

ER

Winter 2022 £Free

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

magazine



MINISTRY OF DEFENCE POLICE

If you're considering which career path to take next, the Ministry of Defence Police could offer just what you're looking for. **P06**

PLANNING AHEAD WITH BYDAND SECURITY

Bydand Security Solutions are here to support your transition and empower you on your new career path within the security sector. **P24**

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. **P40**

THE ELC SCHEME

Promotes lifelong learning and financial support in an upfront payment amongst members of the Armed Forces. **P62**



In Resettlement, the New Year will involve new pension choices.

Join us. Job done.

Making the right pension choices at key stages in your Service career has always been crucial to your long-term financial future (even choosing the right time to leave can have a significant impact on the pension you receive). But 2023 will bring with it, added complexity. Especially for those in Resettlement.

By now, you will be aware of the McCloud case and the resulting Remedy. This affects all those serving on or before 31 st March 2012 and on or after 1 st April 2015 (including service leavers). You will have to choose between the benefits of your legacy scheme and AFPS15 for the remedy period. And the choice will be available to service leavers from October 2023 onwards.

For those in Resettlement, this choice is critical. To be sure you make the best of your options, join the Forces Pension Society and access the guidance provided by our expert team of Forces Pensions Consultants. It could be the best New Year resolution you make.

Independent, not-for-profit

Independence is vital to our work, calling governments to account whenever we spot unfairness or injustice in the system. We also give you a voice where it counts, on the representative bodies for Armed Forces and Public Sector Pensions.

We are funded by our Members' subscriptions. Any surplus helps fund our outreach programmes of Roadshows, Webinars and our attendance at CTP Employment Fairs.

Visit: forcespensionsociety.org/join-now/

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

You'll also have access to our wide range of membership benefits from discounts on new cars and white goods, to insurances, (including our latest range of travel policies) plus a great deal more.



Scan to join

IT PAYS TO UNDERSTAND YOUR PENSION

Forces Pension Society

68, South Lambeth Road, Vauxhall, London, SW8 1RL
Tel: 020 7820 9988 E: memsec@forpen.co.uk www.forcespensionsociety.org



GUIDANCE WHEN YOU NEED IT MOST

Where could a career with the MDP take you?

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



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

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



**Ministry
of Defence
Police**

**Join our Force
with a difference**



www.mod.police.uk



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Twenty-three businesses from the East and West Midlands regions have been presented with the prestigious Defence Employer Recognition Scheme (ERS) Gold Award at a special ceremony in Staffordshire.



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FIRE SAFETY

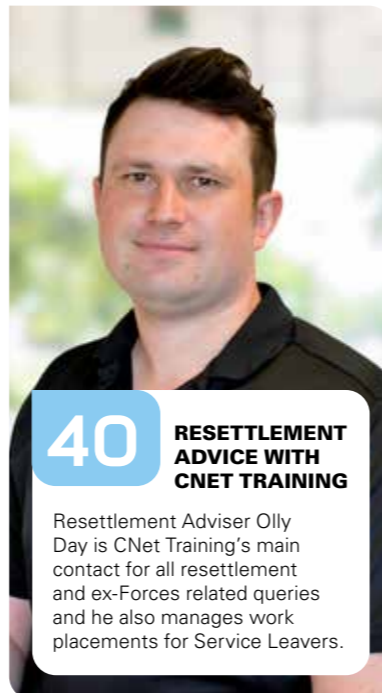
There is currently an abundance of career opportunities within fire risk assessment industry.



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RESETTLEMENT ADVICE WITH CNET TRAINING

Resettlement Adviser Olly Day is CNet Training's main contact for all resettlement and ex-Forces related queries and he also manages work placements for Service Leavers.



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SUPPORTING YOU TO BUILD A CAREER IN CONSULTANCY

Dave Clark, Atkins' Global Defence Sector Lead, outlines the support available for those considering using their capabilities to develop a career as a consultant.



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Welcome...

Welcome to the Winter 2022 issue of Easy Resettlement magazine...



find future roles of employment if they have not already done so.

This has mainly been possible thanks to the companies we regularly work with, many of those having already signed the armed forces covenant, particularly those that have also achieved their ERS award status. These are companies that have recognised and embraced the transferable skills that service leavers and veterans bring to their companies.

With that in mind we ask that when you engage with our advertisers, you also mention Easy Resettlement magazine when applying to any of the companies featured. If you have already been trained by or found employment through any of our advertisers we would love to hear from you.

In this issue we feature a variety of companies that are offering recruitment opportunities for service leavers and veterans, as well as numerous resettlement training providers and franchising opportunities.

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

You will also find 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 and answer any questions you may have.

Easy Resettlement's sole aim is to help service personnel with their resettlement process, as well as assisting veterans wishing to

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



Ministry of Defence Police

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

WHY JOIN MDP? WHAT OUR PEOPLE SAY...

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



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

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

With the opportunity to continue working in a role that supports national security and public safety, joining the Ministry of Defence Police (MDP) could be a great career transition for you.

We value the skills and experiences that you will bring from your military career, and with the MDP you'll have lots of opportunities to learn and develop new skills too.

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

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

working environment with which you will be familiar.

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

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

OUR COMMITMENT TO DIVERSITY AND INCLUSION

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

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



KEY FACTS

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

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

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

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

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

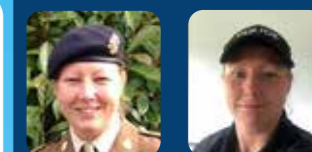
- Counter Terrorist Armed policing that meets national standards and contributes to the UK's strategic armed policing response to major incidents
- Nuclear policing, providing specialist armed policing services to support protection of the UK's strategic nuclear deterrent
- Specialist armed policing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

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

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

BENEFITS

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



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

Rachel, PC Authorised Firearms Officer

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

Ian, Armed Mobile Patrol PC



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



MORE INFORMATION

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

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

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

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



Aspire Defence Recognised as An Employer of Choice Within the Armed Forces Community

Five years after first receiving the silver award, Aspire Defence Services Limited was recently awarded Gold in the UK Defence Employer Recognition Scheme.

