healthcare products Regulatory Agency (MHRA), such that the system may now be used on the wards. The team are now working at double the planned rate of production to manufacture the Zephyr systems and deliver them to hospitals.

Last year, the RAF Odiham Chinook Support Centre, a joint RAF and Boeing team, produced 3D-printed clips that made personal protective equipment (PPE) more comfortable for NHS workers. The Portal, Boeing's state-of-the-art analysis, experimentation and engagement facility in Hampshire, was offered for mathematical modelling and data analysis to support the Government's pandemic response.

When Covid first hit back in March 2020, some Spectris Group employees in Malvern Panalytical in the UK and HBK in Portugal started to use their 3D printers to manufacture face shields for key workers. Our enterprising engineers even used their own printers at home so that they could maximise the output.

The face shields were distributed to healthcare workers in hospitals, care homes and local surgeries. Malvern Panalytical were later recognised by the UK Chamber of Commerce with a Business Hero 2020 award.

The team at V12 Footwear were able to supply footwear to a number of workers within the Nightingale projects, working at speed to fulfil and deliver over 200 pairs of boots in under 3 hours, supporting critical workers to stay safe whilst saving lives.

The Royal Academy of Engineering presented the President's Special Awards for Pandemic Service for the University College London-Ventura CPAP breathing aids, which were developed by a team led by Professor Rebecca Shipley and Professor Tim Baker working with Mercedes-AMG High Performance Powertrains. The team manufactured 10,000 breathing aids for use in UK hospitals and shared the designs with organisations from 105 other countries at no cost. Clinical data from UCLH shows that half of patients treated with CPAP do not progress to invasive ventilation.

Does gender still matter in engineering?

A great engineer is a great engineer, male or female. What do women bring to engineering? The same things as their male counterparts. Analytical thinking, logic, problem solving, attention to detail and a boundless curiosity for figuring out how things work and how they can be improved. In that regard, gender doesn't matter.

Where it does matter is that women have been fed messages about what they could be, should be or are good at, and these turn them away from pursuing engineering. This means that we're losing out on a portion of those great engineers, because they never get the chance to realise their potential. Happily most companies have realised this and are taking steps to correct the idea that engineering is a gendered domain.

The percentage of female engineering graduates has gone from 9% in 2015 to 11% in 2017 and 12% in 2019, so progress is being made which is positive, but it's slower than we at the Women's Engineering Society would like. UCAS data shows an increase of 93.51% in female undergraduate applications through UCAS for engineering courses from 2011 to

2020, so we're seeing an impact at that level, but this is still only approximately 24% of applications.

Despite the huge steps we've made over recent years towards achieving gender parity, as a society we're still beset by gender norms. These are embedded at a very young age and direct many women away from engineering. Old fashioned stereotypes about engineers all wearing high vis and hard hats is a problem for engineering recruitment as a whole. The relative lack of role models is also a challenge. When a woman is looking at an engineering department at university, or a team she might apply to join after leaving university, and she sees very few people that she recognises as being like her, it can be hard for her to imagine that this is the best place for her.



Despite all this, the opportunities for women engineers have never been brighter. Nearly all organisations have realised that they've missed a trick by not trying to attract female talent and have made significant moves to correct this. Organisations like WES are shining a light on role models and inspirational stories, to illuminate the path for women studying or in the early stages of their career, showing them what's possible.

WANT TO CELEBRATE INWED?
Visit <https://www.inwed.org.uk/> to join events, add your own to the official INWED calendar and download resources to help you celebrate the day. Share your celebrations on social media, using the hashtags #INWED21 and #EngineeringHeroes, and you're also very welcome to tag @INWED1919 on Twitter and Instagram.

The Women's Engineering Society would like to thank INWED 2021 sponsors:

Amazon, Ball, Boeing, Cranfield University, Dornan, Engineering Construction Industry Training Board, GCHQ, Institute of Refrigeration, Mercedes-AMG Petronas Formula One Team, Opito, The Royal Academy of Engineering, Royal Air Force, Spectris, and V12 Footwear.

Without their support, INWED would not be possible.



Are you ready to take the leap?

At some point in your military career, you may be faced with the opportunity of change or to continue serving in the Army.

Accustomed to the way of life in the Army, leaving the familiar often comes with a large sense of the unknown; however, The Development Initiative Ltd (TDI) assists in making the transition to civilian life an easier process. The company has a rich history of providing opportunities to former Army personnel in search of a new career path. Below, we chat to ex-serviceman, Nick Orr, who made the decision to leave the Army and pursue a career in the mine action industry.

Nick is currently a Project Manager for TDI, joining the company in late 2020. Qualified as a Royal Engineer, he began his career in the Army as a Sapper Combat Engineer and after twenty-three years, finished as a Regimental Sergeant Major (RSM) and a High Threat Improvised Explosive Device Disposal (IEDD) Operator. He has spent many years of his life deployed outside of the United Kingdom, serving in Her Majesty's Armed Forces and as a contractor. When he is not deployed, Nick lives in Castleford, West Yorkshire with his wife and three children.



YOU HAVE TRANSITIONED FROM A MILITARY CAREER TO THE MINE ACTION INDUSTRY; WHAT PROMPTED THIS CHANGE?

I was offered a Commission in the Army and the opportunity to to serve as a Captain. However, knowing my limitations and having sat as a Senior Soldier in an operationally demanding bomb disposal unit, I knew the position was not for me. The Army had changed over the years and I was looking for a new challenge; one that would be a lateral move yet engaging at every level.

When I left the Army in the summer of 2018, my first position was as an IEDD Operator in Iraq. I loved it however, it quickly became mundane. When the opportunity to progress to Project Manager with TDI presented itself, it was a natural transition for me. I enjoy the responsibility that comes with this role. There is not much that I have not already seen when I served as a Sergeant Major and if there is something new to me, I have the ability to roll with the punches as they say. I am very lucky; TDI was a great move for me.

HOW LONG HAD YOU WORKED IN THE MINE ACTION INDUSTRY BEFORE JOINING TDI?

It has been just over two years since I left the Army, progressing from an IEDD Operator to Team Leader. I then transitioned to a Senior Technical Advisor in the Mosul Area. Most of my military career was spent either conducting or teaching bomb disposal techniques. When the opportunity with TDI came up, there was no looking back!

ARE THERE ANY SIMILARITIES BETWEEN YOUR CURRENT ROLE WITH TDI AND THE ROLE THAT YOU HAD WITHIN THE ARMY?

My role as the Project Manager is to ensure that the team is prepared to meet all of the tasks as stated in our contract. My team



and I provide IEDD support and training. As a Sergeant Major in the Army, I had a very similar role. The only real difference I would say is that in my current role, I now have a budget to plan around.

WHAT ATTRACTED YOU TO THIS ROLE WITH TDI?

I have great freedom of manoeuvre in this role as Project Manager. When I joined TDI, I was told to run with this contract so I love that it is my trainset. For me personally, I try to lead by example for my team. I have not asked anything of my colleagues that I have not done myself in my career. I work with a like-minded team from all over the world who are mostly ex-soldiers or police, however, each of us have our own story.

YOU SAID THAT YOU WORK WITH PERSONNEL FROM ALL OVER THE WORLD. WHERE ARE SOME OF YOUR COLLEAGUES FROM?

Our team is made up of a few nationalities – personnel from the United Kingdom, Canada, Ukraine, Lebanon, Zimbabwe

quite a shock to the system. For the rest of us, it is just affection. Everybody on the team, from IEDD Operators to Driver Assistants and Medics, has earned their spurs in combat by fighting a determined enemy. I have found that it gives you a very different perspective of life, almost like a brotherhood.

YOU HAVE OBVIOUSLY MET MANY DIFFERENT PEOPLE SINCE JOINING TDI. IN REGARDS TO YOUR ROLE, IS THE TRAINING CAPACITY DIFFICULT?

I have met so many people since joining TDI. There are qualifications that I have never heard of and opportunities for everybody. Personally, my greatest challenge in this role is the multitude of languages that I have to overcome. I was proficient in Arabic last year and now I am learning French like I am 12 again!

For seven years of my career, I instructed in the Army on three separate occasions. However in this role, I find that I have to down my teaching and not be too hasty with the students. Not all of them are soldiers so they respond differently to instruction. Keeping this in mind, my team and I have a different approach for every situation. What we teach does not change, as the subject matter has remained the same for the last 30 years. The technology supporting

it improves; however, the lexicon becomes more complex. Once the students understand the principles and philosophies underpinning bomb disposal, it is simple.

YOU HAVE BEEN DOING THIS LINE OF WORK FOR QUITE SOME TIME SO HOW DO YOU DEAL WITH THE DANGER ELEMENT OF YOUR JOB ON A DAY-TO-DAY BASIS. WHAT WOULD YOU SAY? IS THE GREATEST RISK/ DANGER, IS IT SOMETHING OTHER THAN IEDS?

Whilst managing this project, I am not always out in the field with my team; however, I trust each team member and their judgement. By getting to know each of my colleagues and conducting weekly internal quality assessments, I know their limitations and their strengths. Other than the obvious IED attacks that could take place, one of my biggest risks is simply presentational. When things go wrong in the IED world, the situation can escalate quickly. The first report is the one that everybody believes and will be on a newspaper within several hours. This kind of negativity is something I aim to protect my team and TDI from. The only way to do this is through consistent training to a set standard that supports what TDI does.

HOW DO YOU KEEP IN TOUCH WITH THOSE AT HOME? WHAT ARE THE CHALLENGES OF KEEPING IN TOUCH?

I remember writing Bluey's to my wife twenty years ago. The mail would take 3 weeks. Things have definitely come a long way since then! The connectivity on my project is as good as at home in the United Kingdom so generally, I use whatever app my daughter tells me to. My youngest child is ten and I have missed a lot of him growing up however, I get to see him online every day, which helps us both. Funny how with such technology I only get a call when they want a new computer game or a new set of makeup!

WHAT IS THE GREATEST REWARD THAT YOU PERSONALLY EXPERIENCE BY WORKING FOR TDI?

For me, it is the trust that TDI put in me to run the current project that I am on. I love that we make a difference in somebody's life every day.

WHAT WOULD YOU SAY TO SOMEONE CONSIDERING JOINING TDI FOLLOWING A CAREER IN THE ARMY?

Go for it! Yes, there are many companies in this industry that will snap up the talent that leaves the Army, however, look at the



whole package being offered. Take into consideration the insurance should you require it and look at the competency of the security that is provided for you whilst working. For me, I weigh those three pillars up when I look at a new job contract. This is my fifth contract since leaving the Army in 2018 and TDI are easily the most employee centric company that I have worked with. I can see myself here until I finish contracting!

TDI aims to make the unnerving transition from the Army to civilian life a success for all who join us. There are career options outside of the Army and TDI provides the tools for you to branch into something new. To find out more, please contact us on info@thedevelopmentinitiative.com, or visit our website: www.thedevelopmentinitiative.com, on Twitter, [TDI18](https://twitter.com/TDI18) or our LinkedIn page, [The Development Initiative Ltd](https://www.linkedin.com/company/the-development-initiative).



Since 2005, TDI has successfully provided services to organisations both in humanitarian and commercial sectors including landmine clearance, UXO disposal, MRE, IEDD and Search Training, Fleet Maintenance and Remote Logistics Solutions.

Apply now and join TDI.

TDI have contract positions available for Project Managers, EOD and IEDD Trainers and Mentors, Technical Field Managers, EOD qualified staff, Mechanics, Engineers, Medics and all associated support personnel.

Contact us on:

info@thedevelopmentinitiative.com | [twitter/TDI18](https://twitter.com/TDI18) | www.thedevelopmentinitiative.com/job-opportunities/



Looking for a place to call home?

Discover home ownership
with part buy – part rent



Home Reach, making homes accessible

With Home Reach you buy a share of your chosen newly built home and pay a monthly rent on the part you don't buy. Your budget will decide the size of the share you buy, rather than the size of your home. So, you might decide to buy a bigger share of a lower priced home or a smaller share of a more expensive home.

You can initially purchase shares up to 75% depending on your affordability* and heylo will become your landlord granting you a 125 year lease. This means you will be able to live in your home as if you've bought it outright. You can buy more of your home in the future and stop paying rent on that part.

*Starting shares vary across sites, for more information please speak to the team.

Eligibility

You are eligible to purchase a Home Reach property in England if:

- ☒ Your household income does not exceed £80,000 per annum (£90,000 in London)
- ☒ You have a deposit (at least 5% of the share value)
- ☒ Registered and approved for shared ownership by your local Help to Buy agent
- ☒ You are a first-time buyer or used to own a home but cannot afford to buy 100% of the property now
- ☒ You currently occupy a shared ownership property and are looking to move
- ☒ You have passed a financial assessment, demonstrating you are financially able to purchase the minimum share value and support the monthly costs
- ☒ You have a good credit history (no bad debts or County Court judgments) and can afford the regular payments and costs involved in buying a home
- ☒ The property will be your principle and only home at time of purchasing

How does Home Reach work?

Example

Property Value	£200,000
50% share value	£100,000
5% deposit of share value	£5,000
Mortgage required	£95,000
Monthly rent	£229
Monthly lease management fee	£19.90
Indicative household income	£27,760

Illustrated costs only. These figures are based on purchasing 50% of a £200,000 property with annual household income based on a mortgage term of 25 years and 3.9%, for exact costings please speak to a Financial Adviser. Home Reach uses a Government standard shared ownership lease, rent on the unsold share is charged at 2.75% and increases annually by RPI + 0.5%, the monthly lease management fee increases annually by RPI. *New reservations only. Must provide valid Armed Forces ID, presented at the time of reserving and a copy sent with a reservation form. No cash alternative and will be deducted from the completion.

A little extra
Receive £500
towards legal fees
when you reserve
a Home Reach
property*

Part Buy:
Choose the share you can afford
Shares up to 75% available

Part Rent:
Pay a monthly rent on the
unsold share

Deposit:
Reserve with a deposit from 5%
of your share



Why choose Home Reach?

Affordable

An affordable way to get on
the housing ladder



Flexibility

You can sell or move at
any time



Investment

You can benefit from any
increase in property prices



Security

Provides the security of
home ownership



Staircasing

Ability to increase the level
of ownership at any time



Freedom

Gives you the freedom
to decorate and improve
your home**



Pets

We are happy for you to
have pets in your home**



Choice

A wide range of houses and
apartments available across
the country



**You may need the permission of the managing agent or developer

Exclusive benefits for members of the armed forces:

Deployment

You have the option to sublet your entire home if
posted (subject to mortgage lenders approval)



Options

The Home Reach scheme can be used in conjunction
with Forces Help to Buy and FAM payments



To find out more about Home Reach and discover
the new homes available in your area

visit: homereach.org.uk call: 020 3744 0415



UHNM becomes a Veteran Aware hospital

University Hospitals of North Midlands NHS Trust (UHNM) is pleased to announce that it has been named as a Veteran Aware Trust in recognition of its commitment to improving NHS care for veterans, reservists, members of the armed forces and their families.

UHNM is now one of 64 providers that have been

accredited as exemplars of the best care for veterans and leading the way in improving veterans' care within the NHS.

The accreditation, from the Veterans Covenant Healthcare Alliance (VCHA), acknowledges the trust's commitment to a number of key pledges, including:

- Ensuring that the armed forces community is never disadvantaged compared to

other patients, in line with the NHS's commitment to the Armed Forces Covenant.

- Training relevant staff on veteran specific culture or needs;
- Making veterans, reservists and service families aware of appropriate charities or NHS services beneficial to them, such as mental health services or support with financial and/or benefit claims;
- Supporting the armed forces as an employer

John Oxtoby, Medical Director at the Trust said: "UHNM has a rich history of armed forces personal, dating back to World War Two and even today we have a large number of staff that are veterans or currently serve in the Reserves.

Our Armed Forces community gives us a real insight into how we can support veterans, those currently serving and their families and we actively encourage all patients and staff to let us know if they currently

serve or have ever served in the UK armed forces so that we can best support their needs.

We are extremely proud to support our veterans and to be acknowledged as a Veteran Aware Trust."

Trusts recognised as Veteran Aware will display posters in their clinics and public waiting areas urging anyone who has served in the armed forces to make themselves known to staff.

The veteran aware accreditation is in addition to the Defence Employer Recognition Scheme (ERS) which the Trust earned the gold award for in 2019, the scheme encourages employers to support defence and inspire others to do the same.

To help achieve this UHNM signed The Armed Forces Covenant, which is aimed at promoting fair treatment for the Armed Forces community, removing disadvantage and ensuring that they get the same access to services as the civilian community.

NHS
University Hospitals
of North Midlands
NHS Trust

ARE YOU READY FOR YOUR NEXT CHALLENGE?

No matter whether you are serving overseas, have no previous qualifications or have never written an essay in your life - the OU is here to give you the support, skills and qualifications for your transition back into civilian life.

Get a qualification that matters.



**TAKE CONTROL
OF YOUR CAREER:**

OPENUNIVERSITY.CO.UK/EASYRESETTLEMENT



Why aren't you studying with the OU?

Stuck in a rut, thinking about resettlement or just wanting to advance your career?

1,500 service personnel and their dependants are taking advantage of more than 200 qualification and over 400 courses by studying with The Open University (OU) - what's stopping you?

I DON'T HAVE THE TIME TO STUDY

Serving your country doesn't stop you from expanding your horizons. Our flexible distance-style learning means that you can study whenever, wherever and however you like.

- Use your laptop, tablet and smartphone to access all of your learning material on the go - regardless of where you're stationed;
- Adapt your study schedule around your existing commitments, shifts and postings to learn at a pace that suits you; and
- Put your downtime to good use with practical, interactive and engaging learning content.

"Studying with the OU was flexible, manageable and interesting, exactly what I was looking for."
Flight Lt James Coulman

Discover how you can benefit from the OU's flexible learning styles. >>

I CAN'T AFFORD A QUALIFICATION

The cost of enhancing your education shouldn't be prohibitive - especially not for service personnel. That's why you can take advantage of:

- The MOD's Enhanced Learning Credits (ELC) to contribute towards your personal and career development - you've earned them, use them;
- The OU's flexible payment options, financial support packages and bursaries - making education affordable; and
- A wide range of certified qualifications that enhance your earning potential, delivering you return on investment.

See what financial support you can access.

I HAVE NO PREVIOUS QUALIFICATIONS

You don't need any previous qualifications or ranking to study with the OU - you just need life experience, and something tells us you have a lot of it.

- Build upon your existing skills and talents to help achieve your future goals - whether that's lifelong learning, career enhancement or resettlement;
- Learn practical and transferable skills from industry experts and world leaders - increasing your performance and fueling your potential.

"The OU deserves huge credit for enabling me to do this. I doubt there is another institution anywhere that would have taken me from seven O-levels to LSE in five years whilst I was holding down a busy job stretching across the globe."

Mike Niblett

Take a look at our full range of courses and qualifications.

I'VE NEVER WRITTEN AN ESSAY IN MY LIFE

We don't care. With more than 50 years' of teaching experience, we know how adults learn, and we know how to get the best from you - regardless of how good you think you are at studying.

- Your personal tutor will give you all of the academic guidance and feedback you need to get you back into study and achieving results;
- Our dedicated student support service is always on hand for professional advice on everything from learning methods and career guidance to module choices and IT support; and
- The worldwide OU student community provides support, networks and advice from people just like you.

I'M NOT AN ACADEMIC

You don't have to study the history of art unless you want to. With more than 200 different qualifications to choose from, we're here to help improve your skills, develop your knowledge and prepare you for a career in or out of the armed forces.

- Learn practical skills and applicable knowledge from industry-experienced tutors;
- Stretch yourself to achieve more, with an inspiring, challenging and rewarding educational experience; and
- Connect with other learners from different industries, backgrounds and networks - you never know where it will lead you.

"Having a BSc after my name definitely helped me to find a job - in fact I was headhunted by a gas turbine company, and I left the Navy on a Friday and started work on Monday."

Andy Murray

Find a course that interests you.

I DON'T KNOW WHO TO STUDY WITH

There are many distance education providers out there - but very few who have been doing it for as long or as well as we have. Take advantage of our 50 years' experience, expert tutors and company partnerships for:

Resettlement - get ready to beat the competition and enter a rewarding career with a well-respected qualification.

Career advancement - prepare your knowledge and qualifications for your next position in the forces with our range of fully accredited courses.

Personal development - keep your mind active, knowledge up-to-date and interests interesting with our short courses, CPD workshops and postgraduate courses.

Dependants - take advantage of the same choice of courses, flexibility and expert teachers to enhance your own career and personal development.

Find out what it's like to study with us.

Study with someone who's been doing it longer and better than anyone else. Study with the OU.

Visit www.openuniversity.co.uk/easyresettlement for more information.



Army Cadet Force

Many young people are missing out on the challenges and adventures that could transform their lives but the Army Cadet Force (ACF) aims to change that by giving young people - from all walks of life - access to fun, friendship, action and adventure. With 39,000 cadets and over 9,000 adults in more than 1,600 locations, the ACF is making a big impact on people and communities all around the UK.

Adult volunteers play a vital role in the Army Cadet Force - acting as role models for the cadets and teaching young people all sorts of skills from fieldcraft, skill at arms and adventurous training through to music and first aid. As well as the satisfaction of seeing young people achieve what they never thought possible, volunteers also have the opportunity to learn new skills, gain qualifications and make new friends.

Army Cadet Force volunteers come from all sorts of backgrounds and those with military experience excel in helping to deliver the broad range of adventurous and military themed activities the cadets love.

Philip Kendrick was in the Royal Engineers for 18 years (five years at 33 Explosive Ordnance

Disposal Regiment, five years as a Combat Engineer and eight years as an Armoured Engineer) and served on Operations in Iraq, as well as on Exercises in Kenya, Cyprus, Belize, Canada and Germany. Before joining the army Philip was a cadet with the ACF. When he was medically discharged from the army, due to a severe neck injury, he decided to put his experiences to good use: "I always said when I leave the army I will go back as an adult volunteer to help if I can in any way to give something back".

As well as working full-time as a Deputy Production Supervisor and Weighbridge Administrator, Philip is a volunteer Sergeant Instructor with Bovington Detachment, Dorset ACF. He joined in 2015 and is enjoying every minute: "It's important to have fun and we do. I get the chance to experience new challenges, new adventures and meet new people every time I go away or on a course. I have made some amazing friends who will be friends for life. I am a happy, outgoing person normally, but am at my peak when I do anything with the ACF" he says.

Philip's ACF training and experience has also benefitted his career prospects - helping him to secure job interviews and giving him practical examples of coaching and mentoring skills to talk about with recruiters. He is

now in the process of signing up for the City and Guilds Level 4 Award in Leadership and Management, through the ACF's partnership with the educational charity CVQO, which is just one of the many subsidised vocational training courses on offer to volunteers.

HELPING YOUNG PEOPLE TO DEVELOP

However the best and most unique part about being in the ACF, according to Philip, is seeing how the cadets benefit: "As a volunteer it has given me immense pride watching the cadets achieve and overcome some of their own problems. The cadets always surprise me with their effort, commitment and spirit and the best thing is that I get to be part of it. There is a real sense of family, friendship, equality and inclusion within the Army Cadets."

Philip would encourage others to join as volunteers: "You can't teach experience and, with the right attitude and willingness to learn how the ACF works as a youth organisation, I'd encourage any former soldiers to join up."



COMBINING WORK, ARMY CADETS AND THE ARMY RESERVE

As well as being a Signalling Systems Trainer for London Underground Kate Dunscombe also finds time to be an Army Reservist and a Company Sergeant Major with the ACF.

Kate loved being an Army cadet so much that she, and a number of her friends, went on to join the ACF as volunteer instructors. When another ex-cadet who had joined the Army Reserve came along to help at an ACF camp Kate was persuaded to become a Reservist as well.

"Having been in the Army Reserve and the ACF for a while I can see that the two roles complement each other," says Kate, who is now a Company Sergeant Major with Beds & Herts ACF. "The leadership and management are similar and the values and standards are the same. There are also skills and training that you can take from one role to the other, such as skill at arms and range qualifications and people management skills."