The Award was conferred in recognition of the company's efforts to pledge, demonstrate, and advocate support to the Armed Forces Community in alignment with the Armed Forces Covenant. The Armed Forces Covenant is a promise by the nation ensuring that those who serve or who have served in the Armed Forces, and their families, are treated fairly.



Reacting to the award, ADSL Managing Director, Mark Carr said,

"This award represents our continued commitment to our Armed Forces, Reservists and Veterans.

With the MOD being our main customer, we are well placed to provide opportunities for Service Leavers, along with appropriate training and development to support their future success, and this award is testament

to our continued support of the force's community".

A STRONG HISTORY OF SUPPORTING THE ARMED FORCES COMMUNITY

Aspire Defence Services Limited has always been a passionate advocate for supporting the Armed Forces community. As a business, we employ a significant number of Veterans and reservists whilst a large proportion of our staff have links to the Armed Forces community.

ADSL offers a buddy system to veterans when they join the company to support with the transition to a civilian career. The buddy supports with understanding the business and terminology and offering encouragement and listening skills to support with the transition from military service. Veterans provide ADSL with a high level of knowledge, fully understanding our customer base and their skills and values align with us as an organisation.

Our aim is to harness the transferable skills that service

personnel bring to our business, whilst also providing appropriate training to set them up for success and to release Reservist employees on paid leave to attend annual military training.

Additionally, ADSL has supported Service Leavers in their career transitions through attending recruitment and resettlement fairs, offering work experience placements for Soldiers transitioning into civilian life. These have proved beneficial and resulted in permanent employment in some instances.

30-year Veteran, Jonathan Smith, who is an Armoury Supervisor for ADSL, has this to say about his experience as a Service Leaver in the business.

"I joined Aspire Defence in April 2019; since my arrival, the company have been exceptionally helpful, providing me with an extra ten paid training days to help facilitate my attendance and support me as a committed member of the Armed Forces Reserves.

My line manager is particularly supportive and understanding of my role, and being an Army Veteran himself, ensures that I'm able to attend courses and training when required, often at short notice.

I have been really impressed with ADSL's positive approach to Reservists. Whilst working

with many Veterans within my role, I feel my military knowledge and training is particularly valued and encouraged, and I have always felt supported to maintain my commitment to the Armed Forces as a Reservist."

Alongside embedding forces-friendly HR policies within the company, Aspire Defence Services Limited has supported regiments and welfare departments with a variety of requests, often raising funds for forces-related charities, an example being a sponsored abseil that several employees participated in to raise money for homeless Veterans through Alabaré.

Over the years, we have supported regiments and welfare departments with financial and charitable requests, including supporting local regiments with voluntary staff assistance. For instance, ADSL recently provided significant funding, and voluntary labour to re-decorate a soft play area for the families of the REME based in Tidworth. The area now includes

sensory facilities for younger children, plus a larger play area.

Furthermore, ADSL supported Service Personnel and their families throughout the Covid19 Pandemic by assisting with the setup of a medical ward within the Garrison community in Tidworth and voluntarily offered logistical support, including the transportation and installation of the kit required for the overflow ward to become functional, without any additional costs to the MOD.

And through the Army Basing Programme, ADSL also supported the military families involved with their transition and is proud to support the military in this way.



(L-R) Allan Thomson, CEO Aspire Defence, Shirley Hitchmough, Tree Tots Manager, and Danny Kruger, Devizes' MP at the opening of the Tidworth Early Years Centre.



Tree Tots official opening.



ADSL employees Sophie Rayner (PA/Project Support), Andy Jeanes (Larkhill Store Accountant) and Mick Alderson (Larkhill Driver) abseiled down the Spinnaker Tower in Portsmouth and raised £850 for Alabaré.



HOW ASPIRE DEFENCE SERVICES LIMITED SUPPORTED MY LIFELONG DREAM OF JOINING THE ARMY

Tom Forster, Army Reservist and Technical Support Manager with ADSL shares his experience after recently being commissioned into the Royal Engineers.

WHY THE ARMY RESERVE?

I had always contemplated military service since leaving university as it offered unique opportunities and experiences. However, as it so often does, life got in the way and before I knew it, I had a long-term partner and a career which I wasn't prepared to leave behind to pursue joining the armed forces as a Regular. Instead, to enjoy the best of both worlds, I decided to join in a Reservist capacity and selected the Army as my service of choice as it offered the greatest variety of Reservist roles. This was important to me as I wanted a role which would complement my professional career.

JOINING THE RESERVE

I enlisted into the Army Reserve in 2019 and joined my local Royal Electrical & Mechanical Engineers (REME) unit. However, after six months I discovered a specialist national Reservist Unit dedicated to asset infrastructure - 170 (Infrastructure Support) Engineer Group - and made the decision to transfer with a view that I'd be able to apply a greater depth of my ability and develop more as a professional engineer.

BASIC TRAINING

For a Reserve Potential Officer, the basic training requirement is to complete the Commissioning Course Short (CCS), an eight-week course delivered in two-week modules at the Royal Military Academy Sandhurst (RMAS). The course is a condensed version of the Regular Commissioning Course which focuses on developing a cadet's command, leadership, and management ability, as well as teaching key Army skills such as folding a T-shirt into the exact dimensions of an A4 piece of paper, perfecting the hospital corner, and ensuring no crease is out of place (those who know, know).