DEVELOPING YOUR SKILLS

Kate has found that her ACF skills and training, particularly in supervising people and in having the confidence to command and lead groups of people, has been very helpful in her day job.

"At London Underground I'm responsible for training their future signal engineers: the staff members and apprentices who will be responsible for everything from the control logistics, software and hardware to operating equipment on the signals and points. As an ACF instructor you gradually build up your confidence as a leader and trainer. You also develop the skills and patience to work with young people, something that's been very useful in my work with apprentices."

Having risen through the volunteer ranks to become a Company Sergeant Major, Kate is responsible for helping to mentor younger adult instructors as well as organising activities for groups of cadets. "Recently I took a group of cadets on a battlefield tour to Ypres, she says. "The cadets had the chance to take part in a ceremony of remembrance at the Menin Gate. They loved it and they learnt so much."

SUPPORTING THE NEXT GENERATION

For Kate, inspiring her cadets to become ACF leaders and to get on in life is one of the best rewards in being an ACF volunteer.

"I've had quite a few cadets who've gone on to become volunteers. Some are now Detachment Commanders and it's great to see them embracing the



ACF ethos, and encouraging their cadets to take advantage of all the opportunities open to them."

One of the Detachment Commanders Kate mentored saw one of her cadets beat off stiff competition from hundreds of others from across the cadet forces to win the prestigious CVQO Westminster Award.

"That kind of thing is hugely rewarding for adult volunteers as well as the cadet," says Kate. "The winner of that Award received a trophy at the House of Lords and was able to take part in an expedition to South Africa, but there are hundreds of other opportunities open to cadets in the ACF. As a leader you're opening up all sorts of possibilities for the young people in your charge."



To find out more about becoming a volunteer with the Army Cadet Force, visit www.armycadets.com/resettlement

THERE'S MORE TO LIFE AS A CADET LEADER



» Aged between 18 and 55 and interested in inspiring, shaping and leading the next generation?

Then volunteering as a cadet leader with the Army Cadets could be an exciting option for you.

To find out more just visit: armycadets.com/resettlement »



Join our #ForceWithADifference

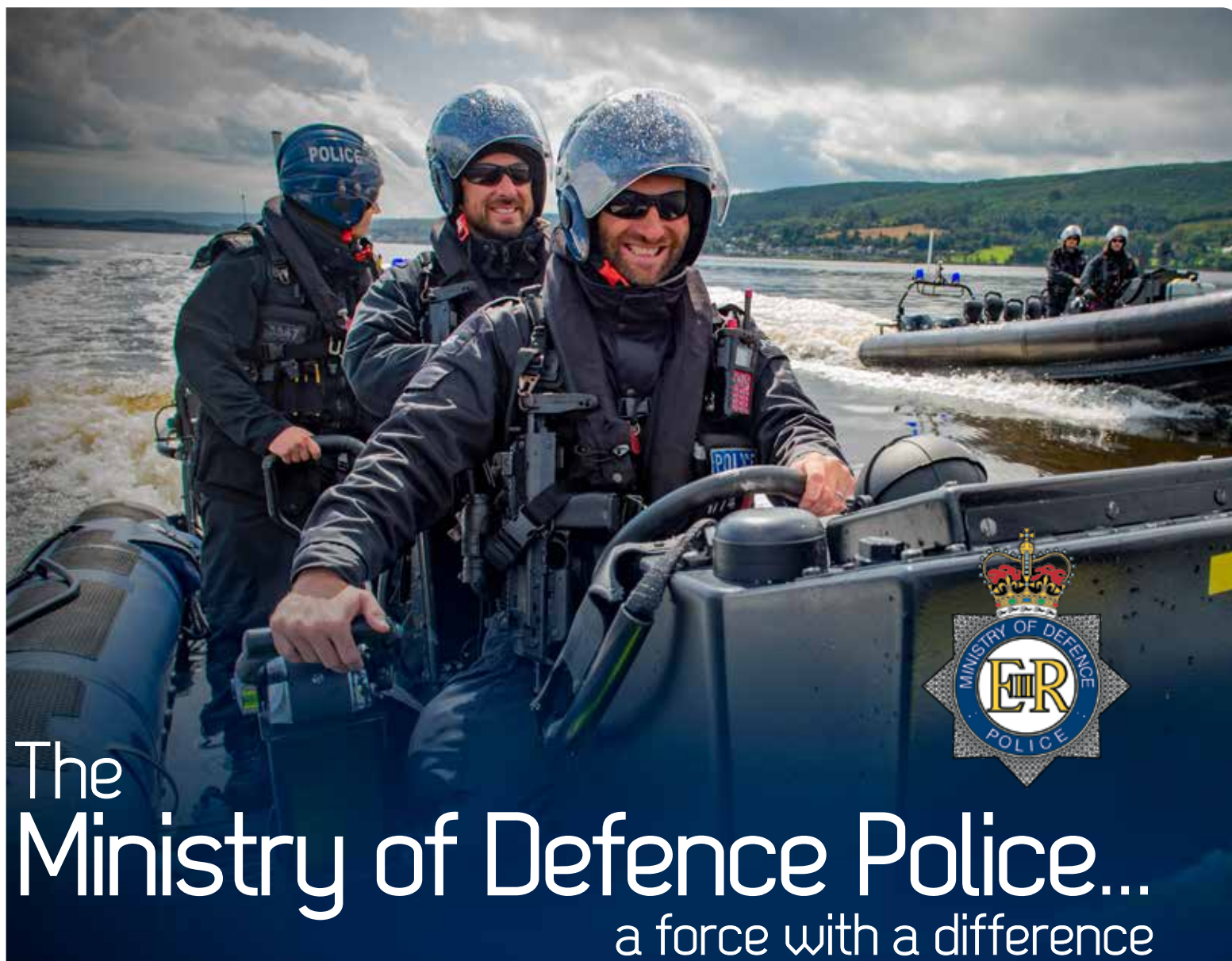
We deliver unique specialist policing, to protect the nation's defences and national infrastructure.

People join us from all walks of life, bringing with them different skills, abilities and experiences. With firearms training from the outset of your career and lots of opportunities to further develop in a range of specialist roles, the Ministry of Defence Police could offer you far more than you may first imagine.

Interested? Visit: www.mod.police.uk



Ministry
of Defence
Police



The Ministry of Defence Police... a force with a difference

Have you left, or are you getting ready to leave, the Armed Forces and thinking about what career path to take next? Have you considered joining the Ministry of Defence Police (MDP)?



The MDP provides specialist armed policing services to key Defence and national infrastructure sites around the UK. The majority of MDP officers are deployed as Authorised Firearms Officers.

Let's take a look at who the MDP are and what they do.

WHO?

The Ministry of Defence Police (MDP) is a national civilian police force of circa 2900 police officers and 260 police staff, established by the Ministry of Defence Police Act 1987. The Force serves the Ministry of Defence (MOD) and delivers specialist policing at a range of locations across the UK, including support to US Visiting Forces and other UK Government Departments.

WHERE?

The MDP is based at various locations across the UK including:

- Royal Naval Armaments Depot, Coulport
- Atomic Weapons Establishment sites at Aldermaston and Burghfield in Berkshire
- GCHQ Headquarters in Cheltenham
- Defence Munition Sites
- HM Naval Bases at Portsmouth, Devonport and Clyde
- Various other key Defence sites, including central London and sites in North Yorkshire, Derby, Hereford, Thurso and Barrow-in-Furness

WHAT?

The MDP is equipped to respond to a range of crime and security related threats and risks that require specialist and dedicated civilian policing capabilities. These include:

- Terrorist attack and the threat of such attacks across the UK
- Disruption and disorder caused by protesters
- Unauthorised intrusion onto the Defence Estate
- Theft or compromise of, and damage to, key assets that would have a significant impact upon Defence capability
- Major financial fraud and corruption that would have a significant impact upon Defence capability

To achieve this, the MDP provides the following operational services:

- Nuclear Policing: Providing specialist armed policing services that contribute to the protection of the UK's strategic nuclear deterrent.
- Territorial Policing: Providing specialist policing services that help to protect key Defence



- Armed policing that meets national policing standards
- Various specialist armed policing units including the Tactical Firearms Unit, Special Escort Group, Operational Support Unit, and Central Support Group
- Public Order and Protester Removal Teams
- Specialist police dogs and handlers
- The largest Marine Policing capability in the UK
- A Crime Command that is focused on combating the threat and risk of major fraud, theft, bribery and corruption to Defence interests
- Project Servator officers, deployed in uniform and plain clothes, who are specially trained to spot the tell-tale signs of terrorist and other criminal activity

and UK national infrastructure sites, people and assets.

- National Counter Terrorist Response: Contributing to the UK's national armed policing response to major incidents.
- Crime Command: Preventing, detecting, disrupting and investigating crime against Defence interests. Investigating and detecting fraud, corruption, theft and criminal damage to Defence equipment and assets. Collating and disseminating criminal and security intelligence to support MDP operations and wider Defence and Law Enforcement partners and stakeholders.

HOW?

The MDP delivers its operational policing services using a range of specialist policing capabilities that include:

Benefits

- New recruits are entitled to 22 days' annual leave at entry, rising to 30 days after 20 years' service
- Principal Civil Service Pension Scheme that compares well with much of the private sector
- Locational allowances, payable at specific sites
- Paid overtime at enhanced rates

Diversity and Inclusion

- Committed to recruiting, developing, retaining and promoting the best people, with different skills, backgrounds and experiences, who are representative of the communities served
- Staff support and networks including an LGBT+ Network, Gender Network, Race Network and Mental Health First Aiders
- Diversity Champion memberships of Stonewall and Business in the Community (BITC)
- Membership and representation on the British Association of

VACANCIES

The MDP run recruitment campaigns for vacancies throughout the UK. For details on current or upcoming vacancies visit www.mod.police.uk

WHY JOIN THE MDP?

Training

All Authorised Firearms Officers are trained to National Police Standards and there is a wide range of training and development opportunities available throughout an MDP officer's career, whether on promotion or by specialising in a specific role.

Salary

- Up-to-date information on starting pay and pay scales is available at www.mod.police.uk
- Increases in pay are reviewed annually and linked to performance
- Locational allowances payable at specific sites

Women in Policing (BAWP), the National Black Police Association (NBPA), the National LGBT+ Police Network and the Scottish LGBTI Police Association

- Access to the MOD's broad range of staff networks which include the MOD LGBT+ Network and the MOD Disability Network

APPLICATION PROCESS

- Once you have submitted your application, your eligibility will be reviewed against the Force's sift criteria. Full details on eligibility requirements are available at www.mod.police.uk
- If you are successful at the sift stage you will progress to the assessment stage. Full details will be provided in advance of your assessment date, to allow you to prepare.
- Successful applicants will then be guided through the rest of the recruitment process, which includes a fitness test to level 7.6 on the multi stage fitness test (bleep test), a medical (with drug and alcohol test) and Police and National Security Vetting processes.
- References will also be requested from your current and/or previous employer.
- The process can take, in total, between 6-9 months.

I am currently serving in the Armed Forces. How does this affect my application in terms of the notice period I must give?

Members of the Armed Forces can still apply to join the MDP when in service. You would not be expected to resign or give notice until an offer of employment is ready. Most applicants from the armed forces get their notice period waived, so you are advised to speak to your Personnel Department to see if this could apply to you. The MDP will take into account any notice period when planning start dates.

FURTHER INFORMATION

Interested? Find out more: www.mod.police.uk



Lifting Our Sights report highlights the challenges veterans could face unless action is taken



LIFTING OUR SIGHTS REPORT

This is according to Lifting Our Sights: Beyond 2030 – the impact of future trends on the transition of our Armed Forces Community from military to civilian life, which has been published by Forces in Mind Trust (FiMT) after a year-long analysis of future trends by the foresight think tank Future Agenda. It suggests an increasingly challenging environment for veterans when they leave service.

The report warns that unless action is taken now by all organisations supporting the Armed Forces community, Government will fail in its ambition to make 'the UK the best place in the world to be a veteran'.

Using a mix of foresight and ethnographic research the Lifting our Sights Programme strives to shine a light on the changing nature of UK society, and identify the trends that are likely to be most relevant to those members of the Armed Forces who will undergo transition over the next decade. As the UK adapts to the realities of a post-Covid, post-Brexit world, it explores what the potential economic, social and political shifts will be and how will they impact the Armed Forces, their role, their purpose and their place in the national consciousness.



ETHNOGRAPHIC REPORT

Based on insights from experts and serving and ex-Service personnel, Lifting Our Sights: Beyond 2030 analyses socio-economic trends and identifies those most likely to affect Service leavers in a decade and beyond.

- As conflict becomes more technologically advanced and the UK Armed Forces shrink

The changing nature of conflict and dwindling support for our Armed Forces could result in significant challenges for many veterans over the coming years, unless action is taken now.



in size, there will be fewer physical casualties. But new forms of engagement could have unknown and lasting psychological effects.

- The role of our Armed Forces will be less visible to the public. Reduced understanding will result in dwindling support.
- If the issue of misperception is not addressed, the number of veterans in employment could fall significantly as their skills are increasingly overlooked. There is already a 'perception gap', with many employers failing to recognise veterans' value to the civilian workforce.
- Charities providing support to veterans may see a continuing

decline in funding. Public sector spending cuts and Covid-19 have already led to increased need and huge reductions in income.

- All this will mean greater pressure on government finances to deliver additional public sector services – at a time of rising inequality and increased competition for resources.

Ray Lock CBE, Chief Executive of Forces in Mind Trust, the charity working to ensure all ex-Service personnel transition successfully into civilian life, said: "If we carry on along the current trajectory, there will be more pressure on government, public bodies and charities, all of whom

will be ill-equipped to meet the changing needs of veterans.

"We risk losing the hard-fought gains we've made in the past ten years. We must take account of foreseeable changes and respond. It's not just Government – all those who work with the Armed Forces community must adapt and act. Failure to do so would be short-sighted and, in the eyes of that Community, unforgivable."



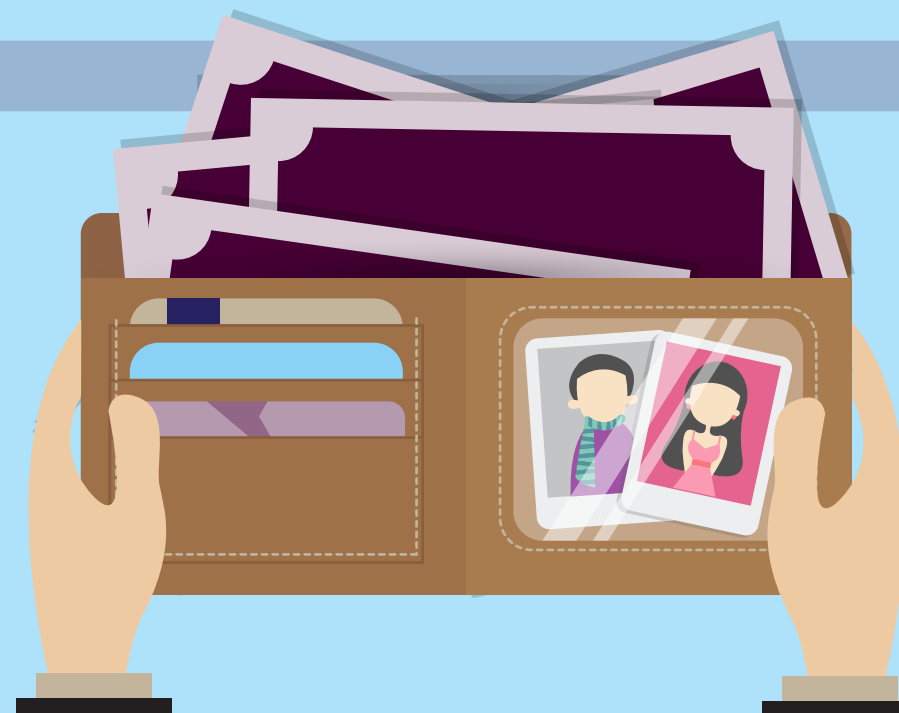
STAKEHOLDER TOOLKIT

The report recommends immediate action: better understanding of veterans' skills, increased collaboration between services and greater prioritisation according to need. It calls on national and local governments, businesses, the public sector and charities to work together to ensure veterans are not left behind.

Responding to the report, **Tobias Ellwood MP, Chair of the Defence Select Committee**, commented:

"As we move into a decade of change, it is vital to understand the challenges and opportunities that lie ahead. Our serving personnel will continue to play a key role in maintaining our global position and in keeping our country safe. It is only right that we take the time to consider how future trends will affect them during and after service."

"I welcome this important report and encourage all those within and around the Armed Forces community, including Government, public services, employers and charities, to take note of these foresights, so that together we can achieve the Government's ambition to make the UK the best place in the world to be a veteran."



Forces in Mind Trust (FiMT) has called for better financial education for Service personnel and their families throughout service

FiMT has published a policy statement on the financial needs of ex-Service personnel and their families, and how these are met.

The policy statement highlights the challenges that ex-Service personnel can face with financial matters. The Veterans' Gateway reports that finance is consistently in the top three areas of need for the ex-Service community. The Armed Forces lifestyle is unique, and can leave some personnel and their families financially unprepared for civilian life. Financial stability and stress can lead to wider health, family and social repercussions.

The policy statement sets out what needs to happen to address the issues – including:

- Better financial education and advice throughout service
- Normalising help-seeking and speaking about financial issues
- Improving educational attainment rates for Service personnel
- Encouraging more individuals to access existing financial briefings and support.
- The statement has been published as Ray Lock prepares to leave Forces in Mind Trust and hand over to new Chief Executive Mike Ellicock in June 2021.



Ray Lock CBE, Chief Executive of Forces in Mind Trust, said:

"No ex-Service person should be disadvantaged as a result of their service. A lack of financial resilience is not unique to the Armed Forces Community, but we know from previous research that some Service leavers can be unprepared for civilian life and exposed to financial instability when transitioning out of the Armed Forces. This then has a knock-on effect for the family, health and housing. As we set out in this policy statement, there are actions which can, and must, be taken – particularly ensuring that serving personnel have access to more and better financial education, to prepare them for when they do leave."

"As my time at FiMT comes to an end, I know that the team will continue to take this important work forward to ensure that ex-Service personnel have access to the education and support they need."



Leaving the Armed Forces?

If you are leaving the Armed Forces and thinking about your career options then why not consider a career in the utilities sector? You have a choice of career options available to you in the gas and electrical sectors

CAREER CHOICES

The utilities sectors offers a range of choices in terms of specialities and qualifications. Some prefer to develop a wider range of expertise in multiple sectors, others specialise in one sector. Some prefer the world of paid employment others are keen to strike out and be their own boss. The choice is yours!

FIRST STEPS IN THE UTILITY SECTOR

When considering a new career the first step should be an assessment of your training needs. Will an employer offer it on the job or do you need to plan your own training first. If you are considering a career in the utilities industry then there are a wide range of training courses and training providers available to you.

Before you decide which training provider to go with take time to check out if they are really going to provide you with the full requirements and qualifications you will need for the chosen area of work you will follow, be it the gas, electrical or oil routes.

QUESTIONS YOU SHOULD BE ASKING

Will these qualifications help me get full time employment?

All courses run by Gastec are fully accredited with either UK Certification or EAL. This means they all carry the prestigious certification bodies full support and unequivocal guarantee that the delivery and certification of courses are meet and are presented to very rigorous and high standard which is recognised by major companies nationwide.

Do you work with outside training organisations ?

No. All courses run by Gastec are carried out with Gastec's own fully qualified training staff. We do not use outside organisations for the delivery of any New Entrant Course.

Are all your training staff qualified?

All Gastec Staff are fully qualified and totally proficient in all the areas they train or assess. It is a requirement by UK Certification And EAL that trainers and assessors hold the relevant qualifications and that process is rigorously vetted every year by a full certification audit program.

What is the maximum number of delegates on a course?

Because all our courses are run on a monthly basis and due to the large size of our classrooms and workshop facilities we restrict the maximum candidates to 20.

Do you provide work placement?

At Gastec do offer work placement for New Entrants where required but you must hold a full UK driving licence. Working in close partnership with several major companies we are able to offer work placement. However if you are in a position to seek and provide your own that may be more beneficial to you as then it would be local to your area.

We do actually state that we offer work placement in writing

both on this site and on all our information packs. Can others be so brave and honest about their ability to offer the same service?

Are you an ELC Enhanced Learning Credit provider?

At Gastec are also proud to be able to offer service leavers the chance to claim their ELC entitlement and use it on a majority of Gastec's courses. Unlike some centres who state they have applied or will be offering it soon. Check any potential training organisations for an authentic, registered ELC logo and registration number. Gastec's Registration number is 1619 and can be checked with ELCAS at any time.

If a centre does not show it then it is not an ELC provider and subsequently the course they may offer will be at full cost to yourself and your ELC allowance can not be used.

Can I see any testimonials?

If you would like to speak to candidates who have been trained or assessed by Gastec staff simply call us and we can arrange for you to talk to in excess of over 700 satisfied clients from our New Entrant Courses alone or read our numerous glowing testimonials. If you are able to visit the Gastec prior to booking onto a course this is something we actively encourage. You can then compare the facilities at Gastec and with our competitors.



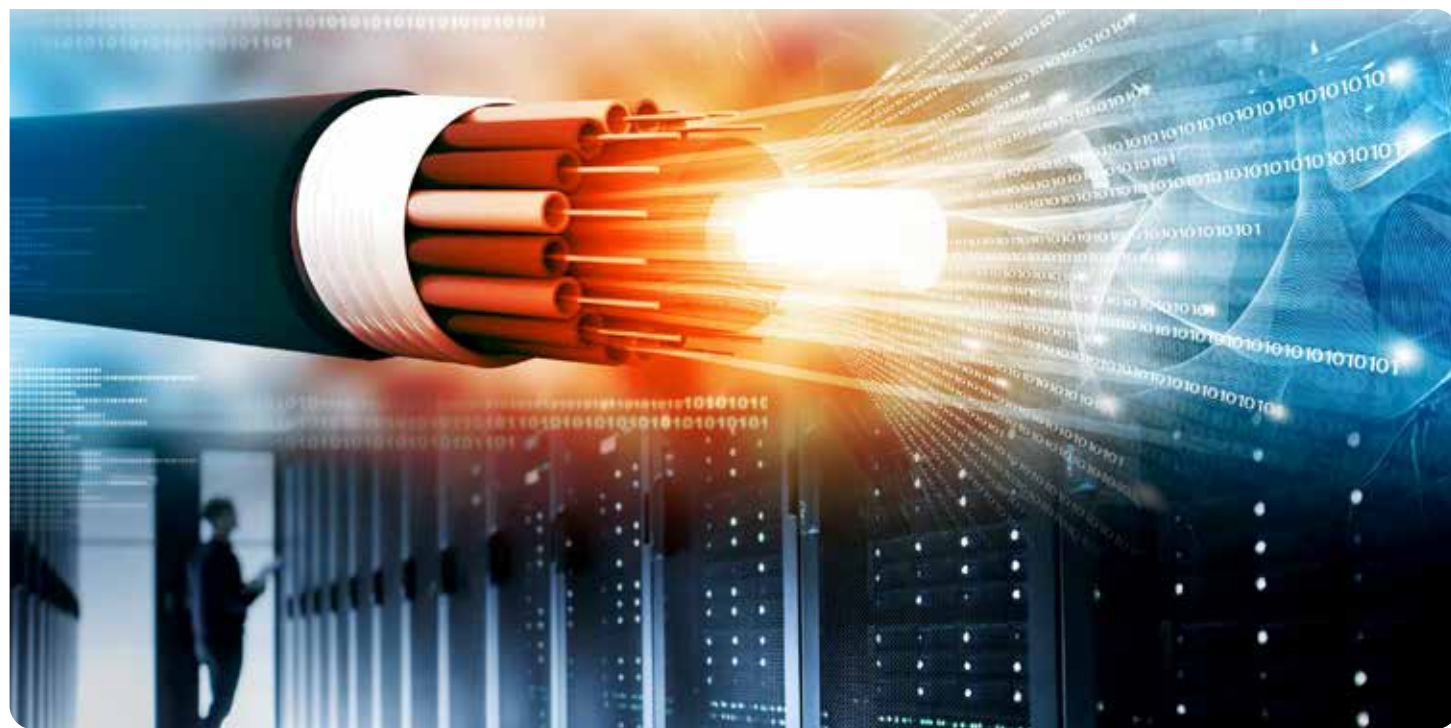
GET IN TOUCH

If you have left the armed forces or are about to leave – contact Gastec for an informal chat about the specific options that are available to you. Our team are looking forward to talking to you.