PERSONAL DEVELOPMENT

The Army Reserve has presented me with an immense level of personal development, the training is purposefully demanding and forces you to confront your strengths and weaknesses to continuously build upon them. I have noticed a marked difference in my confidence and leadership ability. Most importantly, I have come to see teamwork in a new light; because when you're sleep deprived, cold, and wet,

everyone still needs to effectively work as a team to succeed.

SUPPORT FROM ADSL

The support I have received from the Aspire Defence Services Limited has been outstanding and is nothing short of what I'd expect from an Armed Forces Covenant Employer Recognition Scheme Gold Award Winner. I have felt the company behind me every step of the way, whether through providing some additional days of paid leave, ex-military colleagues sharing their advice and experiences, or simply the continuous interest and encouragement I receive from all my colleagues. In my view, having the solid foundation of an employer who supports your Reservist

ambitions is paramount to having a successful Reservist career.

WHAT'S NEXT?

Following the completion of basic training at RMAS I have taken up post as a Second Lieutenant in the Power Infrastructure Team of my Royal Engineers Unit. As part of the role, I will lead electrically minded highly skilled soldiers in delivering key Army infrastructure projects, as well as participating in defence engagement to deliver vital engineering services to our international allies. Over the next year I will also complete the Royal Engineers Reserve Officer Course to develop an understanding of the technical skills required to operate within the Royal Engineers.

The Army Reserve has presented me with an immense level of personal development, the training is purposefully demanding and forces you to confront your strengths and weaknesses to continuously build upon them.



Thomas Forster, Technical Support Manager, Aspire Defence Services Limited and Army Reservist.



Celebrating with cakes.



Supporting you to build a career in consultancy



A MENTEE'S VIEW

Consultant Neha Bhasin is both a mentee of and mentor to Dave Clark, as part of Atkins' reverse mentoring scheme. She describes her experience.

From my perspective, being able to share the experiences that my different background offers – and knowing that our Senior Management Team is willing to listen to diverse views and opinions, and take them on board to drive positive change – has been really valuable. It has increased my awareness and understanding of the business, and the landscape within which we work, and given me extra confidence. It's a real example of allyship in action, being able to talk about anything and everything: from the challenges I've faced; through my personal career development, and the fields I need to look at to expand my expertise; to equality, diversity and inclusion and ideas to make it even better at Atkins.

Dave Clark, Atkins' Global Defence Sector Lead, outlines the support available for those considering using their capabilities to develop a career as a consultant.

As a former Ministry of Defence (MOD) employee, I know that a role in the armed forces allows you to develop incredible skills: teamwork, leadership, problem-solving, working under pressure and many more, plus technical expertise and capabilities across a range of domains. So, as you start to consider your transition to civilian life, why not bring those skills and capabilities to consultancy, where you'll be using them to help deliver projects that are really making a difference across our society.

At Atkins, a member of the SNC-Lavalin Group, around 200 of our colleagues are part of our active and supportive ex-Services, reservists and cadet officer community. They are bringing their innovative ideas, and new ways of working to help our clients overcome complex challenges –

their valuable experience and their commitment to solving problems is enabling us to deliver high-quality support across multiple sectors. But just as our veterans, reservists and cadets support our clients, we aim to support them too, through the transition to their new role and beyond.

PROGRAMMES FOR YOUR PERSONAL DEVELOPMENT

In 2014, we established a programme called Partnering with the Armed Forces (PwAF), as part of our wider Equality, Diversity and Inclusion network (ED&I), signing the Armed Forces Covenant in 2015. The aim of PwAF is to support our services community within Atkins. It also hosts Military Insight Days at our offices to help service leavers and veterans transition into civilian life, and sends speakers to military recruitment events to share their

experience of transitioning and offer support. Our commitment was recognised with Gold Employer Recognition Awards from the Defence Employer Recognition Scheme in both 2015 and 2020, and we have set up an alumni group of industry for recipients of the award to share knowledge and ideas to support ex-service, reservist and cadet personnel. In 2019, we were also presented with the Best Large Employer Company award at the Heropreneur Awards, which champion the remarkable achievements in business of Armed Forces veterans and spouses.

ED&I is hugely important to us, and we're striving to be a leader in this area, not a follower. We employ people from a multitude of different cultures, and with different abilities, and have staff networks for groups to share their experiences, whether those are related to the military, LGBTQ+, faith, neurodiversity or gender. We're committed to creating and maintaining an inclusive culture, where everyone is able to bring their true self to work, and can achieve their full potential. In the Defence arena, we're proud signatories of the Women in

Aviation and Aerospace Charter and the Women in Defence Charter, with strict targets in place to transform our aviation and aerospace markets into more gender-diverse teams and to provide opportunities for women to succeed at the highest levels. Our gold sponsorship of the Defence Women's Network Conference 2023 reflects our commitment to driving inclusion and diversity within our organisation, and to investing in our female employees at all career stages.

MENTORING AT ALL LEVELS

Mentoring schemes can help break down boundaries, improve communication, provide support and offer insight into others' experiences. We encourage our veterans to mentor service leavers – whether they are joining Atkins or another organisation. Within the company, our schemes at Atkins deliver both 'traditional' mentoring and reverse mentoring – which pairs up people from different backgrounds, at different levels of experience, and in different roles, with early career professionals, who provide challenge, insight and different perspectives, through open and honest conversations in a psychologically safe environment. As well as providing those in leadership positions access, in a non-hierarchical way, to different views that may inform their decision making or help them understand changes that need to be made – it can offer career development to emerging leaders.