New Entrant Hotline
+44 (0) 1908 587665

CONTACT DETAILS

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6 Newmarket Court
Kingston
Milton Keynes
Bucks
MK10 0AQ
TEL: 01908 587665
FAX: 01908 587344



CNet Training

Trusted Resettlement and Ex-forces Education

25 YEARS OF DELIVERING TECHNICAL EDUCATION TO THE ARMED FORCES

CNet Training is proud to be The Global Leader of Technical Education for the Digital Infrastructure Industry. This year CNet celebrates 25 years of delivering high quality professional and effective technical education programs to individuals and businesses across the globe. Over the last 25 years, CNet has educated over 70,000 individuals in 45 countries and to 153 different nationalities in 218 program locations and in 19 time zones, including Europe, Asia Pacific, the US, Canada, the Middle East and Africa.

CNet has always supported those who have served and who are currently serving and all those connected with the Armed Forces. Since 1996, CNet has educated thousands of Service Leavers, providing learners with the skills, hands-on experience and qualifications to enter the lucrative network cable and data centre sectors. CNet firmly believes the experience gained in the Armed Forces provides key transferable knowledge, skills and disciplines to work across the network infrastructure and data centre sectors. CNet employs many Ex-forces personnel as well as a number of Reservists. CNet works with the key players

across the digital infrastructure industry to discuss the importance of individuals with transferable skills who are perfectly suited for working in a mission critical environment. A lot of industry-leading organisations are now following suit and putting plans in place to recruit and train more Ex-forces personnel as they are also recognising the benefits and values employing Ex-forces personnel can bring to an organisation.

CNet has been awarded Silver in the Defence Employer Recognition Awards that recognises CNet's ongoing support to the Armed Forces Community in the UK. Following on from signing the Armed Forces Covenant and being awarded Bronze, the Silver award now recognises CNet as an organisation that actively supports the Armed Forces Community and has put positive HR policies in place and shows continued encouragement for our team Reservists.

GLOBAL DIGITAL INFRASTRUCTURE EDUCATION FRAMEWORK

CNet is proud to be the originators of The Global Digital Infrastructure Education Framework, which forms the benchmark education for the industry across the world. It maps professional education programs to actual career routes and progression throughout the industry, allowing learners to enhance

their skills, knowledge, industry recognised qualifications and official certifications as they progress. Many programs are eligible for ELC funding allowing Service Leavers extra help to continue to progress their careers.

Every CNet technical education program has been carefully designed to blend technical knowledge with essential hands-on skills that are needed for the industry. We have an ongoing schedule to regularly review the content of each program to ensure it reflects the very latest changes in technology, in addition to preparing students for possible new and emerging industry trends that are just around the corner. Plus, working alongside major companies in the industry, CNet ensures each program content continues to meet the needs of the industry today and reflects the emerging future trends. We believe that it's the combination of program design, alongside the quality of expert Instructors, many of whom are Ex-forces themselves, that form the secret of our ongoing success.

WHAT IS THE DIGITAL INFRASTRUCTURE INDUSTRY?

The Digital Infrastructure Industry is all about data, how we use it, where we store it and how we connect everything together. With demand constantly increasing for more digital communications and broadband (wifi) connectivity, the industry is booming, and there are so many career opportunities.

FINDING THE RIGHT RESETTLEMENT PROGRAM FOR YOU

CNet's resettlement training programs have been adapted to help create clear career opportunities for Service Leavers. Following the completion of the 10-day classroom-based Certified Network Cable Installer (CNCI®) program, split

into 5-day fibre training and 5-day copper training, Service Leavers work with CNet's experienced and dedicated resettlement team and are placed with an industry-leading cable installation company based in the UK for a 10-day work placement. This provides valuable on-the-job experience. The industry is facing a severe skills shortage, a lot of these organisations are looking for new recruits, so the 10-day placement is comparable to a 2-week interview, getting to know the company, the team and the role. What better way to show your knowledge and skills than being put in front of a team every day for two weeks. We have had some great success with placing Service Leavers directly into full-time roles on completion of their CNCI® training and work placement. Upon successfully completing CNet's resettlement programs, learners are equipped with the skills and knowledge to start a fantastic and prosperous career within the digital infrastructure industry.

The Certified Network Cable Installer (CNCI®) program is the industry preferred certification and is often stated as a must-have within tender documentation for new build and refurbishment projects across the UK. Having this certification and qualification, along with our contacts throughout the sector, can really help to enter the industry. CNet has a wide range of other resettlement programs that are

available for entry into the data centre and network infrastructure sectors. These include; Certified Network Cable Installer (CNCI®), Certified Network Infrastructure Technician (CNIT®), Certified Integrated Infrastructure Technician (CIIT®), Certified Outside Plant Technician (COPT®), Certified Network Infrastructure Design Professional (CNIDP®), Certified Telecommunications Project Management (CTPM®), Certified Data Centre Design Professional (CDCDP®), Certified Data Centre Technician Professional (CDCTP®), Certified Data Centre Management Professional (CDCMP®), Data Centre Fundamentals and the Masters Degree in Data Centre Leadership and Management (MA).

CNet's technical team has also matched programs to current military experience and levels to make it easier for Forces Leavers to find the correct education programs to meet their needs.

ELC FUNDING

CNet's resettlement programs are available to those who are planning on leaving the Armed Forces and, if eligible, can apply for funding with ELC, which varies depending on years' service. It's such a fantastic opportunity for Forces Leavers to gain the very latest technical knowledge and obtain industry-recognised qualifications

and professional certifications to kick start their new careers. CNet's network cable infrastructure technical education programs are the only industry dedicated programs to award both official certifications and internationally recognised qualifications. They provide credentials that are sought and required within job role specifications across the UK and the globe.

At CNet, we understand that selecting where to spend your resettlement grant is a big step. That is why we have a resettlement team who can help every step of the way as you make this important decision.

CAREER OPPORTUNITIES WITHIN THE DIGITAL INFRASTRUCTURE INDUSTRY

Everyone relies on the data centre and network infrastructure industry, often without realising. Whether it is to check emails, work remotely, watch Netflix, shop online, use online banking or utilise technology, we all are dependent on these things working seamlessly 24/7. The demand on the industry is increasing rapidly. This means the career opportunities within the Network Infrastructure and Data Centre sectors are really strong. The demand for cable engineers, data centre technicians and project managers is at an

all-time high, with not enough people joining the sector to meet increased demands. For those who are able to demonstrate their skills and knowledge with a certification and qualification, the global job opportunities available to them are fantastic.

GAIN ESSENTIAL INDUSTRY AND CAREER INSIGHT

This year CNet has successfully launched a series of Digital Infrastructure Industry Briefings specific for the UK's Armed Forces Leavers. The half-day briefing events have been created to provide members of the Armed Forces, Service Leavers and Ex-forces with an in-depth introduction to the digital infrastructure industry (network cabling and data centre sectors). The virtual briefings are hosted by CNet's dedicated resettlement Ex-forces team plus other invited guests, including leading industry organisations, cover the vast array of career opportunities across the industry, typical roles and salaries, plus what it is really like to work in the industry. The briefings also cover the ELC funded education programs that will help individuals to reach their desired goals, and provide an opportunity for the attendees to ask any questions about the industry and career opportunities. It also introduces the resettlement and Ex-forces

team who can help offer guidance and advice regarding next steps.

FEEDBACK FROM PREVIOUS DIGITAL INFRASTRUCTURE INDUSTRY BRIEFING

"After having been out of the 'trade' for a couple of years, this has been a great insight into opportunities in not only personal development but also to the options for us on leaving the services. Thank you for allowing attendance, it's given me food for thought moving forward. Thank you!"

"Thank you very much for your time and effort today, it's been very productive and given me a great insight into the sector."

CNet's Next Digital Infrastructure Industry Briefing Event (Virtually) is taking place on **Thursday 7th October 2021, 10 am – 1 pm**.

Visit <https://www.cnet-training.com/programs/resettlement/industry-briefing/> or contact the CNet team to REGISTER FOR YOUR FREE PLACE NOW.

ELC Provider Number: 1267



Teaching Tomorrow's Technology

Resettlement & Ex-Forces Education Programs Across the Digital Infrastructure Industry

Since 1996, CNet Training has educated thousands of Service Leavers, providing them with the skills and hands-on experience to enter, and progress within, the lucrative Digital Infrastructure Industry (the network cable installation and data centre sectors). Today, CNet is the only industry dedicated education provider in the world to award both internationally recognised qualifications and official certifications, providing sought after credentials that are in demand across the industry and the world.

Register for our Next Virtual Resettlement & Ex-Forces Industry Briefing

More Info: www.cnet-training.com/programs/resettlement/industry-briefing | Email: resettlement@cnet-training.com

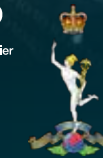
Contact the Resettlement & Ex-Forces Team at CNet for a 1-to-1 to discuss the best educational routes you can follow to achieve your future career goals.

email: resettlement@cnet-training.com

Phone: +44 (0)1284 767100

web: www.cnet-training.com/resettlement

Collaborating with



Mobility Equipment Training

In 2018 M.E.T.C. Ltd Mobility Equipment Training Centre opened their doors.

The founder, Steve Whitmore, an army veteran, was trained as a Chieftain Tank Commander, Physical Training Instructor, Unarmed Combat Instructor and 12yrs as Regimental Signals Instructor.

Steve has now worked in the mobility equipment sector for more than 17 years. Over these years Steve had trained many people in the mobility business, which he enjoyed, and this gave him the opportunity to use his teaching skills. With all the knowledge and experience he had gained he wanted to be able to pass this on. Steve started to research and realised that his training, structure, commercial knowledge, and good engineering practice could save his students at least 3yrs in starting up their own business. His blueprint and training course would be a fast track through the mobility industry and into a new life and career for those who would train with him.

M.E.T.C. is a family run business, and they strive to support their students transition into civvy street understanding this process having gone through this themselves. M.E.T.C. run various courses; servicing, fault finding and fixing scooters; installing, servicing, fault finding & fixing stairlifts and hoists; LOLER & PAT testing and a surveying course.

Steve told us "We have trained many engineers that have now started their own mobility businesses, others that have found new employment within the mobility sector and we have also trained many people who already working in this sector giving them different skills."

People have travelled to us from as far away as Scotland, Guernsey, Worthing, London, and the Isle of white just to name a few places.

Although 2020 has been a challenging time for M.E.T.C Ltd forcing them to close their doors over several months due to Covid 19, they continue to stay positive and with many courses already set for 2021 are set to grow over the coming year.

Steve told us "we are proud to say that we have now secured 2



new contracts and have become preferred suppliers for the CTP, and also the DWP department of work and pensions who will fund suitable candidates to attend our courses through Job Centre Plus.

With our continued success we intend to recruit and train local people to join our team in Mobility Equipment Training Centre Ltd. There are 80,000 mobility scooters sold per year, which is increasing by 10% per annum, there are 300,000 – 350,000 mobility scooters in use in the UK, that is 1 in every 185 people that use a scooter. (Rica 2014).

Acorn stairlifts sell over 1 million pounds worth of stairlifts per week, 59.2 million per year, which equates to 65,555 units/ stairlifts sold.

Brooks which is Acorn trade, sell 7.2 million per year or 8,000 units/stairlifts per year. (Acorn 2018) There are at least 7 more stairlift manufacturers in the UK, Stannah, Handicare, Minivator, Bruno, Thyssen, Companion, Freelift.

Below are few ideas of how you could use your knowledge when completing courses run by M.E.T.C.Ltd.

- Part time along with existing job.
- Online shop/ eBay, Preloved,
- Amazon, Gumtree.
- Work from home.
- Lock up unit
- Open a shop
- Work for another company, selfemployed or employed
- Contract through other companies
- Offering your services to rental companies.
- Agent/ Engineer for mobility shops in your area

Examples of the type of work you could be carrying out and charges involved. This will give you an idea of what can be earned, with the right amount of time and effort. Any call out in a weekday during working hours £70, weekends or out of hours £95 Purely a guide line, different area's charge a little more or a little less. Scooter or stairlift repairs, carried out at the customers home £70 plus parts.

- Servicing £70
- Servicing and battery change vary,
- Stairlift £210, average scooter between £140 to £400 (profit £100+£70 for the service)
- Service and repair £140 plus parts.
- Battery change stairlift £120
- Scooter battery change, average profit £70- £90
- purchasing repairable scooters and stairlifts, reconditioning them and selling them for a profit, this could be a lucrative business on its own.

Example of earnings/profit for a week

- Sell one scooter £175
- Service 5 scooters £350
- Change batteries on 2 scooters £100
- Do 3 contract jobs £140
- Total profit for that week £765 (x48 weeks £36,720pa)
- The example above is an average quiet week.
- Stairlifts 1 month's profit
- Sell 3 reconditioned straight stairlifts £1800
- Sell 1 new stairlift £800
- Repair 4 stairlifts £280
- Service 4 stairlifts £280
- Change batteries 1 stairlift £75
- Total profit for that month £3235 (x11 = £35,585pa)
- Combine both stairlifts and scooters, the sky's the limit.



HERE ARE A FEW COMMENTS RECEIVED FROM STUDENTS, COURSE FEEDBACK FORMS

"Most realistic course I have ever attended, very welcoming and making sure I understood without patronising. encouraged team-work and spirit. thank you"
K.F FEB 2020 works Shop mobility.

"An excellent course well exceeded my expectations. Thank you for an excellent course"
PF July 2020 Mobile mobility maintenance.

"Thank you for the Course it has been brilliant"
Cm Sept 19 Westcountry mobility supplier.

"I have learnt a lot on the course, Stephens method of teaching is exceptionally good. He gets across all the information in a way that is easy to understand and the demonstrations were informative. I now feel confident servicing and maintaining Scooters in my own business"
GH. July 19 New start up business

"I am a fully qualified mechanic and I was surprised by how much I learnt and the food was excellent."
PS April 19 Now runs his own Mobility company.

"I am an ex- Army D and M instructor; I have also run First Aid courses. I have learnt a lot about the mobility scooters and different teaching methods. Overall an excellent course."
IB Nov 18 Owner Business.

A very comprehensive course, which is geared to the candidate's level, plenty of interaction, Steve has the ability to explain principles in many ways and invites questions at any time.

Steve also instils 15 years + of his experiences in the practicalities of running your own business. The course is a good mix of theory, demonstration, and plenty of hands on.
S.W July 2020 Now employed within trade.

With the shortage of engineers, there has never been a better time to become a mobility equipment engineer, the market for mobility equipment is huge and expanding vastly.

Our ex-services engineer instructors will train a to a remarkably high standard, to prepare you for employment or to run your own lucrative business in the mobility service sector.

WHAT'S IN IT FOR YOU?

- Technical back up only a phone call away
- Service manual for each subject taken
- Fast-track training saving you between 3 and 5 years
- Business advice and tips
- Supplier information provided.

OUR MAINLY HANDS ON COURSES COVER

- Mobility scooter, powerchair and smaller equipment sales, service,
 - fault finding and repair.
 - Stairlift, installation, sales, service, fault finding and repair.
 - Ceiling hoist, sales, service, fault finding and repair.
 - Electrical PAT testing and lift inspection LOLER
 - Lift surveying, (through the floor lifts, wheelchair and curved stairlifts).
- All the above as a package can be completed within 14 working days.

For more information and to book a course, please do not hesitate to contact one of our friendly staff.

www.mobilityequipmenttraining.co.uk
mobilityequipmenttrainingcourses@yahoo.com
0800 285 1956, 07974377582, 01752 663908



M.E.T.C. LTD PRICE LIST

A deposit of 20% is required on booking any of our courses and all courses must be paid for within 14 days of your course start date.

Course Title	Time period	Price	VAT	Total price (Inclusive of vat)	Deposit
Stairlift	5 Days	£1200	£240	£1440	£288
Scooter	4 Days	£ 895	£179	£1074	£214
Ceiling Hoist	1 Day	£495	£99	£594	£119
Surveying	1 Day	£495	£99	£594	£119
Loler & pat testing	1 Day	£150	£30	£180	£36
All above courses	3 Weeks	£3,253	£647	£3882	£708

Prices and course dates, up-to and including December 2021

Date	July	Aug	Sept	Oct	Nov	Dec
1					Scooter	Scooter
2		Scooter			Scooter	Scooter
3		Scooter			Scooter	
4		Scooter		Scooter	Scooter	
5	Scooter	Scooter		Scooter		
6	Scooter		Scooter	Scooter		Stairlift
7	Scooter		Scooter	Scooter		Stairlift
8	Scooter		Scooter		Stairlift	Stairlift
9		Stairlift	Scooter		Stairlift	Stairlift
10		Stairlift			Stairlift	Stairlift
11		Stairlift		Stairlift	Stairlift	
12	Stairlift	Stairlift		Stairlift	Stairlift	
13	Stairlift	Stairlift	Stairlift	Stairlift		Ceiling Hoist
14	Stairlift		Stairlift	Stairlift		Lowler/Pat
15	Stairlift		Stairlift	Stairlift	Ceiling Hoist	Surveying
16	Stairlift		Stairlift		Lowler /Pat	
17		Ceiling Hoist	Stairlift		Surveying	
18		Surveying				
19		Lowler/Pat		Ceiling Hoist		
20	Lowler/Pat			Lowler /Pat		
21	Ceiling Hoist		Ceiling Hoist	Surveying		
22	Surveying		Lowler /Pat			
23		Scooter	Surveying			
24		Scooter				
25		Scooter		Scooter		
26	Scooter	Scooter		Scooter		
27	Scooter		Scooter	Scooter		
28	Scooter		Scooter	Scooter		
29	Scooter		Scooter		Scooter	
30			Scooter		Scooter	

Resettlement Support from CTP



Here to support your resettlement journey

INTEGRATED SUPPORT FOR ALL SERVICE LEAVERS

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

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

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

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

WHERE DO I START WITH RESETTLEMENT?

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

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

Step 2: You should then contact your Service Resettlement

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

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

WHAT SUPPORT AM I ENTITLED TO?

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

Less than 4 years service or administratively discharged: ctp future horizons programme

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

4 – 6 Years service: employment support programme (esp)

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

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

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

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

are referred to the programme prior to Medical Discharge.

HOW CAN CTP HELP ME?

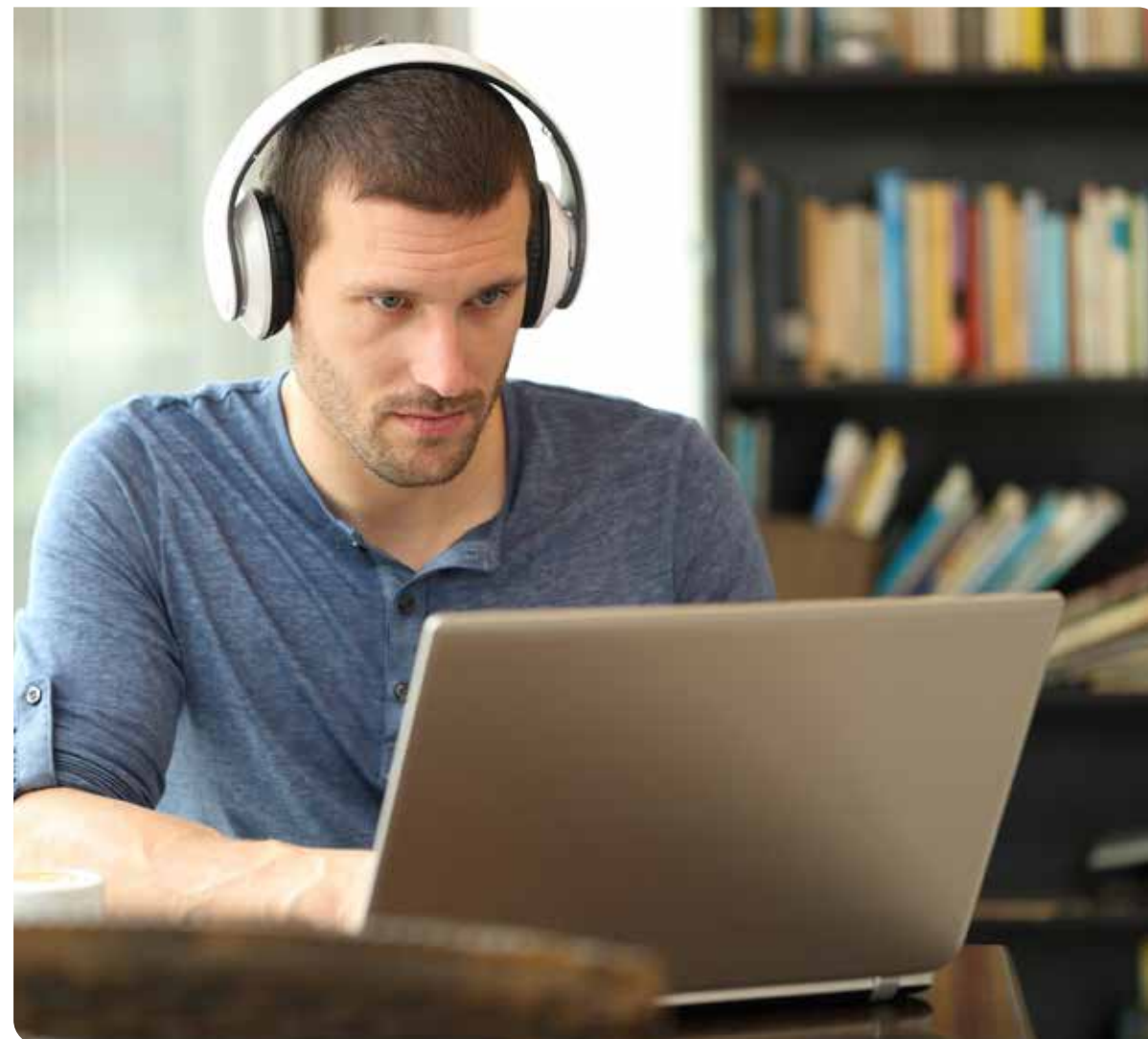
CTP provides advice, guidance, training and support to those leaving the military, and also incorporates RFEA – The Forces Employment Charity, who provide lifelong job finding support to Service leavers.

Your resettlement consists of three broad areas: Transition, Training and Employment. From creating a CV through to learning interview skills plus researching and applying for jobs, what the CTP offers can help you not just with your first civilian job, but skills and knowledge to help you throughout your working lifetime. CTP support is delivered at ten Resettlement Centres in the UK, and the Resettlement Training Centre in Aldershot. The resettlement provision includes face-to face guidance, online resettlement planning and career

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

TRANSITION

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



Armed Forces. A range of additional workshops and briefings are available, including Financial Aspects of Resettlement, Business Start Up, Networking and Interview Techniques.

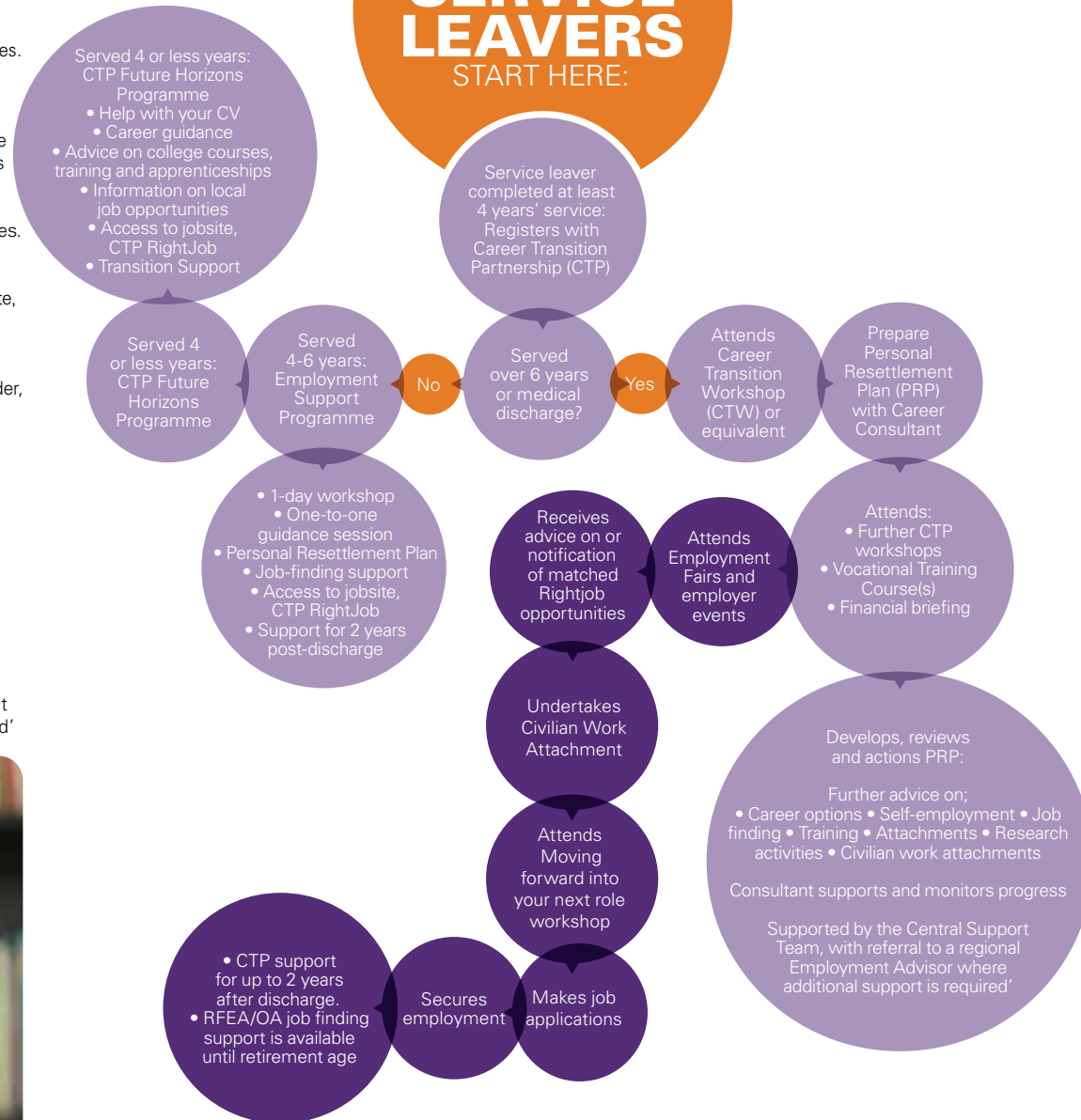
Events - a full programme of employment fairs, company recruitment presentations and online events is available to Service leavers at any point in the resettlement process, offering networking, research and job-finding opportunities.

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

TRAINING

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

ROUTE MAP FOR SERVICE LEAVERS START HERE:



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

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

EMPLOYMENT

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

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

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

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

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

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

Served over 6 years or medical discharge?

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

Launching our brand-new Resettlement Guides

The Career Transition Partnership (CTP) are delighted to announce the publication of their brand new and updated Resettlement Guides.

Each guide has been given a refreshing new look; designed to provide you with easy-to-follow and up-to-date information that answers all the questions you may have throughout your resettlement journey.

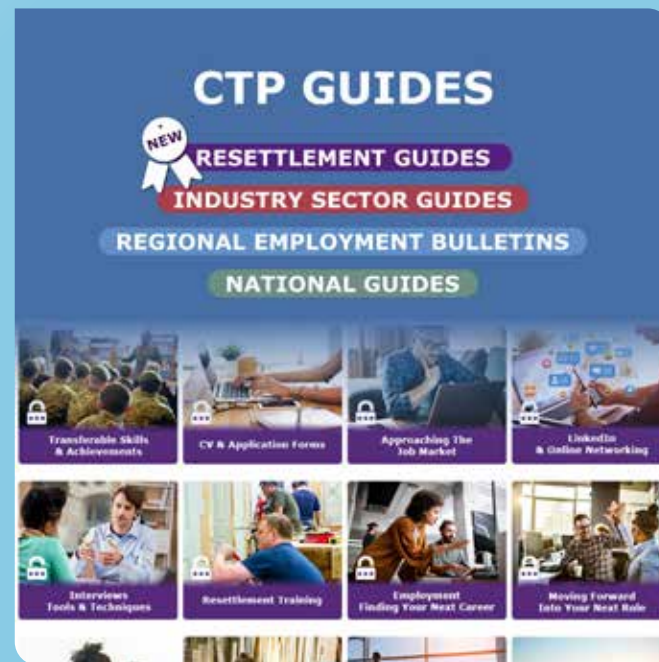
As you move through your resettlement, you'll be able to easily navigate between guides and discover insightful tips, resources and practices to help you enjoy a more seamless transition. And there's nothing stopping you skipping to a guide you find most relevant, or returning to a previously viewed guide further down the line. These resources

are here to help you throughout the entirety of your journey.

So, whether you're looking for advice on preparing for interviews, information on the job market within a particular industry, or want to take your LinkedIn profile and networking to the next level – the CTP's new Resettlement Guides have got you covered.

They've also housed these guides on a much-easier-to-find landing page, that also incorporates their Regional Employment Bulletins and Industry Sector Guides. Now you can access everything in one place.

In order to access the full library of resources, simply login to your MyPlan account and get started.



DO YOU WANT TO SPEAK TO EMPLOYERS WHO ARE RECRUITING OVER THE NEXT 6-12 MONTHS?

Our Virtual Employment Events (VEE) attract a large selection of industry-leading employers who are looking for Service leavers just like you. This is a fantastic opportunity for you to discuss career options, training opportunities, open vacancies, application processes and so much more.

With each employer in separate rooms, you're free to choose who you talk to; so whether you're interested in one particular company, or an entire industry in general, it's worth jumping on and furthering your chances of landing a dream role.

Just like our physical Employment Fairs, these virtual events give you a chance to network with employers, and put your name on their radar - all

from the comfort of your own home or base, anywhere in the world.

Our VEEs typically last for 90 minutes and are completely free to attend. They start with a brief introduction to the event before you then 'break out' into separate rooms where each employer will be waiting to talk with you. You can stay for the entire event, or just a few minutes; it's completely up to you. Events are frequent throughout the year and you'll find a different selection of employers at each one – so feel free to attend multiple VEEs and begin opening up doors to a wide range of opportunities.

Visit our Events page at ctp.org.uk/events to see all of our upcoming dates.



2021

NEW JOB



CTP Success Story Ben Wordsworth

BACKGROUND

Ben Wordsworth left the RAF as a Senior Aircraft Technician in 2014 after serving for over 12 years. After taking stock of his career, Ben decided he wanted more stability and time with his family, so took the decision to start resettlement support with the Career Transition Partnership (CTP).

The main reason for not extending his time in the Service was due to having a family and the relative unpredictability of life in the Armed Forces.

"When my first child was born in 2011, it was the first time I'd considered a career outside the Service."

"I was after more stability in my life, and I was also starting to feel like I was being underutilised in my role within the military."

RESETTLEMENT

After registering with the CTP, Ben attended a 3-day Career Transition Workshop (CTW) and built a solid relationship with his CTP Career Consultant:

"What I found when I attended the CTW was that I was woefully unprepared for the transition to civilian life. Thankfully, the CV writing exercises really helped me turn my 5-page CV into an impactful 2-page document."

"My Career Consultant helped me set my sights wider and higher than I'd ever imagined. Our meetings enabled me to feel confident in communicating my transferable skills to future employers, and understand how they related to alternative careers"

When asked whether he undertook any additional CTP training or courses, Ben talks about how much he regrets not doing so:

"I didn't attend any of the additional training courses or workshops available to me, and it's something I regret. I never appreciated how little I knew about civilian life, and not attending the CTP's Financial Aspects of Resettlement (FAR) workshop made planning my finances so much harder."

"Having not attended any other additional training courses, I feel I missed the tremendous opportunity afforded to me. I'd urge everyone to consider the full range of courses and workshops available through the CTP."

SUCCESSFUL OUTCOME

Ben is now a Director at the Train Driving Academy, where his military experience and resettlement journey have put him in good stead throughout his career:

"I found my current position almost by accident, and my work with the CTP around my CV and interview skills made a difficult recruitment process that little bit easier."

"My ability to identify strengths and development areas in my team; a trait I feel every Service person develops during their time in the military, has massively helped me understand my colleagues better. Adaptability has also been key to my success, as I've had to regularly think on my feet and formulate new plans based on changing information quite often – a skill I can thank my time in the military for."

ADVICE

As his closing words of advice to fellow Service leavers, Ben goes on to say:

"Really think about what you want to do post-Service. Research the roles you're applying for and make a list of attributes that you believe relate to each job advert. Make sure you take advantage of all the courses available to you via the CTP. Even if you think you're covered in a certain area, i.e. Finances, you're probably not, and you'll thank your previous self for taking the initiative to attend."

Why should your next career move be 3D printing?



3D printing (or additive manufacturing) is currently the fastest growing manufacturing sector on the planet.

In 2020 the 3D printing market was valued at USD 13.7 billion, by 2026, this figure is predicted to rise to over 63 billion.

The UK is the second largest global consumer of 3D printers, surpassed only by the United States.

Gatsby, managers of multiple STEM education programmes, forecast that we will need as many as 700,000 more technicians in the next decade to meet the demands of employers.

'Working as a 3D printing technician is a highly varied and rewarding role with good levels of pay and opportunities for career progression'.

Due to a lack of knowledge, experience, and shortage of qualified technicians within the 3D printing sector, people with limited experience can quickly become the go to experts.

3D 360 can provide the required training for you to become a key

knowledge holder in this new and emerging manufacturing sector.

Let 3D 360 help launch your career in the exciting and rapidly expanding sector of digital manufacturing and become part of the 4th industrial revolution.

DO I NEED ANY PREVIOUS 3D PRINTING EXPERIENCE?

No previous 3D printing experience required. Basic IT knowledge is an advantage.

The 3D 360 training course starts with the basics and builds up to advanced levels.

WHY CHOOSE A 3D 360 TRAINING COURSE?

3D 360 has created a unique industry standard training course focussing on a mix of technical knowledge and practical hands-on skill sets.

This is the only 3D printer training course that we know of where you build your own 3D printer and get to keep it afterwards. You also get a 3D printer tool kit containing

everything required to perform routine 3D Printer maintenance.

3D 360 feel the 3D printer and tool kit are critical in providing continued opportunities to practice and expand on your new-found skills once the training course is completed.

3D 360 are currently working with recruitment agencies to recognise the 3D 360 training course and actively seek placement opportunities with their clients.

WHY IS 3D PRINTING BECOMING MAINSTREAM?

Due to advances in materials and hardware, 3D printing is now challenging traditional manufacturing processes, and how products are made.

Traditional manufacturing techniques are incapable of producing many simple 3D printed features that 3D printer users take for granted.

The 3D printer just produces parts one layer at a time.

THE FUTURE OF 3D PRINTERS.

Schools, colleges, and universities are now expanding their 3D printing departments and capabilities to support the next generation of young engineers on how to use and operate 3D printers.

3D printers are now being used to produce production components for automotive, marine, aviation and general machinery applications. The fashion industry now prints bespoke clothing and footwear. 3D printed houses and buildings are also becoming increasingly mainstream.

3D printers can be linked together to form small production cells or larger printer farms to support volume manufacturing.

3D printers are also reducing lead times and carbon miles by removing the need to send out parts via traditional logistics methods. Manufacturers can email component files directly to the customer's printer, enabling parts to be produced at source.

A great example of this is the 3D printer located on the European Space Station. Even the best military logistics teams may struggle with this one.

WHY DO 3D PRINTERS REQUIRE A TECHNICIAN?

3D printers are not 'out the box plug and play' technology that we have come to expect.

At 3D 360 we compare 3D printers to an old car, as both require close monitoring and regular maintenance to keep them running well.



WHO ARE 3D 360?

3D 360 is owned and run by Lee Fogg and Paul Bullock, two vastly experienced engineers from the nuclear, automotive, and commercial design sectors.

Both Lee and Paul have over 60 years combined experience providing consultancy and design services to the engineering and manufacturing sectors, with over 20 years of these utilising 3D printing for both prototyping and production applications.

"At 3D 360, we consider ourselves to be a little different than other 3D printer resellers."

3D 360 has no real retail origins, it was born out of industry hence our motto "breaking the mould" of printer sales and services.

At 3D 360 our aim is to support every aspect of your 3D Printing needs. For us selling a printer is a tiny part of our service and just the start of the journey. We also provide training, service contracts, technical support, design, and repair services.

Offering the true full 360° service.

As supporters of the Armed Forces Covenant, 3D 360 are committed to helping ex service personnel and veterans' transition into employment.

Our technician's training course provides you with the key knowledge and springboard to progress in this exciting and emerging manufacturing sector with genuine career opportunities and a real future."

5 DAY – 3D PRINTER TECHNICIAN'S TRAINING COURSE. INCLUDING 3D PRINTER & TOOL KIT – £1299 + VAT

Max 6 people per course. Course fee includes:

- 3D printer to take away and support the continued development of your 3D printer technician and printing skills.
- 3D 360 Tool kit containing the required tools and PPE to maintain and service most printers
- Full set of course notes with links to popular printer OEM service schedules and instructions
- 3D 360 team support for future placement opportunities and ongoing technical advice
- 3D 360 Technician's Course certificate

Experience Required – Basic IT. No previous 3D printing experience required

A multiple-choice exam is to be taken and passed at the end of each day to demonstrate understanding and progress.

WHAT WILL I ACHIEVE OVER THE 5 DAYS?

- Understanding of the history of 3D printing and different types of 3D printers
- Ability to build a fully working 3D printer
- Understand what the key printer components do and how they work
- How to maintain, replace and calibrate key components
- How to set up 3D printers ready for printing
- How to convert and prepare 3D .stl files for printing
- Advanced slicer settings inc wall thickness, infill patterns, percentages and support management.
- Use of rafts, skirts, and brims to aid print bed adhesion.
- Filament selection, material properties, optimum nozzle & bed temperature settings
- 3D printer health and safety and risk mitigation.
- Diagnose printer performance using calibration cubes, bed level prints & Benchy torture tests
- Diagnosis of common printer faults and recommended repairs
- Advanced maintenance checks and how to replace service parts
- Overview and exposure to variety of different printer brands, types, and models.

Please contact 3D 360 for course details and availability on **01942 901 360** or email **training@3d360printer.co.uk**

For more information about our services visit our Website **www.3d360printer.co.uk**

Look forward to hearing from you and helping guide you through your 3D printing journey.

TRANSFERABLE SKILLS

There are many transferable skills from your role in the military such as safety and hazard recognition, decision-making, a methodical approach to problem-solving and practical hands-on and technical skill sets.

FUTURE OPPORTUNITIES FOR YOU AFTER OUR TRAINING

Possible career options are:

- 3D Printer Technician within Education or Industry
- 3D Printer Dental Technician
- 3D Printer Consultant
- 3D Printer Trainer
- 3D Printer Repair / Maintenance / Upgrade services
- 3D Printer Service Engineer
- 3D Printer Technical Sales
- 3D Printer and Consumables Reseller
- 3D Printer Safety Advisor for Education / Industry
- Provide 3D Printing Services
- Upscale multiple 3D Printers to form a printer farm
- Open an Online shop selling bespoke 3D Printed items.



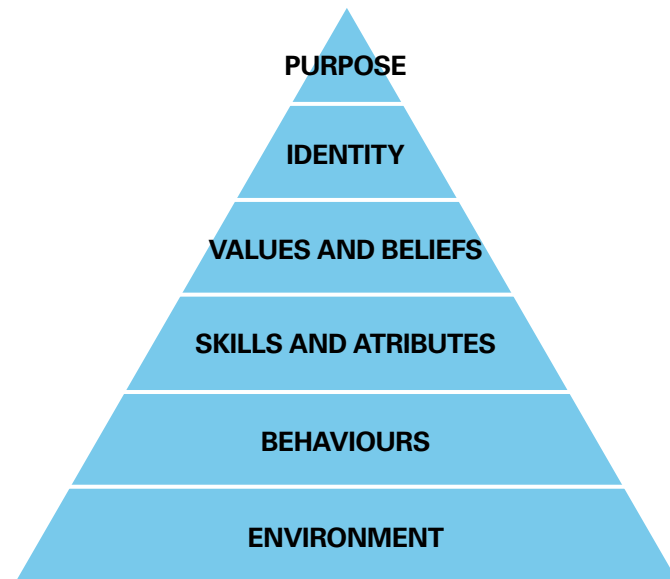
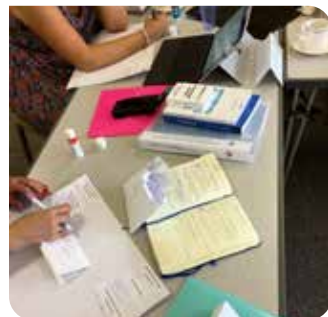


Are you ready to manage, lead, coach or mentor others in a new job role in 'civvy street'?

In this article we explore how you might achieve the best professional qualifications to help your career transition.

There are two compelling reasons for achieving a professional qualification:

1. Gain a competitive edge in recruitment and selection processes. You will already have great experience from your military career. Now you'll have the powerful combination of experience AND a qualification.
2. It is a 'double win'. Firstly it demonstrates your commitment to continuing professional development and learning. This tells recruiters you are a person who seeks to be the best you can be. Secondly it provides credibility and shows you are serious about professionalism.



HOW TO CHOOSE A QUALIFICATION

Neurological levels (Dilts, 1990) is a coaching model that will help you to better understand the choices available to you in your career transition, including the best qualification and professional development options for you. By asking yourself a few questions at each of the levels, you can notice what qualification might suit you best (or not) and the reasons for this. Using your ELCAS credits wisely is important, to give you return on investment for the time, energy and money spent. Let's explore each level in turn.

Environment – when you study, what type of environment would you prefer? Online, face to face

workshops or blended learning? Would you prefer set modules and set deadlines or would more flexibility suit you better? Would you prefer to study with others or on your own? What study space do you have available at home or at work and will this impact on your access to IT or other resources?

Behaviours – notice your preferred learning style and approach. When you learn something new, what do you like to do? How have you completed formal learning and qualifications in the past?

Skills and attributes – have you analysed your skills and strengths and identified areas for development? What are the gaps in your skills and professional qualities and which of

these do you wish to address as part of your career transition. What are your strengths and which of these would you like to build upon by undertaking a qualification?

Values and beliefs – take a few minutes to notice what is important to you about achieving a qualification? What motivates you to study and learn? What type of qualification do you believe in? What do you believe is the best way to be qualified? What is the most important thing to get right when you make this decision?

Identity – what do you want to be in your next career? This could be a job title, a role or position. Who are you now and will that be useful going forward (or do you need to leave that role behind)? What do you like and what makes you tick?

Purpose – what is the wider vision that achieving a qualification will serve? What do you want to be part of and what do you want to belong to in the future? What will achieving a qualification enable you to do in other areas of your life?

Now that you have explored each level, here are some coaching questions to finish:

- What types of qualification have you ruled out?
- What approaches to completing a qualification will suit you best?
- What do you want to have happen?
- What is your deadline for choosing the right qualification?
- Who can help you?
- What is the first step?

Although shown as a pyramid in this article (starting at the lowest level and moving up) each level can be explored in any order if you prefer. Spending just a few minutes using these levels can uncover useful ideas and options. A career transition coach (we can help with this) can take you through each level in greater depth, with supplementary questions and robust goal setting. When you choose the qualification, you really want and need, you are more likely to be motivated and successful.

ABOUT US

We were established in 2002 and are based in Devizes, Wiltshire. Our flexible learning programmes are serving clients across all sectors. This includes military personnel across non-commissioned and commissioned ranks, based in the UK and on deployment overseas.

Our highly experienced and qualified team, including ex-military, have been delivering CMI management & leadership and ILM coaching & mentoring qualification programmes for many years.

We take quality very seriously and are proud to be ISO9001:2015 certified.

MINI CASE STUDIES – YOU CAN SEE MORE AT WWW.INSPIRED2LEARN.CO.UK Sergeant, RAF

Reason for enrolling on your course with us: Flexible learning with direct access to CMI learning tools and resources, flexible payment options and a civilian recognised qualification.

Benefits in terms of career transition: Many of us have a great deal of managerial experience and knowledge whilst operating within the Military. By achieving a civilian recognised qualification, this solidifies and endorses the expertise we have and effectively promotes this to civilian recruiters.

Comments about quality of provision by inspired2learn: With numerous companies offering various management qualifications, I hit the jackpot with the Inspired2learn team. From enrolment to completion I have received guidance and support throughout, including whilst deployed in The Falklands. Overall, I have found Inspired2learn to be professional, patient, flexible and extremely patient and supportive. I cannot recommend them highly enough.

Commander, Royal Navy

Reason for enrolling on your course with us: The ability to enrol on a flexible learning scheme which was accredited through a recognised body (CMI). Initial contact with inspired to learn was receptive and supportive

to my individual requirement. Excellent value for money with cost covered by one ELC which was straightforward to administer

Benefits in terms of career transition: The professional qualification is recognised by civilian employers and supported me in my new role as a strategic programme manager for the MOD

Comments about quality of provision by inspired2learn: The support has been outstanding and on point and response to emails/queries/telephone discussions has been superb. Inspired2learn have responded to my learning need and provided me with the flexibility to change modules as my new role evolved. There was no pressure for me to complete modules within given timeframes which has worked as I transitioned from the Royal Navy and completed concurrent learning. Interactive on-line learning and access to CMI resources is fantastic as well as the module guides that are provided making learning varied and interesting.

Colonel, Army

Reason for enrolling on your course with us: ELCAS registered provider with strong positive feedback

Benefits in terms of career transition: Helping me move beyond my current experience as a leader by developing my ability as a coach.

This has allowed me to develop a variety of new skills and move towards a portfolio career model.

Comments about quality of provision by inspired2learn: The quality of the training and the level of individual support I2L have provided has been exceptional. I have been given the right balance of time and encouragement to keep on track to achieve the qualification. My tutor has a tremendous amount of personal experience as a professional coach and a deep theoretical knowledge of coaching; I am being trained by an expert who knows their subject in detail and can teach it extremely effectively. I cannot recommend I2L highly enough.

MAYBE YOU HAVE DOUBTS ABOUT DOING A CMI OR ILM QUALIFICATION

- "I'm not 'academic'" – we don't mind that at all. You will have to learn some theory for CMI and ILM qualifications, but the emphasis is on how to apply theory in practice. Our tutors will help you with this.
- "I've not done any qualifications before" – you do not need to have completed any previous qualifications, even at school age. What is important that we help you choose a qualification that is suitable for you and that you are capable of achieving with our support.
- "I hate exams" – there are no exams in the assessment process.

- "I don't have the time to study on top of work and family etc." – you will have plenty of time (up to 3 years) and you can set your own realistic timelines.
- "I can't afford the 20% Elcas contribution to the course fees" – we offer flexible payment instalment plans to suit your budget.

NEXT STEPS?