Our mentorship schemes provide the opportunity for us all to better understand the lived experience of others – to take the time to listen to colleagues from different backgrounds about their lives. And there is genuine, top-down buy-in, and advocacy from our senior teams, including me, as we actively participate in reverse mentoring. My own experience of mentoring has provided me with

two-way conversations that have broadened my viewpoints. By discussing and sharing things that are going on in the business, and getting feedback from my mentee and my reverse mentor, I am able to get an understanding of their experience, and use this to inform our inclusivity initiatives. Essentially, these conversations take place in a psychologically safe space, where we can be open about our opinions and feelings – I really value the opportunity that mentoring offers to learn from other people and their lived experiences.

WALKING THE WALK

As someone who has made the transition from MOD, I believe Atkins doesn't just talk the talk, it puts its commitments into action. Whether that's the yearly conference we host with reservists that allows them to engage with and provide Feedback to senior leadership in the organisation; or promoting reserve service amongst our workforce (including providing an additional 10 days' paid leave to enable them to undertake their training); or fundraising for military charities, I see advocacy across all levels of the company.

And for service leavers who join us, you'll find plenty of opportunity to develop, personally and professionally – training, volunteer days, and much more. You might initially join us to work on projects in the Defence sector but fancy spreading your wings and using your skills in other sectors, so there are opportunities to move into different parts of the business, and to work with a wide range of clients in different industries. You'll be able to support us as we not only remove barriers to progress at every level within the organisation, but also inspire inclusivity and equality in the world around us, through ensuring accessible, sustainable design.



A SUCCESSFUL TRANSITION

Atkins' Paul Hutchinson was awarded the prestigious 'Reservist of the Year' prize at the Ex-Forces in Business Awards in September 2022. Nominated by Digital Advantage Practice Manager, David Hiron, the category recognises the importance of British reservists, by distinguishing those who have demonstrated excellent achievements in their career, while also dedicating

themselves to the commitments required of the Reserve Forces. Judges assess each candidate's business achievements in the last 18 months – including demonstrations of leadership or innovation, contributions to successful projects and examples of capabilities – alongside how they have acted as a strong ambassador for the British Armed Forces and committed themselves as a reservist.

INTERESTED AND WANT TO FIND OUT MORE?

Interested and want to find out more? Visit our careers site here: <https://careers.snclavalin.com/aerospace-defence-security-technology>, and if there's no current vacancy suitable for your skills we'd still like to hear from you – register your details here: <https://careers.snclavalin.com/join-our-talent-community>. Or why not come and talk to us at a Career Transition Partnership (CTP) event? I look forward to hearing from you.



WHAT IS CONSULTANCY, AND WHAT DOES A CONSULTANT DO?

Consultancy allows organisations to draw on expert advice and specialist skills from an external professional company. Expert teams from a consultancy are taken on to deliver a specific project, with defined outcomes and deliverables – these projects may be scheduled to complete across a few weeks or months, or sometimes several years depending on their scale and complexity. The work may have tangible outputs, such as building bridges or roads, or implementing new technologies; or may be looking at operational processes, management and business strategies.

Consultants offer an independent, impartial point of view that helps identify problems and their root causes, and offer solutions – being outside the organisation they can see the big picture without being influenced by previous issues or internal politics. They undertake research, interviews, workshops and analyses, as well as verification and validation of hypotheses and proposals. Some consultants work from client sites, embedded in and collaborating with internal teams; others work off-site, regularly taking part in meetings with key stakeholders.





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

One of the many benefits that members of the MPGS enjoy is the stability of home life, a good work life balance. The ability to settle down in an area of their choosing without fear of a posting away from loved ones.

We work under a Military Local Service Engagement contract, which means you can work at the same site for the rest of your career should you choose to do so. However, this will not limit your progression should you choose to embark upon a second promotional career. Personnel's children can settle into education and partners can start to lay roots in one particular area.

The MPGS operate a standard 12.4 hour shift system for 4 consecutive duties (days or nights) followed by 4 rest days (with continuation training conducted on one of the 4 rest days, once a month). MPGS are also subject to and operate within the current Working Time Regulations. So along with 38 days leave this allows for future planning - a year in advance. We enjoy most of the military service benefits such as provision of accommodation, free medical and dental services, along with adventure training opportunities, sports, associations, and clubs.

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

The Military Provost Guard Service

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



LCPL GREEN – RN THEN ARMY RESERVIST TO MPGS

When I left school at 16 years old, I decided to join the Royal Navy as the option of travelling the world whilst getting paid for it was very

appealing at the time. It did not disappoint; I had some great runs ashore and met friends for life that I'm still very much in touch with.

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

I got a part time job in retail when the boys went to school, the hours worked well as I would always be there to drop them off and pick them up from school. It wasn't very challenging though and I was quite bored, so I knew it would not be my 'forever' job. In the meantime I joined the Army Reserves.

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

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

There was a military unit in my hometown so that was perfect, it meant that I had lots of support regarding childcare with family. This made working shifts a lot easier and I know my roster up to a year in advance as well as knowing I'm not going to deploy anywhere! The 4 days/4 nights and then 4 days off also means I get plenty of quality time with my boys and the 38 days leave a year is very appealing too as I can plan to be off in the school holidays and I don't feel like I miss out. The move to the MPGS meant that I was entitled to a married quarter, so that was a big weight off my mind knowing I had somewhere to go. The rent is very affordable, which has allowed me to save for a deposit for my own home.

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

LCPL KOROITUKANA – ARMY TO MPGS

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

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

Finally, on a personal note joining the MPGS was a great move for me and my family, working a 4 on 4 off shift pattern means I can now spend more quality time with them and would encourage other service personnel to look into it as a career option after leaving the Armed Forces.



PTE GURUNG – GURKHAS TO MPGS

I was born and raised in Nepal, educated in India, and always dreamt of joining the British Army. In 2002 I joined my unit in the Gurkhas During my 13 years of service I deployed on multiple Operations in Afghanistan, Bosnia Herzegovina and Kosovo. In 2015 I was unfortunately selected for redundancy on tranche 3 and so reluctantly had to leave.