1. It is really important to contact us to find out more. We will be very happy to spend time helping to ensure that you choose the best programme to suit your needs and capability. We will also share plenty of information about our programmes and assessment requirements etc. to ensure that you understand all that is involved.

Telephone: **01380 609313**

ILM coaching & mentoring

qualifications –

E-mail: **clare@inspired2learn.co.uk**

CMI management &

leadership qualifications –

E-mail: **nina@inspired2learn.co.uk**

More about us:

www.inspired2learn.co.uk

2. Register to be an ELC Scheme member and submit an ELC Claim Form to your commanding officer/education staff – we are Provider Number 7065



Tel: 01380 609313

Email: **enquiries@inspired2learn.co.uk**

Are you ready to boost your career with a professional qualification?

CMI Management & Leadership (Levels 3,5,6 & 7) ILM Coaching & Mentoring (Levels 3,5 & 7)

Help your career transition by achieving a reputable and nationally recognised qualification. Contact us now for advice, and to find out how our flexible learning packages will provide you with reliable and expert tutorial support every step of the way.

Find out more incl. ELC case studies at: **www.inspired2learn.co.uk**



MOD Approved

ELC
Provider Number
7065

Volunteer for SSAFA, the Armed Forces Charity

Head of Volunteer Experience, Gillian Kerr, is responsible for making sure SSAFA, the Armed Forces charity has the best processes and practises in place to recruit, induct, manage, and celebrate its volunteers.

Here, Gillian discusses the fantastic volunteer opportunities available at SSAFA, the Armed Forces charity, and how best to get involved.

WHO IS SSAFA?

"SSAFA, the Armed Forces charity, has been providing lifelong support to our Forces and their families since 1885.

In 2019, our teams of volunteers and employees helped more than 85,000 people in need, the currently serving (both regulars and reserves), veterans from the Second World War and those who have served in more recent conflicts, as well as their families."

CAN YOU TELL US MORE ABOUT HOW PEOPLE CAN GET INVOLVED WITH SSAFA AND HELP SUPPORT THEIR LOCAL ARMED FORCES COMMUNITY?

"SSAFA has a wide range of volunteer roles available both in the UK and overseas. There is a role to suit everyone, whether you want to make a weekly commitment or can only spare a couple of hours here and there."

We have opportunities that involve direct support to our beneficiaries, such as Caseworkers and Mentoring roles, as well as more 'behind the scenes' roles which ensure the smooth

running of our branches, including Secretaries and Treasurers."

You can find out more about what roles are available in your local area by visiting ssafa.org.uk/volunteer".

WHAT SKILLS CAN PEOPLE GAIN BY BECOMING A SSAFA VOLUNTEER?

"As well as making a real difference, SSAFA volunteers can learn lots of useful and transferrable skills. We provide structured training beforehand, but you will also learn from

your fellow volunteers who have vast experience and knowledge of the community.

In most roles, you will develop excellent communication, problem solving and team-working skills, and in many, you'll have the chance to practise leadership, organisation and planning."

"You will expand your local network as you work closely with volunteers and connect with your community at a new level. But most importantly, you can share your life skills with others, using your experience and knowledge for good to help support the local Armed Forces community."

WHAT TRAINING IS PROVIDED TO SSAFA VOLUNTEERS?

"As a SSAFA volunteer, you will be entitled to a variety of training to help you in your new role. All volunteers are provided with training before they begin their roles and are offered support whenever they need it.

The type of training depends on the role you choose and can include anything from safeguarding to data protection. All our volunteers will have access to SSAFA's e-learning site where they can find a variety of courses that can be completed at any

time and used to support them in their new role. For example, Microsoft 365, customer service and interview techniques."

HOW HAVE SSAFA VOLUNTEERS ADAPTED TO THE COVID-19 PANDEMIC?

"Our volunteers have truly gone the extra mile over the last year and have enabled us to continue to support those who need our help the most.

When the first lockdown happened, many of our operations moved online and volunteer roles were adapted to enable safe and remote support for our beneficiaries. For example, instead of meeting face to face, we began using Microsoft teams to conduct meetings and consultations."

"Volunteers also responded to the needs within their local communities; whether that was working with partners to organise food bank collections or delivering breakfast rolls alongside a socially distanced chat – our volunteers went above and beyond to help support their community."

"What has also been fantastic is the interest from people wanting to sign up and get involved. We have continued to recruit new volunteers throughout the

pandemic which has helped us to continue to support beneficiaries as the true damage of the pandemic is revealed."

WHAT WOULD YOU SAY TO SOMEONE WHO IS INTERESTED IN BECOMING A SSAFA VOLUNTEER?

"Give it a try! You might be surprised at how flexible volunteering is for SSAFA and how much you will gain. Volunteering is a great way to meet likeminded people, learn new skills and even improve your wellbeing."

"You will be joining the UK's oldest national tri-service military charity and become part of a unique community, made up of thousands of volunteers across the UK and worldwide all with the same aim – to support serving personnel, veterans and their families whenever and wherever they need it."

If you would like to find out more about SSAFA or to volunteer, please visit ssafa.org.uk/volunteer.

ssafa the Armed Forces charity

New Armed Forces partnership, supporting the past and the present. SSAFA and Landmarc work together to support the Armed Forces community

SSAFA, the Armed Forces charity and Landmarc Support Services have officially announced a partnership; working together to support veterans as they transition into civilian life. From June 2021, the two organisations will be working together to champion the Armed Forces community with a focus on transitioning from the military into civilian life.

Landmarc provides the vital support services which enable our Armed Forces to live, work and train on the UK Defence Training Estate. With SSAFA providing lifelong support to our Forces since 1885, including serving personnel, reservists, veterans and their families. Landmarc has been an active supporter of SSAFA since Armed Forces Day in 2019. Landmarc's employees have organised and taken part in a variety of fundraising events for the charity - including organising

a highly successful golf day at the JCB Golf & Country Club. The official working partnership will involve linking Landmarc sites and SSAFA branches, as well as a variety of events, including support at SSAFA's 2021 Mentoring conference and volunteering opportunities in the SSAFA network.

Since 2003, Landmarc has been employing ex-service personnel. Due to the nature of their operations, they actively seek to employ veterans because of the specific skillsets they have, with around 25% of their current workforce made up of reservists and ex-military staff.

As well as the SSAFA partnership, Landmarc has committed itself to supporting the Armed Forces community in a number of ways, including:

- Holding the Gold Award under the Defence Employer Recognition Scheme

- Supporting the Armed Forces Covenant
- Guaranteeing an interview to all military veterans who apply to Landmarc if they meet the basic requirements of the role

Rebecca Keaveney, Head of Commercial and Corporate Partnerships at SSAFA said:

"We are delighted to be working in partnership with Landmarc to support members of the Armed Forces as they transition into civilian life. The partnership will bring lots of exciting opportunities for us to collaborate and continue to support the Armed Forces community. We would like to thank Landmarc for this incredible partnership and helping us support the Armed Forces community."

Karen Porter, Head of Communications and Engagement at Landmarc said:

"Landmarc is proud to work in partnership with the UK's oldest tri-service charity, SSAFA. As a company, we strive to support the day-to-day work of the Armed Forces and continue that support even after they leave. We choose to be a company that supports and advocates for ex-Forces as they transition into civilian life. We look forward to working more closely with SSAFA and helping them support our Armed Forces community."

LANDMARC

CASE STUDY

Sheena Skidmore is a veteran who now plays a vital role at Landmarc as a Training Area and Facilities Manager. She recently led the Landmarc team that supported the military rehearsals for Operation Forth Bridge, the Duke of Edinburgh's funeral.

Name: Sheena Skidmore
Age: 49
Location: Brunswick Camp, South East
Length of Service: 17 years from 1995 – 2012
Rank: WO2 (CSM)
Date you left the Armed Forces: 2012
Current role: Training Area and Facilities Manager

"I was a Military Police Officer in the Army. I served in training establishments, both Phase 1 and Phase 2. My first posting was Colchester police station, followed by Germany, ATR Winchester, Northern Ireland, RMP Phase 2 training establishment and

Aldershot Military Police station. I also completed tours of Bosnia and the Middle East on operations.

My most rewarding experience in the Army was as a Phase 1 instructor at ATR Winchester. I was a squad instructor teaching skill at arms, CBRN, map reading, first aid etc. I loved it! Collecting a minibus full of untrained young, enthusiastic individuals from the railway station on day one, week one and watching them progress into trained soldiers. On pass out day seeing the families all emotional having seen the huge transition of attitude and behaviour, turning these people into junior soldiers embarking upon their careers in the Army. It was very rewarding.

I now work at Landmarc as a Training Area and Facilities Manager at Brunswick Camp in the South East and every day is different. I inspect all the ranges and run the facilities management for all buildings, ranges and training areas. Every day is so varied, I don't think I will ever be bored. Having a knowledge of how the Armed Forces train or use ranges is invaluable. It gives us a

greater knowledge of how we can best support them. Helping them get the best from their time on site and achieve their training objectives as safely as possible.

I think the fact that Landmarc guarantees an interview for veterans is brilliant. The process of applying for a job, writing a CV and sitting an interview are all good experiences – even if you don't get the job.

My advice to anyone leaving the Forces is make sure you target your resettlement towards your goal, don't just follow everyone else with what they are doing. Don't be afraid to contact the industry to find out what they are looking for in an employee and use the information to tailor your training."



HighGround

HighGround is a charity set up in 2013 by Anna Baker Cresswell whose Mission is to improve the employment and wellbeing prospects of serving personnel and veterans using the green environment. Outdoor stuff for outdoor people in a nutshell...

The Charity is tri-service and works with serving personnel and veterans (we call them HighGrounders) of all ranks and ages, across the UK and beyond. We receive no statutory funding and rely entirely on grant-making trusts and foundations and public donation to support and develop our work.

In January 2020 (great timing) we launched our Corporate Champions initiative with Barratt plc and Knight Frank as our first Corporate Champions.

Our Chairman Air Commodore (rtd) Ian Elliott signed the Armed Forces Covenant for HighGround in December 2020, and in Summer 2021 Tim Lever will join Team HighGround as our first Rural Employment Manager, after 30 year's service in the Royal Marines.

HOW DOES HIGHGROUND WORK?

Approximately 14,000 members of the Armed Forces leave every year although due to the pandemic many had their service extended, which will cause an uplift in those leaving (and a subsequent need for employment support and guidance) in late 2021 and 2022.

It is well recognised across a wealth of research that employment is a critical component of successful transition back to civilian life and more importantly that those (individuals) who choose a job as part of a career path, are more likely to be motivated and feel they are progressing (Forces in Mind Trust (2013) Understanding the transition process for service personnel returning to civilian life).

Those who join HM forces are predominantly outdoor people and the land-based sector offers an ever-increasing variety of opportunities for service leavers and veterans to deploy their unique transferable skills learned in the military. In post-Brexit Britain these qualities and skills have never been more needed across the entire land-based sector from Agriculture to Viticulture.

One of the principal challenges to face service leavers and veterans is to be able to

and continue their research into the land-based sector virtually.

HighGround's Rural Employment Manager will continue to expand the network of employers across the UK whilst providing support to HighGrounders via work experience, training and employment opportunities. He said "More and more service leavers and veterans are seeking to explore employment and self-employment opportunities in the land-based sector. Some approach this directly from service as part of the resettlement process. Others are looking for change and a challenge,

having taken a less than fulfilling role elsewhere on leaving the service. Whatever the individual circumstances a HighGround Rural Week, online or at Bicton College, offers the opportunity to learn more about the land-based sector, qualifications, career paths and opportunities, and to start networking with those already working in the land-based sector. On completion HighGrounders receive follow-up support benefiting from the established and growing HighGround national network. It must be said there is a direct crossover for attributes, mindset



Rural Week at Bicton College. Plant and machinery session.

identify these transferable skills and market themselves effectively to employers.

HighGround's advice and support service is based around Rural Weeks, a five day fully residential programme delivered at an agricultural college to a maximum of 10 participants which provides an overview of the land-based sector consisting of presentations by subject matter experts and visits to farms, golf courses, forest schools and much more.

When CV-19 prevented the delivery of Rural Weeks at Bicton, HighGround developed Virtual Rural Weeks which have now been integrated into the 2021 programme and offer the opportunity for service leavers and veterans to make new contacts



and skillsets developed during military service into the land-based sector. No one understands this better than those who have served, which is reflected in the growing number of ex military who are in established positions, coming forward to offer support.

Anna added "I am so grateful to The Royal Foundation for their support which enabled us to recruit Tim and he is already making his presence felt. This means we can help more of those who have served their Country to find jobs, careers and vocational occupation as they continue Life beyond the military – Outdoors.



Danny Mawson. Ex Para now Tree Surgeon 2.

September 2019. Credit Peter Davies

HOW CAN YOU HELP?

It costs HighGround £12,779 to deliver each Rural Week and £1,989 for a Virtual Rural Week.

Next year we want to roll out the Rural Weeks programme to Askham Bryan agricultural college near York and work with CTP to deliver our Virtual Rural Weeks to more serving personnel as part of their resettlement planning.

We can reach more service leavers and veterans if you help us by raising money and awareness. Join the Friends of HighGround – it won't cost you anything but it will do a lot of good!

For more information about Corporate Champions, please contact Anna to find out how we can help companies show their support for HighGround and benefit their employees at the same time. anna@highground-uk.org

We are proud to work with www.highground-uk.org/partners-and-funders and the many individual estates, landowners, vineyards, farms, forestry companies who help us deliver life beyond the military – Outdoors.

www.highground-uk.org



HighGround is a young charity, formed to assist in the transition from military to civilian life.

Service in the Armed Forces exposes personnel to working and living outdoors. The land-based employment sector offers an ever-increasing variety of opportunities for Service Leavers, Reservists and Veterans to use their transferable skills learned in the military to pursue jobs, careers and vocational opportunities and HighGround provides advice and Rural Weeks towards employment and fulfilment in civilian life.

We are also proud to be providing a Horticultural Therapy service for patients at the Defence Medical Rehabilitation Centre (DMRC), Stanford Hall.

Visit our website to find out more: www.highground-uk.org

anna@highground-uk.org | 07951 495272 | @HighGroundBoss

Become a Friend of HighGround and receive our free newsletter.



THE ROYAL FOUNDATION



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The Confederation
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HighGround, London Scottish House, 95 Horseferry Road, London. SW1P 2DX. Charity Reg. No. 1151225. Company limited by guarantee. Registered in England 08236843. Funded by the Armed Forces Covenant with funding from the Covenant Fund. We are proud to be a member of Cobseo and supported by The Royal Foundation.

Andy Reid to climb Mount Kilimanjaro



For many, scaling the majestic peaks of Mount Kilimanjaro would be a once in a lifetime opportunity, after all it holds the impressive titles of being Africa's tallest mountain and the world's largest free-standing mountain. Scaling it twice then, would be an incredible feat, perhaps something you would share with the grandchildren around the dinner table on special occasions. Andy Reid MBE, founder and chairman of The Standing Tall Foundation, has his sights firmly set on scaling Kilimanjaro for a second time. Impressive, right? However, let me explain to you that Andy is a triple amputee.

Andy was injured back in 2009 in Helmand Province, Afghanistan. Whilst on a routine foot patrol Andy unfortunately stepped on a pressure plate IED. He lost his right leg below the knee, left leg above the knee and his right arm. He was airlifted back to the UK where he spent days in a coma whilst doctors battled to save his life. Andy was not expected to come through this. Andy recalls his overriding focus once he regained consciousness, was "I'm a survivor, not a victim."

Andy's remarkable story was captured in his book 'Standing Tall' and on the success of this he decided to put his energy and focus into helping other people, especially veterans and disadvantaged people in the local and wider community. After a spell of helping to raise money for various local and national charitable organisations, through many diverse challenges, Andy decided to launch his own. The Standing Tall Foundation was born with the aim of supporting disadvantaged individuals and veterans. This was the launch pad for the Kilimanjaro challenge.

Andy and forty participants will be climbing Kilimanjaro this October via the Machame route to Uhuru peak and back down again as a 7

day trek. Andy is hoping this will raise in excess of £100,000 to put into the foundation to assist individuals in need of mental health and well-being support.

Andy is very much looking forward to the challenge, "I am really excited to be doing this challenge, I have some amazing people around me who immediately signed up to complete the challenge with me. At the forefront of our minds is the fact that we can raise enough funds to make a difference to disadvantaged and vulnerable people, especially those individuals who have been impacted even more by the pandemic. Some of the people in need of help were already in a vulnerable position before the Covid-19 outbreak and now many of those are at crisis point. I needed to take action to support these guys and help them fight back. Poor mental health and well-being are often symptoms of a multitude of complex issues that many are facing, which given the current climate, has been magnified. Job loss, debt and isolation are just a few of the real challenges facing our communities".

Andy is in preparation for this latest challenge and told us; "I'm going out on a hand-cycle nearly every day doing 20 to 30km and then I'm going up to the local park with the kids and getting lots of walking in, I'm just trying to build up the strength in my legs, really, so I can hopefully get to the top in one piece."

Andy added, "The first time I scaled Kilimanjaro was before my injuries, whilst I was still in the Army. This time will be very different but I have the determination and motivation to succeed in order to help and support those going through some of their darkest days. If I can inspire or give hope to anyone going through crisis, then every step will have been worth it, no matter how hard".

Andy will certainly have plenty to tell his grandchildren in the future!

The trip is now taking place in March 2022, due to the Pandemic

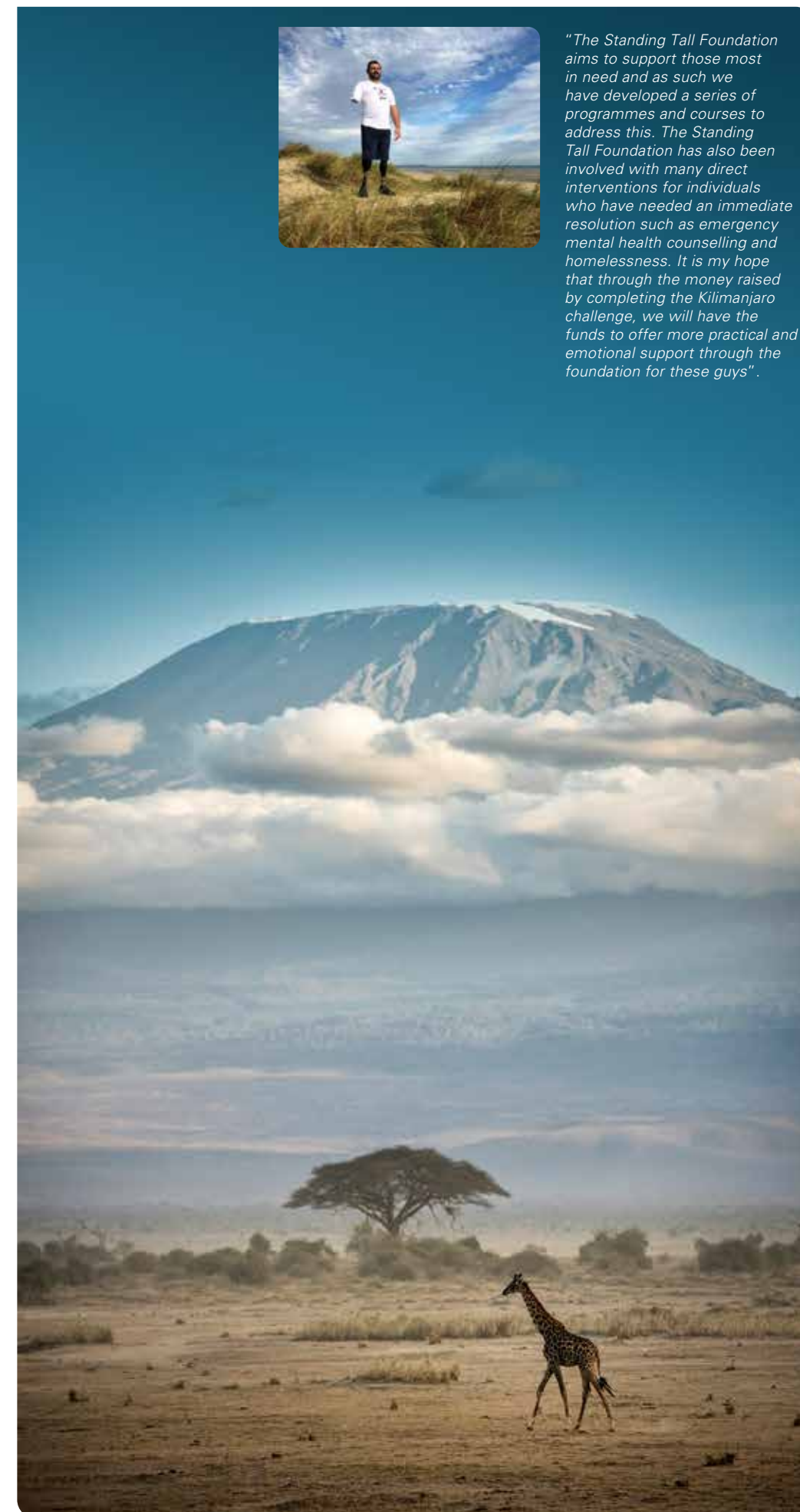


If you wish to support Andy's Standing Tall Foundation please donate to: www.justgiving.com/crowdfunding/standing-tall-kilimanjaro-october

If you are a business or organisation wishing to get involved with the foundation please email john@standingtallfoundation.org.uk and ask about information on our Foundation Partners Club.



"The Standing Tall Foundation aims to support those most in need and as such we have developed a series of programmes and courses to address this. The Standing Tall Foundation has also been involved with many direct interventions for individuals who have needed an immediate resolution such as emergency mental health counselling and homelessness. It is my hope that through the money raised by completing the Kilimanjaro challenge, we will have the funds to offer more practical and emotional support through the foundation for these guys".



Female veterans, military spouses & partners in Scotland celebrate employment boost

Ex-Servicewomen, as well as partners and spouses of military personnel, across Scotland, are celebrating securing new jobs, thanks to receiving employability support from RFEA, The Forces Employment Charity.

RFEA operates a range of programmes across Scotland and the rest of the UK, to help veterans and their families to gain meaningful employment. Thanks to a generous funding boost from the Scottish Government's Women Returners Programme, RFEA has been able to bolster its efforts to meet increased demand for its services, ensuring it has been able to provide employability support to some of those hardest hit by the pandemic.

Prior to the pandemic, female veterans, as well as partners and spouses of those serving already faced a number of challenges when entering the workplace, from frequent moves and isolated locations, to lack of social support and employment networks. Research shows they are also more likely to take on greater caring responsibilities and may undervalue their experience and deselect themselves from roles they are suitable for. Now they are facing a new set of challenges as a result of Covid-19, as many of the roles that offered flexibility, such as hospitality and retail, have gone into sharp decline.

RFEA provides tailored support and access to corporate mentoring through two specialist programmes – Military Women and the Families Programme. Both are led by expert Employment Advisors who, as well as having expert knowledge of the local jobs market, have experienced many of the same challenges as RFEA clients and can help maximise their employability, whether it be through offering CV advice, interview skills or help with finding suitable employment opportunities.

Claire Sally, one of RFEA's Regional Employment Advisors for Scotland, says: "Covid-19 has had a huge impact on employment in Scotland and sadly, many ex-Servicewomen and

Military partners/ spouses have been disproportionately affected. The good news is that we are actively working with a range of organisations, across industries such as financial, technology and healthcare, who all have vacancies to fill and recognise the value of employing people with experience of a military life. Plus, our specialist advisors, with bases across Scotland, are also on hand to provide all the support our clients need to help them find a meaningful and fulfilling role."



Alistair Halliday, Chief Executive of RFEA, adds: "As a result of our work, RFEA brings about life changing transformations for thousands of veterans, and their families, every year. We are incredibly grateful to the Scottish Government's Women Returners Programme fund for their support, which has enabled us to continue to give help to those who need it during this challenging time."