Whilst in civvy street I worked in various jobs but always felt I was missing something, brotherhood, teamwork and the environment of being a soldier which I always thrived in. As the saying goes "A leopard never changes its spots". I was never able to let go of my passion for being a soldier.

In 2016 I decided to join the MPGS, "life is about choices; we are what we choose to be" My decision to join the MPGS has been second to none.

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

"Custodem Custodire"
Guarding the Guardians

MPGS | THE BRITISH ARMY
MILITARY PROVOST GUARD SERVICE

DID YOU KNOW

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

IN NUMBERS

Established	Strength
25 years ago	2800
Guard	Maximum age for joining
118 locations across the UK	57
Serve until	Days Annual Leave
60	38
Starting Salary	
£22,132	

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

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

RECRUITING NOW

CONTACT THE MPGS RECRUITMENT TEAM

ARMY



Military Provost Guard Service (MPGS)

RECRUITING NOW

“Custodem Custodire”

Guarding the Guardians



ARMY JOBS
WEBSITE



FACEBOOK
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YOUR EXPERIENCE
PASS IT ON AS A CADET LEADER



Are you interested in inspiring, shaping and leading the next generation?
Then being a Cadet Force Adult Volunteer could be an exciting option for you.

To find out more visit: **armycadets.com/military**



“BEST EVER MEMORIES ARE WITH LIFELONG FRIENDS OUT IN THE FIELD INSPIRING THE CADETS. BUT HAVING A DAMN GOOD TIME OURSELVES.”

The COVID-19 pandemic has caused disruption around the world, but for many people it has provided the chance to reflect, evaluate and embark on new challenges and adventures. Read on to find out how you can make a difference with the Army Cadets.

Over the last two years increasing numbers of young people have replaced outdoor activity and adventure with computer games and technology. As we emerge from the pandemic, 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 fulltime 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.”





Living abroad

If your family is considering living abroad you might be wondering about the impact of doing so on your retirement income. In this article, Mary Petley of the Forces Pension Society explores the pension-related issues you need to consider.

Firstly, Armed Forces pensions are claimed and paid in the same way no matter where you live.

Once the pension is in payment, members living abroad will be required to complete a Life Certificate every two years and, if the form is not returned as instructed, the pension will stop! Life Certificates are not routinely required from members living in the UK but, if they do receive one, they, too, need to return it as instructed.

Armed Forces pensions are normally taxable in the UK, even if you are paying other tax abroad. If your pension is being taxed in UK, in order to prevent your money from being taxed twice, visit <https://www.gov.uk/government/collections/tax-treaties> and arm yourself with a copy of any Double Taxation Agreement which exists between the UK and your new country of residence - then make sure your accountant in your chosen country is aware of it.

There are some countries in which you can choose to have your pension taxed under the local tax regime - e.g. Nepal or the Channel Islands - and there are others that insist on the tax being paid in the country of residence - e.g. Australia and

Canada. Wherever you are going to live, go armed with the latest information (<https://www.gov.uk/tax-uk-income-live-abroad>) - and remember that tax rules do not remain static!

An AFPS pension can be paid into an account in many, but not all, overseas banks. For details of countries to which pensions can be paid and the monthly cost of the transfer, visit <https://www.gov.uk/government/publications/overseas-pensions-payment-mandates>, email veterasnukpension@equiniti.com or ring 0345 121 2514 from UK or +44 1903 768625 from overseas. These are also the numbers to ring should you need to make a change to the way that your pension is paid, or chase up a P60.

The State, or Old Age Pension, is based on the individual's National Insurance Contributions (NICs) - currently, 35 years' worth of NICs are required to qualify for a full State Pension. You will not have to pay NICs whilst living abroad. The options are:

- To pay voluntary NICs. If you don't do so immediately you can buy back up to six years' worth of contributions to fill

any gap which has occurred;

- Not to pay NICs and accept that you will receive only the proportion of the State Pension commensurate with the NICs you made.

The State Pension is paid gross (i.e. before tax) and will have to be declared on your tax return. Once in payment, depending on the country of residence, it will not necessarily rise annually as it would in the UK. More information about NICs and the State Pension is available at <https://www.gov.uk/national-insurance-if-you-go-abroad> and <https://www.gov.uk/state-pension>.



If you are a Member of the Forces Pension Society and have pension-related questions, contact pensionenquiries@forpen.co.uk.

If you are not a Member but would like to learn more about us, visit www.forcespensionsociety.org

Circumstances Change Veterans Housing Needs Don't

25 More Homes for Veterans in Scotland by 2025.



Kevin Gray, CEO Veterans Housing Scotland.

Veterans Housing Scotland, the leading provider of homes for disabled veterans in Scotland, has today launched a campaign to secure 25 more homes for veterans in Scotland by 2025.

The charity, based in Edinburgh, currently has more than 650 homes across the country helping around 1,000 veterans and their families.

The campaign aims to raise awareness for the work of the charity while securing further homes for disabled veterans by 2025, the 110th anniversary of Veterans Housing Scotland.

Research recently undertaken by 56 Degree Insight for Veterans Housing Scotland has shown that -

- around a third of the population have personally ever been homeless or know someone who has been.
- Around 2 in 5 adults living in Scotland are personally or know someone who is a veteran, most often this is a family member.
- Most perceive/associate military veterans with Afghanistan, WW2, Iraq and/or the Falklands.
- Around 25% had seen or heard any coverage about military veterans in recent weeks, often related to the Queen's funeral.
- Just over 50% are aware of the particular issue of homelessness amongst veterans and many see it as more important to address than homelessness in general.

Kevin Gray, Chief Executive of Veterans Housing Scotland and himself a veteran, said: 'The results of our research into veterans and homelessness have shown that unless there

is an issue involving the military then awareness for veterans generally and those organisations that provide homes is very low.

'We also learned that there is some confusion around the roles of the various veterans' charities which is a key reason for our campaign. Alongside continuing to speak with local authorities on the possibility of VHS being awarded nomination rights we are keen to share the history of the charity. We have a wonderful story to tell.'

'25 New Homes for Veterans in Scotland by 2025' features two VHS tenants, Hayden and Ros. Both found themselves in an unfamiliar situation after leaving the army. Their lives changed for the better when they were introduced to VHS.



Meet Hayden

Hayden (27) loved his time in the Army. After six years it was cut short due to a knee injury which meant a medical discharge.

He said: "I am grateful for the support of Veterans Housing Scotland. The charity has really helped improve our lives and given us a chance to build a decent future."



Meet Ros

Ros (47) joined the Royal Army Medical Corps and served as a combat medic for six years.

When her circumstances changed she found herself homeless with two children.

She said: "My life has definitely changed for the better since meeting Veterans Housing

Scotland. As a result of having a stable homelife I have been able to get a new job and I am looking forward to the future."

Posters featuring Hayden and Ros will run from 30th November alongside social media activity.

Kevin Gray continued: 'This exciting and much needed campaign to provide more 'nomination rights' homes to Veterans Housing Scotland will reduce veterans' homelessness and provide the added benefit of improving and maintaining veterans' wellbeing through support from the Veterans Housing Scotland Tenancy Sustainability initiative.

'Over the next three years, we will provide 25 more homes for veterans and their families. Still, we believe we can go even further and with the support and partnership of local authorities and housing provider partners we can, by 2025, secure agreements that will provide an additional 25 homes per year.

'In addition to the 25 properties gained through nomination rights, the charity will build 13 homes to complete our houses for heroes appeal. Eight flats in Wishaw and five more homes in Broughty Ferry will be created. The developments will be the epitome of the charity's ethos of a community within a community providing the ideal environment for comradeship and peer support for those who need it most.'

Veterans Secretary Keith Brown said: "I welcome this new campaign to help prevent homelessness for veterans.

"We are committed to preventing and ending homelessness, and are working with local authorities and partner organisations, including Veterans Housing Scotland to support veterans and their families across the country.

"This includes looking at what actions can be taken to progress the 24 recommendations from the Veterans Homelessness Prevention Pathway report which was published earlier this year."

Scottish Veterans Commissioner Susie Hamilton commented: 'This is a welcome campaign to help increase provision of suitable housing for Scotland's veterans and we know that housing is a top concern in Service leavers' minds, with over half leaving the Forces without having settled their housing requirements.

'The SVCs housing report of June 2021 found that these challenges were exacerbated by a lack of suitable affordable housing, with some veterans forced to take on accommodation that doesn't suit their needs. This can quickly impact on other areas of their lives. Partnership between charities, such as Veterans Housing Scotland, and social housing providers which enables veterans to be nominated for social tenancies is an effective approach to housing veterans which I fully endorse.'

Veterans Housing Scotland was established in Edinburgh over 100 years ago to provide homes for veterans who are disabled.

Today in Scotland, around 3% of all those assessed as homeless by local authorities are military veterans. The vast majority of those transitioning from military service do so without the need for further support however for some there will always be a need for ongoing assistance.

The main aim of Veterans Housing Scotland is to provide a safe and secure home in a supportive community for our veterans. From humble beginnings during the First World War the charity has evolved to become the most prominent charity providing homes for veterans in Scotland who are disabled.

VETERANS HOUSING SCOTLAND
Building Lives • Building Communities



For further information on Veterans Housing Scotland and to learn more about the '25 by 25' campaign, please visit www.vhscot.org.uk



Armed Forces-friendly employers take home Gold

Twenty-three businesses from the East and West Midlands regions have been presented with the prestigious Defence Employer Recognition Scheme (ERS) Gold Award at a special ceremony in Staffordshire.

The joint regional event held on 2nd November at The National Memorial Arboretum saw employers from East Midlands and West Midlands Reserve Forces & Cadets Associations' (RFCA) recognised for the outstanding support they give to the Armed Forces community.

The 23 organisations receiving their award here joined the total of 156 ERS Gold Awards being presented in 2022. East Midlands (EM) organisations made up 18 of the winners, with five organisations from the West Midlands (WM).

The winners for 2022 are:

- Acres Engineering (EM)
- ADM Shine Technologies (EM)
- Anderson Green Ltd (EM)
- Bassetlaw District Council (EM)
- Black Onyx Concepts Limited (WM)
- Derbyshire Fire and Rescue Service (EM)

- Gedling Borough Council (EM)
- Goodwill Solutions (EM)
- HS Infra Ltd (WM)
- JD2E Ltd (EM)
- Kryptokloud (EM)
- KuKu Connect (EM)
- Melton Borough Council (EM)
- Newark and Sherwood District Council (EM)
- North East Derbyshire District Council (EM)
- Onions & Davies Solicitors (WM)
- Pall-Ex (EM)
- South Kesteven District Council (EM)
- South Staffordshire College (WM)
- Traffix Limited (WM)
- University Hospitals of Derby and Burton NHS Foundation Trust (EM)
- We Fix Feet Limited (EM)
- Wright Logistic Services Ltd (EM)

Shropshire County Council and Nottingham University Hospitals NHS Trust have also had their Gold Awards from 2017 revalidated after their continued support to, and advocacy for, the Armed Forces.