She says, "I had been applying for jobs but without much luck, when someone recommended RFEA. My advisor made me realise how much I had been underselling myself and showed me not only how to improve my CV and applications by reflecting more of my achievements, but also how to demonstrate to employers the positives that come with being a military partner, such as my resilience and adaptability, that make for great skills in the workplace. Thanks to the help I received, I have now secured a new role in the NHS. After I took the call to confirm I had been offered the job, I burst into tears with relief, knowing that the financial and emotional pressure I had been under would now be over. I have such immense gratitude for my advisor. Without her, I would not have found this job and I probably wouldn't even still be living here. Instead, I now have a sense of belonging from doing such a rewarding job, in an organisation where I know I am making a difference."

CASE STUDY

Jen Crews, whose partner is a Royal Marine, moved 500 miles from her home in the South East of England to begin a new life in Arbroath at the start of the pandemic. The relocation meant she had to forgo her existing role and sought to find a new role in the local area. Unfortunately, a combination of the impact of the pandemic on the jobs market, coupled with a lack of nearby support networks, meant she struggled to find a role. The impact of this was that she had to contemplate returning to her hometown, as her and her partner's financial situation became increasingly untenable.

Anyone seeking employment support or further information about RFEA should visit: www.rfea.org.uk



TechVets expands free cyber training offer to tech-curious service leavers thanks to funding boost

TechVets, a unique not-for-profit initiative and RFEA programme dedicated to building a bridge for veterans into cyber security and the technology sector, has received a funding boost of over £50,000. This will enable the organisation to extend its offering of free training to upskill more veterans than ever before and support them into sustainable careers in technology.

The funding from Veterans' Foundation (£25,236) and the Armed Forces Covenant Trust (£20,000), as well as techUK (£5,000) and cfms (£5,000) will enable TechVets to alleviate the issue of the skills gap in the tech and cyber industries, whilst also supporting the estimated 173,704 veterans who have lost their jobs and those at risk of redundancy due to the impact of the Covid-19 pandemic.

In 2017 only 4% (~38,000) of UK working age veterans were employed in 'Information and Communications', whereas veterans are 18% more likely than non-veterans to work as Process, Plant and Machine Operatives - three areas most likely to experience job automation by 2030.

Conversely, there are huge and growing employment opportunities for veterans within the tech industry, especially within cybersecurity. Veterans have vast transferable skills which are often only realised much later in civilian life at the detriment of the veterans, their families, businesses, and the UK economy.

TechVets provides access to a community of expert guidance and support to increase their confidence and explore areas of interest within the tech sector. The programme provides candidates with:

- Access to an online community
- Connection to other veterans and mentors within their geographical area and a ready-made network with veterans experienced in technology and cyber security
- Advice on career pathways within tech and cyber, as well as the best training recommended by industry experts
- Free training resources: The Veteran Digital Cyber Academy; SplunkWork+; TechVets Fortinet network Security Academy; Merimetro; TryHackMe; Pega Academy and CTF Team, as well as TechVets Hack The Box Team and Capture the Flag Team
- CV workshops for every candidate, as well as a CV review service and CREST distribution service ensuring CVs are seen by all the CREST companies across the UK
- Industry Education and Networking Events

TechVets has created Security and Infrastructure Foundation Pathways for all members to use as guidance. The pathways, developed by industry professionals from within the TechVets membership, use a blend of open source resources, our partner training and TechVets community support to empower those new to Cyber/Tech to choose the pathway that is best for them.



Army Veteran and TechVets Director, James Murphy, leads a 25 strong team of volunteers who provide support to the TechVets members and community. This helps maintain the close Military community as well as provide support virtual and physical to TechVets members across the UK. He says:

"There are huge opportunities to utilise the talent of ex-Servicemen and women to fill the serious skills gap that the tech and cyber industries are facing. Yet, currently, only a small proportion of veterans enter these tech sectors, at great disadvantage to themselves and the UK digital economy. The tech and cyber industries are crying out for talent and, thanks to the funding we have received, TechVets will be able to upskill and support more veterans than even before into exciting and sustainable careers in these sectors."



TECHVETS

Prince Philip

Duke of Edinburgh

1921–2021

RH Prince Philip was the nation's longest-serving consort who died aged 99 on 9 April, and would have marked his 100th birthday on June 10th 2021.

Prince Philip, Duke of Edinburgh, won widespread respect for his steadfast and constant support of the Queen.

It was a desperately difficult role for anyone, let alone a man who had been used to naval command and who held strong views on a wide range of subjects.

Yet it was that very strength of character that enabled him to discharge his responsibilities so effectively, and provide such wholehearted support to his wife in her role as Queen.

As male consort to a female sovereign, Prince Philip had no constitutional position. But no one was closer to the monarchy, or of greater importance to the monarch, than he was.

Prince Philip of Greece was born on 10 June 1921 on the island of Corfu. His birth certificate shows the date as 28 May 1921, as Greece had not then adopted the Gregorian calendar.

His father was Prince Andrew of Greece, a younger son of King George I of the Hellenes. His mother, Princess Alice of Battenberg, was the eldest child of Prince Louis of Battenberg and sister of Earl Mountbatten of Burma.

After a coup d'état in 1922, his father was banished from Greece by a revolutionary court.

A British warship sent by his second cousin, King George V, took the family to Italy. Baby Philip spent much of the voyage in a crib made from an orange box.

He was the youngest child, the only boy in a family of sisters - and his early childhood was spent in a loving atmosphere.

The prince began his education in France but, at the age of seven, came to live with his Mountbatten relatives in England, where he attended a prep school in Surrey.

By this time his mother had been diagnosed with schizophrenia and been placed in an asylum. The young prince would have little contact with her.

In 1933, he was sent to Schule Schloss Salem in southern Germany, which was run by educational pioneer Kurt Hahn. But within months, Hahn, who was Jewish, was forced to flee Nazi persecution.

SEAFARING TRADITION

Hahn moved to Scotland where he founded Gordonstoun school, to

which the prince transferred after only two terms in Germany.

Gordonstoun's Spartan regime, with its emphasis on self-reliance, was the ideal environment for a teenage boy who, separated from his parents, felt very much on his own.

With war looming, Prince Philip decided on a military career. He wanted to join the Royal Air Force but his mother's family had a seafaring tradition and he became a cadet at the Britannia Royal Naval College, Dartmouth.

While there he was delegated to escort the two young princesses, Elizabeth and Margaret, while King George VI and Queen Elizabeth toured the college.

According to witnesses, Prince Philip showed off a great deal. But the meeting made a deep impression on the 13-year-old Princess Elizabeth.

Philip quickly proved himself an outstanding prospect, passing out at the top of his class in January 1940 and seeing military action for the first time in the Indian Ocean.

He served in the war, first as a midshipman, and worked on board a number of Royal Navy vessels.

He transferred to the battleship HMS Valiant in the Mediterranean Fleet, where he was mentioned in dispatches for his part in the Battle of Cape Matapan in 1941.

As the officer in charge of the ship's searchlights, he played a crucial role in this decisive night action.

"I found another ship and it lit up the middle part of it, whereupon it practically disappeared instantly under a salvo of 15in shells at point-blank range," he told BBC Radio 4 in 2014.

In mid-1941, following the Battles of Cape Matapan and Crete, the future Duke of Edinburgh headed to Portsmouth to take a sub-lieutenant exam.

The five-part test consisted of sections in gunnery, torpedoes, navigation, signals and seamanship, with marks ranging from one to three (highest to lowest) in each.

Philip scored highly, achieving a 'four-one', with just one of his subjects being graded as a two.

By October 1942, he was one of the youngest first lieutenants in the Royal Navy, serving on board the destroyer HMS Wallace.

ENGAGEMENT

Throughout this period, he and the young Princess Elizabeth had been exchanging letters, and he was invited to stay with the Royal Family on a number of occasions.

It was after one of these visits, over Christmas 1943, that Elizabeth placed a photograph of Philip, in naval uniform, on her dressing table.

Their relationship developed in peacetime, although there was opposition to it from some courtiers - one of whom described Prince Philip as *"rough and ill-mannered"*.

But the young princess was very much in love and, in the summer of

1946, her suitor asked the King for his daughter's hand in marriage.

However, before an engagement could be announced, the prince needed a new nationality and a family name. He renounced his Greek title, became a British citizen and took his mother's anglicised name, Mountbatten.

The day before the marriage ceremony, King George VI bestowed the title of His Royal Highness on Philip and on the morning of the wedding day he was created Duke of Edinburgh, Earl of Merioneth and Baron Greenwich.

The wedding took place in Westminster Abbey on 20 November 1947. It was, as Winston Churchill put it, a *"flash of colour"* in a grey post-war Britain.

CAREER CURTAILED

The duke returned to his naval career and was posted to Malta where, for a while at least, the couple could live the life of any other service family.

Their son, Prince Charles, was born at Buckingham Palace in 1948, and a daughter, Princess Anne, arrived in 1950. They were later joined by Prince Andrew (1960) and Prince Edward (1964).

On 2 September 1950, he achieved the ambition of every naval officer when he was appointed to his own command, the sloop HMS Maggie.

But his naval career was about to be curtailed. The worsening health of George VI meant his daughter had to take on more royal duties and needed her husband by her side.

Philip took leave from the Royal Navy in July 1951. He never returned in an active role.

The Duke of Edinburgh, however, was promoted to the rank of commander in the Royal Navy in June 1952.

The duke was not a man to carry regrets, but he did say in later life that he was sorry he had been unable to continue his career in the navy.

Contemporaries have said that he could, on his own merit, have risen to become first sea lord.

In 1952, the royal couple set off on a tour of the Commonwealth originally planned to be undertaken by the King and Queen.

In 1953, he was given honorary five-star appointments in all three services, being made an Admiral of the Fleet, British Army Field Marshal and Royal Air Force Marshal.

In 2011, he was made Lord High Admiral, the office of titular head of the Navy, succeeding the Queen in the role.

HONORARY MILITARY RANKS AND TITLES HELD BY THE DUKE OF EDINBURGH DURING HIS LIFETIME

Army

- Field Marshal of the British Army
- Colonel, Grenadier Guards
- Colonel-in-Chief, Army Cadet Force
- Colonel-in-Chief, Royal Electrical and Mechanical Engineers
- Colonel-in-Chief, Intelligence Corps
- Colonel-in-Chief, Queen's Royal Hussars
- Colonel-in-Chief, The Rifles

Army

- Royal Colonel, The Highlanders, 4th Battalion, The Royal Regiment of Scotland
- Colonel-in-Chief, Queen's Own Highlanders (Seaforth and Camerons)
- Honorary Colonel, University of Edinburgh and Heriot-Watt Officer Training Corps
- Colonel, Welsh Guards
- Honorary Colonel, Leicestershire and Derbyshire Yeomanry
- Member, Honourable Artillery Company
- Colonel-in-Chief, Queen's Royal Irish Hussars
- Colonel-in-Chief, Duke of Edinburgh's Royal Regiment (Berkshire and Wiltshire)

Royal Navy

- Admiral of the Fleet
- Lord High Admiral
- Royal Air Force
- Marshal of the Royal Air Force
- Air Commodore-in-Chief of the Air Training Corps
- Honorary Air Commodore of RAF Kinloss
- Air Commodore of the University Air Squadron

Royal Marines

- Captain General

Second World War medals

- 1939-45 Star
- Atlantic Star
- Africa Star
- Burma Star with Pacific clasp
- Italy Star
- 1939-45 War medal, with Mentioned in Dispatches oak leaf





Alcoholics Anonymous

National Helpline 0800 917 7650

www.alcoholics-anonymous.org.uk

Alcoholics Anonymous has over 4,400 groups throughout Great Britain dedicated to helping those with a serious alcohol problem learn how to stay sober. Groups are made up of people from all walks of life and all age groups. Through friendship and mutual support, members assist each other in coping which is made easier by meeting others with the same problem. There are no dues or fees for membership and anonymity is carefully preserved.

Anyone who believes they have a drink problem can contact Alcoholics Anonymous by using the helpline number above or email; help@aamail.org

Further information may be obtained from the web site above or from the General Service Office at the address below.

For information:
P.O. Box 1, 10 Toft Green, York. YO1 7NJ
Tel: 01904 644 026

 **Alcoholics Anonymous**
OUR PRIMARY PURPOSE IS TO SOBER OURSELVES AND HELP OTHERS TO ACHIEVE SOBRIETY

YOU DON'T HAVE TO LIVE HERE TO CALL US!

THE ONLY REQUIREMENT IS A DESIRE TO STOP DRINKING

0800 917 7650

GO ONLINE AT: alcoholics-anonymous.org.uk

Drinking on the Job...

AA is concerned solely with the personal recovery and continued sobriety of individual alcoholics who turn to the Fellowship for help.

AA experience has always been made available freely to all who sought it.

Do you want help with a drinking problem?

If alcohol is costing you more than money, then call us today in complete confidence on 0800 9177 650, or email us at help@alcoholics-anonymous.org.uk

"My 10 year old daughter succumbed to cancer....my drinking rocketed...I learnt to use drink to numb the pain. Then followed a dark period in my life...extended periods of diagnosed depression and marriage break up. I finally admitted to occupational health that I needed help – the response was supportive and nothing like I expected I was offered a place in re-hab, and introduced to Alcoholics Anonymous."

I am now approaching six years of continuous sobriety. I retired from the Police Service sober after 30 years' service and now work with others trying to recover from alcoholism"
Former Detective Inspector

"I had a good job, a wonderful family and home...but the lost days and lost peace of mind for my wife was a greater cost. I was a 'functioning alcoholic' - I worked well and professionally as a police officer, in several specialist roles and with promotions."

"I hid bottles around the house to drink when my wife was busy... The next morning was always a panic, to check that the bottles were still hidden."

"My rock bottom came after a weekend lost in four bottles of gin and the following morning I rang AA. I admitted to my wife and my two daughters that I was an alcoholic and they helped me get to my first meeting. I knew at the end of that meeting that I'd found the right place".

Former Inspector

"My wife had left home; I'd been assaulted in the town centre a few days later and hadn't defended myself for the first time; my emotional life was becoming even more unmanageable. I was forced into accepting that I couldn't drink safely. Like a blinding glimpse of the obvious, the answer was 'Don't Drink!' How to do it? I became committed to AA..."

Former Superintendent

We desperately need people with communication skills, organisational abilities, and a knack for forming relationships, motivating and building trust.



Thousands of roles available in the 'hidden' employability industry as the sector prepares for the busiest time in its history.

Fancy a rewarding career utilising the many transferable skills a forces background has equipped you with?

Many roles won't require direct industry experience; employability organisations are looking more for the skills you can offer.



The employability industry, which supports jobseekers back into work, is itself looking to recruit 20,000 additional roles to help

get the UK back to work.

Industry body ERSA – the Employment Related Services Association – is leading the call for people of all professional and personal backgrounds to consider a career in employability, with veterans clearly in their sights as a source of untapped talent.

"Employability is a hidden industry – an area you might know little about unless you've had first-hand experience of unemployment – but it's a sector that embraces the skills and lived-experiences that workers can bring from other areas," explains ERSA Chief Executive, Elizabeth Taylor. "We desperately need people with communication skills, organisational abilities, and a knack for forming relationships, motivating and building trust. Many roles won't require direct industry experience; employability organisations are looking more for the skills you can offer."

"The companies that work in our sector have a breadth of roles to be filled, from frontline advisers, trainers, and youth workers to wellbeing professionals, admin and IT staff. The sector offers

fulfilling roles, professional career development and accreditations. All wrapped up in a buoyant, growing and innovative industry, working with like-minded people to help those that need it most."

With recent Government contract announcements, the sector is at its busiest in terms of levels of financial support and expansion. Over the next three years, more than one million unemployed people will be supported to find work in England and Wales as the employability sector manages and proactively changes the challenge of unemployment during and following Covid-19.

With all hands on deck for the next few years, the industry itself must upscale at pace and fill a diverse range of positions, across all levels of skills and expertise. In a nutshell, the sector is short staffed and requires jobs to be filled as a matter of urgency.

"The organisations that have won employability contracts need frontline advisors, commercial managers, performance managers, people who can manage stakeholder relationships and handle referrals," Elizabeth adds. "Then you have employer engagement roles – people who will go out into the community looking for local vacancies and talking to local businesses."



CASE STUDY

Twenty years ago, Jayne Garner, now Head of Delivery for major employability provider Ingeus, worked in the heady, high flying world of recruitment, but became disillusioned, knowing her skills could be put to better use. She became a frontline advisor, working with long term unemployed people, and hasn't looked back. She is now an award winning driving force in enhancing the long term life chances of people to find and sustain employment, managing a team of 120 colleagues to do just the same.

Jayne says: "I didn't appreciate the opportunities that were open to me within the employability sector, but when I did, I made the decision to take the plunge and not regret something I hadn't done. It was the best decision I ever made, and today I embrace the challenges that each day brings me. At the end of every day, I know my efforts have made that difference and that my day-to-day is worthwhile."

INTERESTED IN THE OPPORTUNITIES THE EMPLOYABILITY INDUSTRY OFFERS?

The ERSA website lists ERSA members' vacancies for the new Restart employability programme: www.ersa.org.uk/restartjobs

or search online for employability jobs:

<https://findajob.dwp.gov.uk/search?q=employability&w=https://jobs.theguardian.com/landingpage/2868250/jobs-employability.html>
<https://uk.indeed.com/Employability-jobs>
<https://www.totaljobs.com/jobs/employability>
<https://www.red5people.co.uk/job-category/employment-support/>
<https://www.thelevycompany.co.uk/employability>
<https://www.alderwoodrecruitment.com/employability-welfare-work-jobs>
<https://www.myiep.uk/page/IEPTalentAcademy>

ersa
Employment Related
Services Association



Impact of reserve service after regular service

In this article Mary Petley of the Forces Pension Society sets out the impact that Full Time Reserve Service (FTRS) or Part Time Volunteer Reserve Service (PTVR) could have on them.



If you are leaving with a pension, you could see it abated. If you leave Regular service with an AFPS 75 or AFPS 05 pension and take up a post which would entitle you to pension benefits under a Service pension scheme your rate of pay (ROP) in your new post plus your pension cannot exceed your old ROP, plus inflation if appropriate, without your pension being affected for the duration of your further service. This does not mean that the new ROP can never be more than the old – it can... but the pension will stop.

Let's have a look at a few simple examples. I have used AFPS 75 cases but the same principles apply to AFPS 05. I am assuming 22 years Reckonable Service and retirement on 31 March 2021. At time of writing, the final 6 years of service is as AFPS 15 member so the Immediate Pension (IP) based on service prior to 1 April 2015 (so, 16/22nds of the 22 year rate for the rank):

WO2 Smith leaves with an AFPS 75 IP of £10,586. His pay on his last day of Regular service was £42,000. He takes up an FTRS job on the same ROP. As his new ROP is equal to the old, the pension stops. His position

would not alter had all of his service counted in AFPS 75.

WO1 Bloggs leaves with an AFPS 75 IP of £11,973. Her pay on her last day of Regular service was £50,000. She takes up an FTRS post with a new ROP of £35,000. Because her new ROP plus IP is less than her old ROP no abatement is necessary. Had all of her service counted in AFPS 75 her IP would have been £16,463, so her pension would have been abated by the £1,463 by which her old ROP was exceeded.

WO2 Jones leaves with an AFPS 75 IP of £10,586 and joins the PTVR. His pay on his last day of Regular service was £45,000. He would have to earn over £34,414 from PTVR duties for the abatement rules to kick in. Had he not been transferred to AFPS 15 his pension would have been £14,556 and he would have to earn over £30,444 before his pension was abated. Were he to be sent on an operational tour, the abatement rules do not apply, so no problem there.

Annual pay rises do not affect the abatement calculation but promotion or taking on a fresh commitment, the calculation is done afresh.

AFPS 75 members who intend to commute need to understand how commutation works. Commutation gives members the opportunity to 'buy' a second lump sum and pay for it from pension before tax. It is the fact that commutation reduces the individual's tax liability that makes it attractive to many people - so it is important to make sure that there is sufficient pension remaining in payment to pay for it! If there isn't, the repayments are taken from pay after tax, making it more expensive.

Turning now to EDP benefits from either AFPS 05 or AFPS 15. EDP benefits comprise a one-off lump sum and then an annual income payable until preserved/deferred pension age. AFPS 15 EDP benefits are unaffected by either FTRS or PTVR service but not so for AFPS 05 EDP benefits.

If you leave with an AFPS 05 EDP and join the FTRS, the EDP income stops until you leave again. So far, so good, but the AFPS 05 EDP Scheme requires that any 'unexpired portion' of the lump sum be paid back. So, for example, if the EDP lump sum was equivalent to 12 months' pay, and

the member re-joins or takes up an FTRS post 6 months after receiving the lump sum, 50% of the lump sum will have to be repaid. There is no impact on the AFPS 05 EDP benefits if you join the PTVR.

Finally, if you are leaving before the IP or EDP point, you might be entitled to a Resettlement Grant (RG). PTVR service has no impact on the RG but FTRS service may do. There must be a break of 31 days before joining the FTRS (longer for some re-joining the Regulars) to avoid it being clawed back!

If you are a member of the Forces Pension Society and have any pension-related questions, contact us on pensionenquiries@forpen.co.uk. If you are not a member but would like to learn more about us, visit www.forcespensionsociety.org.





WHAT IS FRANCHISING?

Business format franchising is the granting of a license by one person (the franchisor) to another (the franchisee), which entitles the franchisee to trade under the trade mark/trade name of the franchisor. This agreement also allows franchisees to make use of a comprehensive training package, consisting of all of the necessary information to enable a previously untrained person to establish a business using the brands format with continued support from the franchisor.

The British Franchise Association

You may be considering joining a franchise as your next career move, which is great. The British Franchise Association are on hand to help you prepare to ask the right questions and make the right choice for you.

WHO ARE THE BRITISH FRANCHISE ASSOCIATION?

The British Franchise Association (bfa) was established in 1977 and is the only voluntary self-accrediting body for the UK franchise sector. Its aim is to promote ethical franchising practice in the UK and help the industry develop credibility, influence and favourable circumstance for growth. It does this with a self-regulatory, standards based approach to membership of the association. In addition the bfa works to increase the awareness of ethical franchising by communicating with government, academia, the media and the UK public on what constitutes franchising best practice.

WHAT CONSTITUTES A 'GOOD' FRANCHISE?

Simply put, a 'good' franchise will protect the interests of their franchisees whilst supplying the agreed training and ongoing support for any franchisee trading under their proven business model. As franchising in the UK is unregulated, there are franchises around that fall short of any or all of these characteristics and this is why it is important for you to do your research before handing over any money or signing a legally binding contract.

All members of the bfa have undergone and passed the bfa's

rigorous accreditation process. These brands then agree to abide by the bfa's rules of membership and periodic reaccreditation of their brand as standard. To complete this accreditation process, the bfa's accreditation team review the brands promotional materials, check they can evidence their financial projections, survey the franchisee network and check the franchise agreement with a bfa accredited legal advisor. This detailed process is designed to filter out the brands who do not meet the bfa's standards. As a result, brands do not always pass their accreditation the first time. The bfa then provide feedback on what changes or improvements need to be made to meet these standards, thus enabling franchisors to improve their franchise offering for the benefit of their whole network.

Not being a member of the bfa does not mean that a franchise brand is not 'good'. bfa membership is voluntary and there can be a number of reasons that brands choose not to join membership. However, it is incredibly important when considering joining a franchise to complete your due diligence to ensure the brand is right for you before you commit – especially if the brand has not undergone bfa accreditation.

WHAT CHECKS SHOULD I MAKE BEFORE I JOIN A FRANCHISE?

What checks shouldn't you make should be the question! As mentioned before, prospective franchisees invest time and money into building a business under an already established brand; therefore it is important that they are comfortable that the brand is worthy of that commitment.

Check them out online: The World Wide Web is incredibly powerful tool to utilise when finding out more about a brand's reputation. With social media and customer reviews so easily accessible you are able to not only see whether a brand has developed a negative reputation for their franchise operation, but also whether their network of franchisees are helping to build a positive brand image through their customer service – after all who wants to join an operation with a network of franchisees that are damaging the brands reputation?