Steve Hutchinson, Director and Founder of HS Infra Limited, commented on winning an award: "As a veteran-owned company and long-term supporters of the Armed Forces Covenant, HS Infra are committed to the fair treatment of Service members, veterans and their families. That's why it's such an incredible honour to receive the Gold award in the Employer Recognition Scheme. With so many of our staff coming from Ministry of Defence backgrounds and families, this award reflects our core values and commitments and we remain as active as ever in recruiting ex-servicemen and women."

Kevin Buchanan, Pall-Ex Group CEO, commented: "This is a proud moment for the Pall-Ex team, who have worked collectively to develop policies that actively support ex-military personnel and their families. The Gold Award highlights the

efforts of everyone across the Pall-Ex network to help veterans access training opportunities and find new, rewarding careers outside of the Armed Forces.

"Many of our staff have joined us following successful careers in the Navy, Army, or Air Force, and we recognise that they bring important skills to our operation and our team. I would also like to thank everyone at Pall-Ex for going above and beyond to support our charity partnership with Combat Stress, we raised over £35,000 last year for their mental health support services."

Pall-Ex have recently emblazoned a vehicle with the Armed Forces Covenant logo and the lorry



was proudly displayed outside the NMA on the evening.

The Chief Executives from both Associations, Richard Maybery and Stuart Williams, commented:

"We were delighted to be present at the Gold Awards this evening and to see the recipient organisations recognised in this way by Defence. The bar for the Gold Award is a high one, but not unrealistically so, as witnessed by the broad range of organisations represented. All of them have demonstrated their unwavering commitment in supporting the Armed Forces family – veterans, reserves, cadets, adult volunteers and military spouses. That support and advocacy is much valued by the Armed Forces and its people and it is great to see it rewarded. We look forward to continuing to work with all our winners and to continue, with them, in bringing other organisations along too."

The awards were presented jointly by Major General Marc Overton, the Assistant Chief of Defence Staff for Reserves & Cadets, and Brigadier Jock Fraser, the Naval Regional Commander for Wales & Western England.

The event was also supported by the Corps of Drums of the Royal Logistics Corps, an ensemble of the Band of the Royal Air Force Regiment, and Warwickshire & West Midlands (South Sector) Army Cadet Force Corps of Drums.

To conclude the event, the Director of the National Memorial Arboretum, Philippa Rawlinson, was invited to sign the Armed Forces Covenant alongside Major General Overton, signing on behalf of the Ministry of Defence.

The National Memorial Arboretum is the Nation's year-round place to remember, and counts many veterans and Armed Forces Reserves within its team. The signing reaffirmed the National Memorial Arboretum's commitment to upholding the principles of the Armed Forces Covenant and supporting the Armed Forces community.



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

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



To find out more about the Employer Recognition Scheme and how your business can benefit from supporting the Armed Forces Community visit www.wmrfca.org/employers or www.eastmidlandsrfa.co.uk

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



Less Talk More Action

There has never been a better time to become a fully qualified Close Protection Operative in both Executive and Hostile Environment.

- UCP Group celebrate 20 years in business and have been delivering Close Protection and Hostile Environment training courses since 2003.
- Lead Instructor with over 30 years of CP Experience, Course Development and Authored courses for HECPO, PSC, PMC and Firearms.
- Instructors with UKSF Military Backgrounds in Reconnaissance, Sniper 1st Class and 2 Para to mention a few.
- For over a decade, UCP Group have been an approved ELCAS MOD training Provider (5011)

Industry feeling; Since April 2022 the security and the CPO industry rules changed from the SIA 'UK Right to Work' and higher English language level due to many incidents from poorly English-speaking security licensed operatives. As such, the industry has a high demand for well trained CPO professionals with the correct certification and knowledge. Ex-Military are always selection favourites for the clients.

INDUSTRY LEADING COURSE DEVELOPMENT
UCP Group have put together one of the best packages in the industry, designed for ex-military thinking of transitioning into the private security industry.

28 DAY CPO COURSE PLUS PRIOR LEARNING
Level 3 RQF FAW (Medic)
Level 3 RQF Working as a Close Protection Operative (CPO) New 7 Units.
Level 4/6 RQF Hostile Environment Close Protection (HECPO)
Full package only £3600 for UK Military only (normal price £7450) and you can claim the CPO Level 3 and/or HECPO Level 6 through ELCAS 5011.



Live EP exercise in London part of the CPO course.



Live Firearms part of the Level 3 weapons proficiency course.

Example: claim the Level 3 CPO for £2400 with a £480 or £1400 deposit depending on time served. We have free accommodation for all former military personnel. Then pay the balance from the outstanding of the £3600 for the full 28 Day CPO course (£1200)

MOD Approved
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5011



Covert Carry Weapons CCW part of the EP course.



Reconnaissance and CTR part of the HECPO course.



Armed Ambush drills part of the HECPO course (force on force).

SOCIAL MEDIA

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Planning Ahead.

Making Resettlement an Easy Process



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

In the military we are used to working in an environment where planning and support is essential to daily operations, so why then do we

do not plan for civilian street, set our goals well before resettlement creeps up on us? to be prepared and ready to enjoy our new venture in a new career.

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

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

SO, WHO ARE BYDAND SECURITY?

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

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

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



OUR TRAINING VENUE

Firstly, don't be scared to travel for good training, the UK is a small country. We are based in the Northeast of Scotland, Gordon Barracks in Bridge of Don, Aberdeen. Bydand chose this unique location because of its history with The Famous 'Gordon Highlanders' and the stunning Royal Deeside countryside. The training provides service leavers and veterans alike an enhanced learning experience and environment you will be familiar with. Gordon Barracks provides a degree of seclusion which allows a large part our initial training to be out of the public eye and unimpeded which maximises time dedicated to essential 'Drills and Skills'. Also, with this being a military base, service members and veterans can benefit from the use of the onsite accommodation, reducing the overall cost of your course. When booking on to a Bydand course ask our staff how to book this accommodation.