That being said, do bear in mind that there are always two sides to the story. Do bring any concerns raised during online research to the franchisors attention. They may have a good explanation for what you found or alternatively, they could convince you that their brand is not where you want to place your trust and funds.

Ask them detailed questions:

To name a few: how long did the business operate before they franchised? How long have they been franchising? How many franchisees are currently operating? Have many franchises failed whilst trading under the brand? These can feel like tough questions to ask, however, it is incredibly important that you ask them. Firstly, you can find out a lot about a franchisor from how transparent and forthcoming they are when answering these questions. Secondly, a 'good' franchisor will be selective about who they introduce into their network, being prepared with sensible and detailed questions proves commitment to the franchisor.

For more questions to ask a franchisor during your initial meetings, visit the bfa website and read 50 questions to ask a franchisor: www.thebfa.org/join-a-franchise

Speak to existing franchisees:

This is a crucial step to check what training and ongoing support is received once the franchise agreement has been signed. Don't be fooled into only speaking to the franchisors favourites, they should be willing to allow you to choose from a list of their franchisees which you would like to speak to. You may wish to ask to choose

from lists of their top performers, average performers and under performers to determine how they support received is adapted to the requirements of their franchisee.

Request evidence of financial projections: It is inevitable that a brand will indicate to you how much money you can expect to make whilst trading under their model and brand. Before you trust these projections, request to see evidence that these have previously been met.

At this stage it is fairly common for a franchisor to ask for a refundable deposit before they reveal their financials to a prospect. This must be refundable and is usually refundable less any reasonable expenses. Reasonable expenses are genuine costs such as, paying a surveyor to scope out locations in your local territory, not administration charges for answering your questions. This refundable deposit will be returned to you if you decide the proposition is not for you. If you decide to proceed to invest in the franchise, this will usually be deducted from the franchise fee you pay at the start.

Get the franchise agreement checked: The bfa can't stress enough how important it is not to skip this step. This legally binding document will form the basis of your business relationship for

the duration of the contract. A single document that details both the franchisor and franchisee responsibilities, as well as what protections are in place to prevent you from being terminated from the network without cause.

For a full list of bfa accredited solicitors who specialise in franchising, visit the bfa website: www.thebfa.org/members



You can view a full list of bfa members on the bfa website here: www.thebfa.org/members

WHAT ARE THE BENEFITS OF JOINING A FRANCHISE?

There is no guarantee of success no matter what type of business you are starting. However, business churn rates in franchising are low at just 4.6%1, 1.6% of which accounts for retirement. Franchising has proven itself to be a fantastic route to self-employment and business ownership, with 44,2001 businesses in the UK owned by franchisees. More than half of these franchisees are reporting that their businesses are achieving an annual turnover of over £250,0001. Besides the financial rewards, franchised businesses are also creating jobs for their local communities, with 621,0001 people employed in franchising.

A great feature of franchising is that franchisees often do not need previous experience in the sector they are joining, this is because the franchisor will provide comprehensive training and ongoing support to help the franchisee build and grow their business. The flexibility of franchising is allowing a variety of motivated individuals the opportunity to own their own business, including mothers who

are returning to work. The plethora of franchise opportunities available cover a variety of sectors and models. As a result, franchisees are able to decide whether they would like a business that requires a larger time commitment in exchange for greater financial rewards and opportunity for business growth, or whether they would like a more flexible business that fits around their family commitments whilst still providing a fulfilling career.

The biggest benefit of all is that the business model has been proven. This means that the franchisor has traded under their model to test the model and calculate their financial projections. As a result, the franchisor will have learned from mistakes made in their own business, this enables them to provide training and support to ensure their franchisees can avoid repeating these mistakes. Use of a proven business model is also looked upon favourably by banks when they are considering lending to a prospective franchisee as opposed to an individual starting a private company.

WHAT DOES THE BFA OFFER TO HELP PROSPECTIVE FRANCHISEES MAKE THE RIGHT CHOICE?

There are a host of resources available on the bfa website

designed to help franchisees prepare to make this big choice. The bfa have developed a free online course in association with Lloyd's Bank to help prospective franchisees build a strong foundation of knowledge. The Prospect Franchisee Certificate is easily accessible, modular and can be completed at your own pace. At the end of the course, you will be able to print a certificate to show that you have taken the time to learn about franchising and what it could mean for you.

ARE THERE ANY DISADVANTAGES TO JOINING A FRANCHISE?

Joining a franchise brand does not grant you a license to print

money. Starting a new business requires an investment of time and money that should be expected. However, some prospective franchisees fall into the trap of joining a brand without doing much research and begin their journey with unrealistic expectations. This is why bfa member brands are looked upon favourably by prospective franchisees, not only have they undergone a voluntary accreditation process, they have also committed to running an ethical operation and encourage franchisees to ask questions that will be answered with transparency before the agreement is final.



To find out more about joining a franchise, visit the bfa website: www.thebfa.org



We encourage people to spend time researching the franchise opportunity well. We will meet with you face to face for a Discovery Day, where we will walk you through the business plan and answer all your questions. From here, we ask you to spend lots of time out with franchisees, experiencing typical working days, so that you can be sure it is the right next step for you and your investment. Call us on **01543 481616** to get the ball rolling and request an information pack.

Autosmart franchisees are at the centre of a support infrastructure which is in place to help them succeed. They are allocated their own business coach and receive shoulder-to-shoulder coaching. There is also a National Account service, with a team that works with the franchisee to secure large accounts in their local area. Alongside this sits in-depth and ongoing product training, provided both 1-2-1 and via the latest digital tools. We do not look for people with sales or sector experience, just a will to win attitude, determination, good planning and organisation and an enjoyment of meeting new people every day.

Our franchisees operate within their own exclusive territories and visit their customer base regularly, **which provides them with a regular monthly income.** In a world of online ordering that lacks human interaction Autosmart are known for our personal focus on our customers. Customers are visited by an absolute expert who can show them how to make our concentrated cleaning products last longer with a unique cost control system. This resonates more than ever with businesses who are looking to keep their costs down. Simply put, Autosmart franchisees are friendly local business owners, on hand to provide quality cleaning products, cost saving systems and world-class expertise.

SOME OF OUR FRANCHISEES TELL US WHY THEY WOULD RECOMMEND AUTOSMART...



"I'd never sold before, so it's been a big learning curve. Running your own business means that you are sales person, financial controller, logistics manager, IT consultant and purchasing manager – all rolled into one!"

"After passing the 2 year mark, I had paid off my bank funding and had taken on my brother as a sales assistant, freeing me up more time to focus on the things that mattered the most – visiting existing customers and prospecting for new business."

"The last few years have been incredibly hard work, but very rewarding. The thing I love most about being an Autosmart franchisee is having the continued backup and support from both head office and fellow franchisees. Running your own business is daunting and comes with risk but with the support infrastructure from a world-class system and a team of experts available to help you at every stage from business start up to product knowledge, opting for a franchise is a much safer bet".

Steve Beaumont
Derby Dales



"Right from the start it seemed a safe choice, which is important when you have a family to think of. It's a tried and tested formula, with over 40 years of experience. From day one, the training and support are fantastic – even franchisees with no previous sales experience learn how to succeed, thanks to on-going field training. I trebled my sales in less than 2 years and am still growing."

"15 years have passed since I started my franchise. I am as sure as ever I made the right choice with Autosmart. Despite 3 downturns in the economy, recession, banking crisis, oil price slumps, our business has continued to grow."

Frank Sutherland
Aberdeen

Take Control of your future with the UK's No.1 van-based franchise

Employers are keen to attract Armed Forces leavers into *their* companies as the key skills learnt during service can be used directly to grow their profits.

Leadership, discipline, time management, and excellent communication and people skills are all second nature to you but are highly sought after by companies to give them the competitive edge. Have you considered using these skills to

run your own business? Where you call the shots and you reap the rewards of your own hard work? Where the profits stay with you?

You might consider running your own business a big leap into the unknown, we understand that, but being a franchise owner with the UK's No.1 van-based franchise, Autosmart is an excellent halfway house. You will have the freedom and flexibility that self-employment brings and benefit from the back up and support of our major global system and our 40 years' experience in helping business owners run profitable, sustainable and recession-proof businesses.

Autosmart is a British manufacturer and the UK's leading supplier of professional vehicle and hygiene cleaning products to the trade. We have been franchising for over 40 years, which makes us one of the most long-standing

franchisors in the UK. Our franchise network is very well established too, with 120 franchisees covering their own exclusive territories from John O'Groats to Lands End. These days, a franchise re-sale with Autosmart is a rare opportunity, as our business partners stay with us a long time, with 50% of our network staying with us for over 10 years and 75% for over 5 years.

Unlike many other franchisors, Autosmart does not charge management fees or royalties, all your profits belong to you.

AUTOSMART FRANCHISEES OPERATE FROM PURPOSE BUILT MOBILE SHOWROOMS

They provide a range of over 300 professional cleaning products to businesses that use them to keep their premises, vehicle fleets, staff and customers safe and clean. The market place is

vast and includes car dealerships, ambulance services, haulage & transportation, vehicle rental companies, body shops, agricultural dealers, coach and bus operators, plant hire and construction and food processors. All of these businesses rely on our products, benefit from savings by buying in bulk and consider us a trusted supplier and partner. We are proud that these customers rate us **'Five Star – Excellent'** by Trustpilot.

Franchisees who join our network today, take the reins on an established business with a repeat-round of customers, which provide them with an income from day one. They typically grow their turnover by a **massive 33%** in the first year alone, proving the vast scope for growth and expansion with our franchise opportunities. Clearly, any business that has a cleaning need is a potential customer.

WELCOME TO OUR COMMUNITY

AUTOSMART INTERNATIONAL

WHERE WE'RE ALSO PROUD TO KEEP THE STREETS CLEAN

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TO FIND OUT HOW WE CAN HELP YOU SECURE YOUR FUTURE WITH OUR AWARD-WINNING FRANCHISE MODEL

Why Automotive Franchising is a Smart Fit for Former Military Personnel

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



COMMUNITY NETWORK

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

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

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



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

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

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

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

DETERMINATION = SUCCESS

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

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

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

EXECUTING A PLAN

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

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

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

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

MENTORING

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

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

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

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

ADAPTING TO CHANGE

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

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

MILITARY PERSONNEL TO CAR BODY REPAIR TECHNICIAN IN 4 WEEKS

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

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

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

NATIONAL MARKETING CAMPAIGN

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

THE CHIPSAWAY FRANCHISE PACKAGE

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

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

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

MAKING A CAREER CHANGE INTO FRANCHISING

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

From Forces to Franchising

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

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

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



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



Market-leading Brand with Proven Demand



National Marketing Campaigns, inc. TV, Social & Digital

Get started from £15,000 + VAT**

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

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

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



Call now 0800 980 5422
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INDUSTRY SECTOR	COMPANY NAME	E-MAIL	ADDRESS	TELEPHONE NUMBER
	Club Managers Association of Europe (CMAE)	debbie.goddard@cmaeurope.org	1b Bagshaw Close, Ryton on Dunsmore, Warwickshire, CV8 3EX	
Accounting, Auditing, Tax/Actuarial, Legal	Larus Consulting Ltd	enquiries@larusconsulting.com	The Counting House, 9 High Street, Tring, Hertfordshire, HP23 5TE	

Advertising/Marketing /Public Relations, Sport/Leisure



FIRST POINT PHOTOGRAPHY LTD

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Email: **paul@firstpointphotography.co.uk**

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The UK's Leading Vocational Photography Training for Weddings, Portraits and Newborn Photography. City&Guilds Assured Courses, all students on short courses receive City&Guilds Assured Certificates. CEO of First Point Photography Paul Brook studied at the prestigious Arts Institute, Bournemouth, and Sinar in Switzerland. As well as a degree in photography Paul also has his professional qualifying examination (PQE) from The British Institute of Professional Photographers (BIPP). Paul opened the studio in 1995 and built the business up to be a successful high street studio, establishing his style as a contemporary portrait and wedding photographer as well as in advertising and editorial. In 2002 the studio expanded and started photography seminars. The seminars were aimed at the keen amateur looking to develop their hobby into a full/part time business. Over the past 6 years the demand for the seminars has expanded dramatically, resulting in the opening of the photography school to run alongside the successful commercial studio.

Agriculture, Fishing, Forestry	TKF Training	jonny.ripley@tkftraining.co.uk	Cross Gate Rd, Scholes, Holmfirth, HD9 1SL	
Agriculture, Fishing, Forestry	Cornwall College	polly.pairmanphillips@bicton.ac.uk	Cornwall College, St Austell, John Keay House, Tregonnisey Road, St Austell, Cornwall, PL25 4DJ	
Agriculture, Fishing, Forestry	Sawpod Ltd	thedarbyshires@yahoo.co.uk	5 Sarson Close, Ampert, Andover, Hampshire, SP11 8AB	
Agriculture, Fishing, Forestry	Plumpton College	michelle.connors@plumpton.ac.uk	Ditchling Road, Plumpton, East Sussex, BN8 3AE	
Agriculture, Fishing, Forestry, H&S	Allarb Ltd	allarb@btinternet.com	5 Leicester Way, Eaglescliffe, Stockton-on-tees, TS16 OLP	
Aviation	Flight Deck Wingman	andrew@flightdeckwingman.com	3 Farnham Park, Upper South View, Farnham, Surrey, GU9 7GJ	
Aviation	Resource Training	Adrian.Bates@ResourceGroup.co.uk	Beacon House, William Brown Close, Llantarnam Park, Cwmbran, Gwent, NP44 3AB	
Aviation	The Aerial Academy (Drone Training Ltd)	office@dronetraining.co.uk	Place Farm, Drayton, Norwich, NR8 6HD	
Aviation	Kittyhawk Drones LLP	richard.hull@kittyhawkdrones.co.uk	Unit 2B, The Vo-Tec Centre, Hambridge Lane, Newbury, Berkshire, RG14 5TN	

Aviation



AIRLINEPREP LTD

Telephone: **01293 804767**

Email: **ben@airlineprep.co.uk**

The Beehive, City Place, Gatwick Airport, RH6 0PA

Welcome to AirlinePrep, the leading airline pilot interview and assessment training provider in Europe. AirlinePrep was established to expose and train current and future airline pilots in the varied and challenging recruitment methods that airlines and training providers use to assess and recruit their pilots, created in 2010 and run by two UK based airline pilots. Our team has grown considerably and contains current airline Captains and First Officers, all flying for major UK based airlines as well as airline HR recruiters. If you are a current military pilot due to leave the armed services with the aim of joining an airline, then our military pilot group airline assessment preparation course is for you! Our team of instructors include pilots who flew fast jet, multi and rotary in the armed forces and now fly for the airlines, as well as recruiting for some of those airlines!

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Aviation, Engineering	Air Service Training	peter.farrow.perth@uhi.ac.uk	Perth College, Braham Building, Crieff Road, Perth, PH1 2 NZ	
Building, Construction	CISTC	info@cistc.co.uk	Rose Court, Rye Common Lane, Crondall, Surrey, GU10 5DD	
Building, Construction	Training and Safety Consultants Ltd	david.foster@tsumnersmith.co.uk	T Sumner Smith Suite 13-16, 1st Floor Barton Arcade, Deansgate, Manchester, M3 2BH	

Building, Construction



PGL TRAINING

Telephone: **01392 537543**

Email: **katrina.tapp@pgltraining.com**

St Loyes Foundation, Topsham Road, Exeter, EX2 6EP

PGL Training is a professional training company offering a comprehensive range of courses. All of our lecturers are extensively trained and have experience from site so you know you are receiving the best possible teaching when you come to PGL. We offer Forces Resettlement Training courses and have a wealth of experience of training MOD personnel, we provide a broad range of armed forces resettlement training courses within the construction area. If you are leaving (or have already left) the Army, Navy or Air Force and are planning to retrain in an exciting new career within the construction industry, then our Forces Resettlement courses will provide a solid foundation from which you can develop your new career.

Building, Construction	BAM Construction Training	matt@bamct.co.uk	Unit 4, Warren Farm, Forrest Road, Wokingham, Berkshire, RG40 5QY	
Building, Construction	Sibbald Ltd	scott.mcgill@sibbaldtraining.com	Shona's Way, Sibbald Park, Blackridge,, West Lothian, EH48 3BN	
Building, Construction	The National Demolition Training Group	hello@ndtg.training	Resurgam House, Paradise Industrial Estate, Hemel Hempstead, HP2 4TF	
Building, Construction	Mike Watts Fine Woodworking Courses	info@mikewattswoodworking.co.uk	Park House, Lower Park Road, Braunton, Devon, EX33 2HJ	
Building, Construction	Trade Ability	janicesanders@trade-ability.co.uk	76 Main Street, Balderton, Newark, NG24 3NP	
Building, Construction	Venezia Stucco Ltd T/A Goldtrowel	d.woolley@goldtrowel.co.uk	Asheton Farm, Tysea Hill, Stapleford Abbots, Essex, RM14 1JU	
Building, Construction	Trades Training School Ltd	info@tradetraining.co.uk	Block 3, Unit 2, Peffermil Ind Estate, Edinburgh, EH16 5UY	

Building, Construction



MGA TRAINING LTD

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Email: **info@mgatraining.co.uk**

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When it comes to wanting high quality CPCS training then you need look no further than MGA Training LTD. Established In 2008 by Stephen Tarry and Ian Mcgarvie, both of whom are ex-military, MGA Training are an accredited CPCS training centre who produce the highest of qualities of training, all situated around the Lifting Industry. Completing your CPCS training with MGA will ensure that you gain a nationwide recognised qualification to get you into work.

Building, Construction	Keith Cook Training Limited	george.walton@kcts.me.uk	Springfield Farm, Charley Road, Oaks in Charnwood, Nr Loughborough, Leicestershire, LE12 9YA	
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Building, Construction



TRAIN4ALL LTD
Telephone: **01458 274043**
Email: **rachel.allen@train4all.co.uk**
Units 1-4 Jubilee Park, Badgers Cross Lane, Somerton, Somerset, TA11 7JF

Train4All is based in South Somerset, and we offer training programmes aimed specifically at those currently serving in the armed forces, those looking to resettle and those that have already entered civilian life. We have also been awarded the Bronze Armed Forces Covenant for our commitment to providing training and employment to Armed Forces men and women and their families. Train4All are an ELCAS approved (provider number 6472) and preferred provider for the Careers Transition Partnership. You are able to use your Standard Learning Credits (SLC), Enhanced Learning Credits (ELC) and Individual Resettlement Training Cost (IRTC) to fund your training. We are also a Building Heroes partner and can offer Property Maintenance funded courses to those who are in their last 3 months of service or have recently left and are seeking employment. Courses are available in Somerton and in Sherford near Plymouth.

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Building, Construction	Kentec Training Ltd	jadie.booker@kentectraining.co.uk	Unit 2/3 Riverdale Estate, Vale Road, Tonbridge, Kent, TN9 1SS	
Building, Construction, Engineering	Chameleon School of Construction Ltd	angelica@chameleonschoolofconstruction.co.uk	4a Boardman Road, Swadlincote, South Derbyshire, DE11 9DL	
Building, Construction, Engineering	XI Training	barry@xitraining.co.uk	The South Building, Keer Bridge Depot, Scotland Road, Carnforth, Lancashire, LA5 9RQ	
Building/ Construction	Fullagar Construction Skills Centre	info@constructionskillscentre.co.uk	Unit 14, Lea Green Business Park Euro Link, St Helens, Merseyside, WA9 4TR	
Catering, Hospitality	SMARTT North East Ltd	barry.joyce@smartt.me.uk	4 Ettrick Terrace, South Craghead, Stanley, Durham, DH9 6BG	
Construction, Plant	Qualified Contractors Ltd	ian@qualifiedcontractors.co.uk	Unit 19, Shedfield Equestrian Centre, Shedfield, hampshire, SO32 2HN	
Construction/ Health, Safety & Risk Management	PLT Training Ltd	paul.gough@plttraining.co.uk	Unit 3, Fallings Park Industrial Estate, Park Lane, Wolverhampton, West Midlands, WV10 9QB	
Education/Training	Academy Online Learning Ltd	enquiries@academyonlinelearning.com	13th Floor, City Tower, Piccadilly Plaza, Manchester, M1 4BT	

Education/Training



CNET TRAINING LTD
Telephone: **+44 (0)1284 767100**
Email: **ejessup@cnet-training.com**
Website: **www.cnet-training.com/resettlement**

Since 1996, CNet Training has educated thousands of Service Leavers, providing them with the skills, hands-on experience, and sought-after qualifications to enter the lucrative network cable and data centre sectors. Today, CNet is the only industry dedicated education provider in the world to provide both internationally recognised qualifications and official certifications. With an entire framework of education programs spanning the digital infrastructure industry for all levels of experience, CNet's most popular resettlement program is the Certified Network Cable Installation (CNCI®), a 20-day program, incorporating a 10-day work placement, the CNCI® is for those wishing to demonstrate the highest levels of knowledge, skills and expertise in network infrastructure. Contact CNet's resettlement team to chat about the best program for you.

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Education/Training	Lewis School of English	richenda@lewis-school.co.uk	33 Palmerstn Road, Southampton, SO14 1LL	
Education/Training	Ainscough training Services Ltd	richardcrayston@ainscoughtraining.co.uk	Unit V Excel House, Churchill Road Leyland Business Park, Centurian Way, Leyland, PR25 3GR	
Education/Training	NUCO Training Ltd	enquiries@nucotraining.com	Endeavour House, Central Treviscoe, St Austell, Cornwall, PL25 7QP	

Education/Training



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Oxford Professional Education Group, Summertown Pavilion, Middleway, Oxford, OX2 7LG

Oxford Professional Education Group is a UK-based training provider and is the umbrella organisation that houses four colleges: Oxford College of Marketing, Oxford College of Procurement & Supply, Oxford College of Leadership & Management and Oxford College of Apprenticeships.

The Group was originally set up under Oxford College of Marketing in 1997 and delivers outstanding practitioner-based training and qualifications from a range of institutes including: Chartered Institute of Marketing (CIM), Chartered Institute of Procurement and Supply (CIPS), Chartered Management Institute (CMI), Institute of Sales and Marketing (ISM) and The Association for Project Management (APM).

Training and qualifications are delivered across our 23 study centres and through our comprehensive online learning platform. We are recognised by the industry for our excellence in delivering first-class support to our delegates as well as outstanding examination results. We are both a recognised CIPS 'Centre of Excellence' and a Strategic Partner of the Chartered Institute of Marketing.

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Engineering - Domestic	HAL Training Services Ltd	info@hal-training.co.uk	Unit 29 J3 Business Park, Balby Carr Bank, Doncaster, DN4 8DE	
Engineering - Domestic	Steve Willis Training Ltd	info@stevewillis.com	Unit 7 Murrills Estate, East Street, Portchester, Hampshire, PO16 9RD	
Engineering - Domestic	Dundee College	a.mckay@dundeecollege.ac.uk	Kingsway Campus, Old Glamis Road, Dundee, DD3 8LE	
Engineering - Electrical	Builder Training Centres Limited	sally@thebtc.co.uk	Station Buildings, Waddon Station, Epsom Road, Croydon, Surrey, CR0 4UP	
Engineering - Electrical	Equinox training Solutions Ltd	mick@equinoxac.co.uk	Darwin house, Corby Gate Business Park, Priors Haw Road, Corby, Northants, NN17 5JG	
Engineering - Electrical	Basingstoke College of Technology	michael.dillon@bcot.ac.uk	Worting Road, Basingstoke, Hampshire, RG21 8TN	
Engineering - Electrical	Trade Skills 4U Ltd	christos.panayiotou@tradeskills4u.co.uk	Mitre Court, Flemming Way, Crawley, West Sussex, RH10 9JY	
Engineering - Electrical	Universal Skills Centre	l.young@universalskillsgroup.co.uk	Units 41-43 Monckton Road Industry Estate, Denby Dale Road, Wakefield, West Yorkshire, WF2 7AL	
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Engineering - Other	Akona Ltd	info@akona.biz	Railway Engineering, Training Centre, Runcorn, Cheshire, WA7 1QF	
Engineering - Security	KeyTek Locksmith Training Academy	academy@keytek.co.uk	Keytek House, Unit 7 Acorn Business Park, Ling Road, Poole, Dorset, BH12 4NZ	
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Engineering, Domestic	Polar Pumps Ltd	vanessa@polarpumps.com	Brunel Ind Estate, Blyth Road, Harworth, Doncaster, Yorkshire, BN11 8QA	
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Engineering, Health Safety and Risk Management	Better Risk Ltd.	richard@betterrisk.co.uk	2 Farrows Barn, Lidsey road, Chichester, PO20 3SU	
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Facilities Management	FM Tutor & Associates Ltd	jane@fmtutor.co.uk	Larch House Parklands Business Park, Forest Road, Denmead, Waterlooville, Hampshire, PO7 6XP	
Facilities Management	Quadrilect Ltd	rochelle@quadrilect.co.uk	3rd Floor, 2 burgon St, London, WC1V 5DR	
Facilities Management	PIP Professional Training & Services	neil@piptfw.co.uk	288 Becontree Avenue, Dagenham, Essex, RM8 2TR	
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Health, Safety & Risk Management	Collingwood Services Ltd	admin@collingwoodservices.co.uk	Suite 6b Unit 3, Minton House, Minton Distribution Park, London Road, Amesbury, SP4 7RT	
Health, Safety & Risk Management	Apt Health & Safety Training Solutions Ltd	brian.wilson@apthealthandsafety.co.uk	Lakeview, Festival Park, Hanley, Stoke-on-Trent, Staffordshire, ST1 5BJ	
Health, Safety & Risk Management	New Leaf Life Design	mandy@newleaf.uk.com	Creative Industries Centre, Denet House, Middle Street, Taunton, Somerset, TA1 1SH	
Health, Safety & Risk Management	Dorset Health and Safety Limited	info@dorsethealthandsafety.com	The Portway Centre, 1 Old Sarum Park, Old Sarum, Salisbury, Wiltshire, SP4 6EB	
Health, Safety & Risk Management	TMS Insight (Global) Limited	sales@tmsinsight.co.uk	Waiting Court, Orbital Plaza, Cannock, Staffordshire, WS11 0EL	
Health, Safety and Risk Management	Oak Tree Management & Training Ltd	steve@oaktree-training.co.uk	Park Farm Business Centre, Fornham Street, Bury St Edmunds, Suffolk, IP28 6TS	
Health, Safety and Risk Management	Fife College	gford@carnegiebusiness.com	Carnegie Conference Centre, Halbeath, Dunfermline, Fife, KY11 8DY	
Health, Safety and Risk Management	SSG Training and Consultancy Limited	denise.maclean@ssg.co.uk	Valley House, Valley Road, Plympton, Plymouth, Devon	
Health, Safety and Risk Management	OMS	allison.peasgood@oms.uk.com	1 Dromintee Rd, Bardon Hill, Coalville, Leicestershire, LE67 1TX	
Health, Safety and Risk Management	DEWJU Ltd Tradings as Professional Medical Training PROMET	dferriday@promet.org.uk	Avenholme, Munderfield, Bromyard, HR7 4JX	
Health, Safety and Risk Management	Wiltshire College Salisbury	resettlement@wiltshire.ac.uk	Southampton Road, Salisbury, Wiltshire, SP1 2LW	
Health, Safety and Risk Management	CCAS Limited	bwolstenholme@ccas-ltd.com	77-79 Grimwade Street, Ipswich, Suffolk, IP4 1LN	
Health, Safety and Risk Management	ACT Associates Ltd	actsales@actassociates.co.uk	Victoria House, 32 Lower High Street, Stourbridge, West Midlands, DY8 1TA	
Health, Safety and Risk Management	Aid Training & Operations Ltd	info@aid-training.co.uk	Crusader House, Centurion Way, Crusader Park, Warminster, Wiltshire, BA12 8BT	
Health, Safety and Risk Management	Lighthouse Safety Training	andrew@lighthousesafety.co.uk	18 Ivy Street, Rainham, Kent, ME8 8BE	
Health, Safety and Risk Management	BV Associates Limited	dean@bvassociates.co.uk	Fennels Lodge, Loudwater, Buckinghamshire, HP11 1JT	

Health, Safety and Risk Management



F1 TRAINING SERVICES UK LTD

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Health, Safety and Risk Management	Maritime and Engineering College North West	m.williamson@mecnw.co.uk	Monks ferry, Birkenhead, Cheshire, CH41 5LH	
Human Resources	Chrysos HR Solutions Ltd	julie@chrysos.org.uk	Room LN1 Armstrong House, First Avenue, Robin Hood Airport, Doncaster, DN9 3GA	
IT	Bluescreen IT	sales@bluescreenit.co.uk	Plymouth Science Park, 1 Research Way, Plymouth, PL^ 8BT	
IT	QA Limited	james.tubb@qa.com	Rath House, 55-65 Uxbridge Road, Slough, SL1 1SG	
Legal	Excel Civil Enforcement Ltd	david.grimes@excelenforcement.co.uk	Marine House, 2 Marine Road, Colwyn Bay, LL29 8PH	
Logistics & Distribution	LGS Transport Services Ltd	info@lgstraining.co.uk	7a, Kings Street, Frome, Somerset, BA11 1BH	
Logistics/Distribution	NIRTC Ltd	steven@nirtc.com	12 Leadhill View, Belfast, BT6 9PZ	
Management	RHG Consult Ltd	lee@rhgconsult.co.uk	Harborough Innovation Centre, Wellington Way, Market Harborough, LE16 7WB	
Management	Grwp Llandrillo Menai	busnes@gllm.ac.uk	Llandudno Road, Rhos on Sea, Colwyn Bay, LL28 4HZ	
Management	Alliance Manchester Business School	lea.reilly@mbs.ac.uk	The University of Manchester, Booth St West, Manchester, M15 6PB	

Management and Coaching



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With over 20 years' experience in training and development across a wide range of business sectors and organisations of all sizes, we can help you achieve CMI and ILM professional qualifications to help with your career transition. We are ELCAS approved and military personnel choose to work with us to achieve:


- CMI Management and Leadership qualifications at levels 3-7 inclusive
- ILM Coaching, Supervision and Mentoring qualifications at levels 3, 5 and 7

Depending on both the programme you choose and your own particular needs, our blended delivery approach includes is highly flexible including options for face-to-face courses, on-line courses and webinars, distance learning, and personal tutorial support, with a wealth of online learning resources at your disposal.

Management	Future for Heroes	g.brown@f4h.org.uk	St James House, 285 Barton Street, Tredworth, Gloucester, GL1 4JE	
Management	Advanced Management Skills Ltd	laura@amskills.com	4 Onslow Gardens, Muswell Hill, London, N10 3JU	

Management	Inspired2Be. Ltd	info@inspired2be.com	41 Jaguar Drive, Lincoln, LN6 9SF	
Management	IPSO Facto Training Solutions Ltd	tim@ipsofacto.uk.com	Forum 3, Parkway, Solent Business Park, Southampton, Hants, PO15 7FJ	
Management	Capable People Training & Consultancy Ltd	info@capablepeople.co.uk	The old Brewery, Castle Eden, County Durham, TS27 4SU	
Management, Project Management	Bristol Management Centre (BMC)	dean.taylor@imd-group.co.uk	Armada House, Telephone Avenue, Bristol, BS1 4BQ	

Management, Project Management, Education/Training



EXPLOSIVE LEARNING SOLUTIONS
Tel: **01235 861 805**
E-mail: **tkavanagh@explosivelearningsolutions.com**
4 the Terraces, Library Avenue, Harwell Science & Innovation Campus, Oxfordshire, OX11 0SG

Founded in 2005, Explosive Learning Solutions is a learning and development consultancy with a strong heritage in organisational needs analysis and learning design. With comprehensive experience in identifying the requirements and designing bespoke learning and development solutions across a range of disciplines, our consultants hold the necessary academic qualifications at masters degree level in their specialist subject area.

Our expertise range from:

Needs analysis (organisational oriented)
Leadership and management
Training and development (systems approach to training methodology applied)
Learning technology
Education
Coaching and mentoring
Human resource development
Weapons, ordnance, munitions and explosives (WOME)

Our philosophy drives original and challenging solutions to empower people, our aim is to inspire and enthuse. Through working as a partnership, understanding and meeting the client's needs is our primary driver.

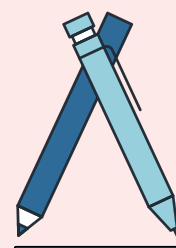
Management, Senior Executive	Edinburgh Napier University	r.bain@napier.ac.uk	Craiglockhart Campus, Edinburgh, EH14 1DJ	
Manufacturing	Darlington College of Technology	enquire@darlington.ac.uk	Central Park, Houghton Road, Darlington, County Durham, DL1 1DR	
Marine	The Bristol Maritime Academy	sarah@bristolmaritime.co.uk	Underfall, Cumberland Road, Bristol, BS1 6SG	
Marine	Red One Ltd	mctraining@dsfire.gov.uk	Headquarters, The Knowle Clyst, St George, Exeter, EX3 0NW	
Marine, Oil, Gas & Offshore, Engineering, Building & Construction	Blackpool and the Fylde College	blearning@blackpool.ac.uk	Fleetwood Nautical Campus, Broadwater, Fleetwood, Lancashire, FY7 8JZ	
Medical	First Line Response	enquiries@firstlineresponse.co.uk	G1 Arena Business Centre, Holyrood Close, Poole, Dorset, BH17 7FP	
Oil and Gas, Offshore	Petrofac Training Services	Laurence.milne@petrofac.com	Bridge View, 1 North Esplanade, West Aberdeen, AB11 5QF	
Oil and Gas, Offshore	Total Access Ltd	alexandrar@totalaccess.co.uk	Unit 5, Raleigh Hall Industrial estate, Eccleshall, Staffordshire, ST21 6JL	
Oil and Gas, Offshore	Humberside Offshore Training Association	bookings@hota.org	Sutton Fields Industrial Estate, Malmo Road, Hull, HU7 0YF	
Oil and Gas, Offshore	Falck Safety Services	ks@uk.falcksafety.com	Haverton Hill Industrial Estate, Billingham, Teesside, TS23 1PZ	
Project Management	Quanta Training Ltd	Amanda.taylor@quanta.co.uk	8-10 The Moors, Worcester, Worcestershire, WR1 3EE	

Public Sector/ Government	University of Bedfordshire Higher Education Corporation	liz.turner@beds.ac.uk	Park Square, Luton, LU1 3JU	
Rail	Scot-Train	enquiries@scot-train.com	270 Petershill Road, Glasgow, G21 4AY	
Security	Tavcom Trg Ltd	kevin@tavcom.com	Unit 10 Claylands Business Park, Claylands Road, Bishops Waltham, Southampton, Hampshire, SO32 1BH	
Security	The Surveillance Group Ltd	rachel@thesurveillancegroup.com	Suite 2, Brook Court, Whittington Hall, Worcester, WR5 2RX	
Security	Wagtail UK Ltd	info@wagtailuk.com	Mostyn Hall, Mostyn Estate, Holywell, Flintshire, CH8 9HN	
Security	Blueprint Training Solutions	elaine.connelly@blueprint-training.org	The Bond, Building 9, Breadalbane Street, Edinburgh, EH6 5JJ	
Security	Argus Europe Ltd	arguseurope@msn.com	The old Brewery, Castle Eden, County Durham, TS27 4SD	
Security	Perseus Risk Management Limited	steve.l@perseusrisk.com	Toft House, Toft Lane, Dunchurch, Warwickshire, CV226NR	
Security	ISS Training Limited	info@intelsecurity.co.uk	1 Riverside Cottages, Nidd Walk, Pateley Bridge, Harrogate, North Yorkshire, HG3 5NA	
Security	3RG Ltd	training@3rg.co.uk	19 The Glenmore Centre, Fancy Road, Poole, Dorset, BH12 4FB	
Security	Blue Mountain Security Solutions Ltd	z.woodruff@bluemountaingroup.co.uk	Brodle Farm, Llangain, Carmarthen, SA33 5AN	
Security	Finchale Group	mark.steed@finchalegroup.co.uk	Richard Annand VC House, Unit 18, Mandale Park, Belmont Industrial Estate, Durham, DH1 1TH	
Security	Control Risks Group Limited	training@controlrisks.com	Cottons Centre, Cottons Lane, London, SE1 2QG	
Security	Ambrey Risk Ltd	steve.hobden@ambreyrisk.com	The Dairy, Ladyridge Barns, Brockhampton, Hereford, HR1 4SE	
Security, Education/ Training	Elite Academy of Security training	bob.betts@elite-securitytraining.co.uk	Wades Court, Bank Street, Norwich, NR2 4TD	
Security, Law Enforcement	Endeavour (UK) Ltd	c.lucasjones@endeavouruk.com	236, Dorset House, Duke Street, Chelmsford, Essex, CM1 1TB	
Security, Logistics	Eventure security and logistics Ltd.	office@eventuresecurityandlogistics.com	Unit 10, Nestfield Industrial Estste, Darlington, Durham, DL1 2NW	
Security, Risk Management	Greymen Security Solutions Ltd	info@greymen.co.uk	The Turbine Business Centre, Coach Close, Worksop, Nottinghamshire, S81 8AP	
Security, Risk Management	G4S Risk Consulting Ltd	specialist.training@rm.G4s.com	Specialist Training, Penyard House, Weston Under Penyard, Hereford, HR9 7YH	
Sports, Leisure	Premier Training International Ltd	nasmcst@premierglobal.co.uk	Dryden House, St Johns Street, Huntingdon, PE29 3NU	
Sports, Leisure	Ocean Turtle Diving Limited	enquiries@oceanturtlediving.com	Unit 16 Hassocks Wood, Stroudley Road, Basingstoke, Hants, SO24 9JS	
Sports, Leisure	Golf Club Managers' Association	gavin@gcma.org.uk	Bristol & Clifton Golf Club, Beggar Bush Lane, Failand, Bristo, BS8 3TH I	
Sports, Leisure	Old Harbour Dive Centre	info@diveweymouth.com	11 Nothe Parade, Weymouth, Dorset, DT4 8TX	
Telecommunication, Information Technology	CNet Training Ltd	ejessup@cnet-training.com	10 Park Farm Business Centre, Fornham, Saint Genevieve, Bury St Edmunds, Suffolk, IP28 6TS	
Telecommunications	Network training & Resource Solutions Ltd	info@ntrs.co.uk	Unit 3 & 4, Churchill Way, Chapeltown, Sheffield, S35 2PY	

The MoD Enhanced Learning Credits Scheme

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

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



Getting Started: How does it work?

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



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

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

BACKGROUND

The Publicly Funded Further Education/Higher Education scheme provides Service Leavers and Service Personnel in their qualifying resettlement phase with access to a first full Level three (GCE A level or vocational equivalent), or a first higher education qualification (a foundation degree or a first undergraduate degree or equivalent) free from tuition fees. If a Service Personnel has obtained 120 credits this would result in a Higher Education qualification and makes them not applicable for this scheme. MOD and the relevant national education authority in England, Scotland, Wales and Northern Ireland pay for the tuition fees in full rather than the individual making a contribution towards the cost.

Claim Process to be Followed by Learners and Learning Providers

ONE. Learner identifies course of learning in liaison with Approved Learning Provider

TWO. Learner completes ELC Claim Form (form ELC 005.01)

THREE. Learner submits Claim Form (form ELC 005.01) to Commanding Officer and Education Staff for approval

FOUR. Claim Form sent to ELCAS for processing or Authorised Education Officer processes claim online

FIVE. ELCAS checks eligibility of Learner to claim an ELC via ELCAS database or Education Officer checks via online system

SIX. ELCAS or Education Officer process and approve Claim and sends Learner a CLAIM AUTHORISATION NOTE (CAN form ELC 005.02)

SEVEN. Learner books course of learning with the Learner Provider, pays 20% personal contribution/deposit and passes the CAN (form ELC 005.02) to the Learning Provider as authority to proceed

EIGHT. Learning Provider sends invoice addressed to Director General Financial Management Shared Service Centre to ELCAS (after course start date)

NINE. Within 15 working days of receiving an invoice ELCAS checks invoice against approved Claim record and passes to relevant MoD Budget Manager. The Budget Manager authorises the data and then passes on to the Director General Financial Management Shared Service Centre for Payment.

TEN. MoD Director General Financial Management Shared Service Centre makes payment to Learning Provider and issues a remittance. (Please note that once DGFM SSC received payment instruction it may take 30 days for payment to be made).

FURTHER INFORMATION

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

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



Claiming

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

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

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

Claiming ELC Funding

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

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



ONE.

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

TOP TIP: Please note that providers may move on and off the approved list and so it is advisable to check your provider is approved before you undertake any claim.

TWO.

ELC funding is only available for courses that result in a Nationally Recognised Qualification at level three or above on the National Qualification Framework or level six or above on the Scottish Credit and Qualifications Framework. Just because an organisation is listed as an Approved Provider does not mean that all of their courses are of the required level.

TOP TIP: The course must be listed as an approved course (on the ELCAS website) for your chosen Learning Provider. You can verify this information by viewing the Searching for a Learning Provider page.



20%

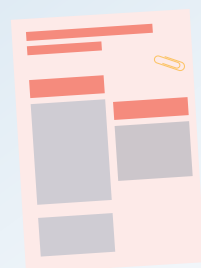


SIX.

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

SEVEN.

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



THREE.

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

FOUR.

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



FIVE.

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



EIGHT.

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



NINE.

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



TEN.

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

Eligible Service Personnel

PROCEDURE FOR ELIGIBLE SERVICE PERSONNEL

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

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



Choosing Your Learning Provider

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

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

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

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

Points to note when booking your course

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

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



Single Service Representatives

AMENDING, CANCELLING & REINSTATING A CLAIM

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

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

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

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

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

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

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

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

Changes

to Enhanced Learning Credits and Further Education and Higher Education Schemes

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

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

The key changes to the schemes are as follows:

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

Single Service Representatives (SSR) Contact Details

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

ELCAS CONTACT DETAILS

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

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



CONTACT US

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

ELC MANAGER

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

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

ARMY

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

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

ROYAL AIR FORCE

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

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

Eligibility Rules

IN ORDER TO TAKE ADVANTAGE OF THE SUPPORT CLAIMANTS MUST:

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

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

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

QUALIFICATION LEVEL

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

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

CLAIMING

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

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

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

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

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

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



National Insurance contributions **relief** for employers who hire veterans

This relief is only available for 12 consecutive months from the veteran's first day of civilian employment.

This zero-rate can be applied up to the upper secondary threshold. This relief is available from April 2021. From April 2021 to March 2022, employers will need to pay the associated secondary Class 1 National Insurance contributions as normal and then claim it back retrospectively from April 2022 onwards.

From April 2022 onwards, employers will be able to apply the relief in real time through PAYE. Further information on how employers will be able to claim it back will be published before April 2022.

WHO QUALIFIES

Employers will only be able to claim National Insurance contributions relief on the earnings of qualifying veterans. A person qualifies as a veteran if they have served at least one day in the regular armed forces. This includes anyone who has completed at least one day of basic training.

The relief is available to all employers of veterans regardless of when the veteran left the regular armed forces, providing they have not previously been employed in a civilian capacity.

EMPLOYMENTS THAT QUALIFY

Relief is available for any civilian employment. A civilian employment is one that is not part of the armed forces, and includes employments with organisations that may have strong links to HM Armed Forces, such as the Ministry of Defence or

NATO. Employment with a reserve organisation is not considered as civilian for the purpose of this relief and do not trigger the qualifying period (outlined below).

Self-employed individuals do not pay Class 1 National Insurance contributions. Therefore, self-employed businesses do not qualify for this relief. In addition, self-employed work does not trigger the qualifying period.

LIMITS ON THE RELIEF

Relief will apply on earnings up to the upper secondary threshold. If a veteran's earnings are above the threshold, employers can apply the relief on the part of the earnings below the threshold. This approach is in line with existing reliefs for under 21s and under 25s apprentices.

Employers can claim relief if they employ a veteran during the qualifying period. The qualifying period starts on the first day of the veteran's first civilian employment since leaving the regular armed forces and ends 12 months later.

Employers can claim relief even if the employment starts before 6 April 2021, but will only be able to claim for the remaining qualifying period.

The first day of employment will be the start date taken from the employment contract between the employer and the employee.

This 12 month period does not change if the employment finishes. This means that current and future employers can also claim

this relief if they employ a veteran within their qualifying period.

Subsequent employers must determine the first day of the veteran's first civilian employment, and confirm that the veteran is employed with their business during the qualifying period.

EXAMPLE 1

Veteran A leaves HM Armed Forces on 31 December 2020.

Veteran A starts their first civilian employment on 6 July 2021.

The employer confirms whether the veteran qualifies. They will then clerically record 6 July 2021 as the start date of employment (this date is also the start of the veteran's 12 month qualifying period).

Employers will be eligible for relief on the earnings of the veteran's earnings from 6 July 2021 until 5 July 2022 or when the employment ceases (whichever comes first).

The employer will need to pay the associated secondary Class 1 Employers National Insurance contributions until April 2022.

If the employment ceases on 1 November 2021, the employer notes the employment end date on their local records and claim this relief in April 2022 (for the period 6 July 2021 to 1 November 2021).

EXAMPLE 2

Veteran B leaves HM Armed Forces on 1 February 2021. Veteran B starts first civilian employment on 30 June 2021.

The employer confirms that the veteran qualifies. They will then clerically record 30 June 2021 as the start date of employment (this

date is also the start of the veteran's 12 month qualifying period).

The employer will need to pay any associated secondary Class 1 Employer National Insurance contributions until April 2022.

The veteran stays in this employment indefinitely. In April 2022, the employer will claim the relief for the period 30 June 2021 to 5 April 2022 and start applying the relief through PAYE from 6 April 2022 until 29 June 2022.

EXAMPLE 3

Veteran C leaves HM Armed Forces on 1 August 2021.

Veteran C starts their first civilian employment on 30 August 2021.

Employer A confirms that the veteran qualifies, and will record 30 August 2021 as the employment start date (this date is also the start of the veteran's 12 month qualifying period).

The employer will need to pay the associated secondary Class 1 Employer National Insurance contributions until April 2022.

On 30 November, Veteran C enters into an employment with Employer B. Employer B needs to establish that they are a qualifying veteran and determine the start date of Veteran C's first day of civilian employment (in this scenario, with Employer A). Employer B can then claim this relief until 29 August 2022.

CLAIMING THE RELIEF

Relief will be available from 6 April 2021. From April 2021 to March 2022, employers will need to pay the associated secondary Class 1 Employers National Insurance contributions.

From April 2022, employers will be able to claim back the associate National Insurance contributions that would have otherwise been relieved. Employers will need to keep records that demonstrate they are eligible for relief for those periods. Further details on this process will be published before April 2022.

RECORD KEEPING

Employers are responsible for checking and maintain records that show that an individual is a qualifying veteran the start date of the veteran's first civilian employment.

To claim relief, employers will need to have taken reasonable care to confirm the veteran's eligibility and confirm, if applicable, the start date of the veteran's first civilian employment.

An employer can request any of the following documents during onboarding, to confirm that

the veteran qualifies: veteran's Identification card (which marks their time in the armed forces)

letter of employment or contract with HM Armed Forces veteran's P45 from leaving HM Armed Forces discharge papers from HM Armed Forces the employment contract of an individual's previous employment (in order to determine the start date)

Employers will also need to keep records that demonstrate the employee's eligibility for the relief for at least three years after the end of the tax year to which they relate.

From April 2022 onwards, HMRC will put measures in place to enable employers to apply the relief through PAYE.

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