SO HOW CAN WE SUPPORT YOU?

Frankly, we can't support you until you decide on what you would like to do next. What we can do is offer our support that may give you some options to consider, but first and foremost we need to look at your skill set. I think we would all agree, to be the best in what we do we must trust in our training. Great training forms great leadership and great leadership in the security sector saves lives. Knowledge

and understanding is the key to success and here at Bydand Security, we believe in supporting your training for you to find meaningful work in the security sector. As a duty of care and commitment to veterans, our staff believe in providing you with only the very best training possible. Therefore, over the last five years we have developed a new, improved and more effective style of training. This style of training is known as blended learning.

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

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

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

For Bydand, blended learning is key for our veteran's progression and personal development. We have all been on courses as part of our military career, some courses are internal and some

external. However, have you ever wished you had some prior learning before attending these courses? Nobody likes to go in blind and blended learning gives you the chance to learn new skills online prior to your face-to-face training. We want to prepare you better, we achieve this through accelerated learning that increases knowledge for all learning needs/preferences, helping you to understand the subject and creating life-long learners.

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

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

So why is this so hard to achieve? in our experience, the main problem is that some training fails to engage and motivate learners to acquire, retain and

maintain the skills and knowledge taught - made worse by the fact that there is often, little or no follow-up to ensure that training content has been understood and applied correctly once a qualification has been passed.

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



SOME OF OUR COURSES AVAILABLE ARE AS FOLLOWS

E-learning

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

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

Blended Courses F2F/e-Learning

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

BYDAND SECURITY's world class CLOSE PROTECTION training course



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

information@bydandsecurity.com

www.bydandsecurity.com/closeprotectioncourses





SCJ SecurityCleared Jobs.com

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now to receive job alerts tailored to your skills.
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your C.V. now and be seen by 100's of recruiters...
instantly.
- 3. RELAX
you're part of the biggest jobs portal for
government, defence & nuclear sectors.

SecurityClearedJobs.com

DV	SC	CTC	NATO
Aerospace	Cyber Security	Forensic	Intelligence
Biometrics	Defence	Government	Nuclear
Communications	Engineering	Information Technology	Telecoms



Uk Defence Minister calls on employers to **deploy ex-Service Personnel to help solve talent crisis at CTP Conference**

London, Friday, 25 November 2022: The UK's Minister for Defence People, Veterans and Service Families, Dr Andrew Murrison MP, has at the CTP Employer Forum, called on British employers to opt for ex-service personnel to help tackle the growing skills crisis. Ex-service personnel bring a diverse range of 'hard' and 'soft' skills to the workplace, he says. His call to action comes as the latest Census data has confirmed for the first time, that almost one in 25 of the total population aged 16 and over (3.8%) living in England and Wales has previously served in the armed forces (Scotland will publish its data in 2023). The CTP conference takes place each year as part of an agreement between the Ministry of Defence and Right Management to help the thousands of people who leave the military each year transition to civilian life in a way which benefits the UK economy. The CTP program has a high success rate - over 96% of the UK Service leavers transitioning via the CTP and seeking employment are settled into a new civilian job role within six months of leaving the services. To date, approximately 240,000+ ex service personnel have been supported by the programme in just over 20 years.

Adrian Peters, Operations Director, CTP, said: "Service leavers are an indispensable part of the UK's civilian workforce, offering extensive transferable skills for a broad range of sectors, including engineering, renewables, logistics, finance, and construction. At

a time when businesses are struggling to plug skills gaps, Service leavers can, and should be part of the solution."

Minister for Defence People, Veterans and Service Families, Dr Andrew Murrison MP said: "We know that more than 14,000 people leave the UK's armed forces every year, many of whom are 'work-ready' and highly motivated individuals with exceptional skills in areas such as leadership, communication, and teamwork.

He added: "No matter what size of business you operate or the sector; if you haven't already considered Service leavers as a recruitment option before, we urge you to come forward and find out more."

CTP's annual Employer Forum included several presentations from recent Service leavers who have, with support from the partnership, successfully moved from the military into the civilian workforce. Ex-Service personnel speaking at the event included Georgie Myers, who after serving for five years as an officer in the Royal Air Force, secured a full-time role at J. P. Morgan via the J. P. Morgan Military Transition Programme. Based in London, Georgie joined the team in February 2021 as a Request for Proposal Writer Associate for Multi Asset Solutions.

Michelle Osborne, Head of Military Veterans Affairs EMEA, J.P. Morgan, said: "As a firm we are committed to providing meaningful opportunities for Service leavers. We understand the true value veterans bring to our business and how their different experiences enhance the diversity of our teams. We

have been running dedicated careers and skills programmes since 2011 and we see demand for veteran talent increase each year. This is because veterans are their own best advocates, their core values and standards align with our business principles and they add value from day one"

Through initiatives such as the Career Transition Partnership, the Ministry of Defence is continuing to invest in services and support to bring employers and veterans together for each other's benefit. Recent developments include the introduction of a national insurance holiday for those employing veterans within their first 12 months of leaving service, as well as offering a Veterans' Railcard to support the cost of commuting, and increasing the opportunities to join the Civil Service through a Veterans Interview Scheme.

- Each year, the Career Transition Partnership (CTP), a partnering agreement between the Ministry of Defence and Right Management, helps more than 14,000 leavers military Service leavers into civilian careers.
- With Census data confirming almost 4% of the population aged 16 and over has previously served in the armed forces, UK Defence Minister Dr Andrew Murrison has called on employers to consider Service leavers to help with their talent shortages at the CTP Conference, hosted by J.P. Morgan.
- Over 96% of UK service leavers transitioning via the CTP and seeking employment are settled into a new civilian job role within six months of leaving the military.



Left to Right: James Moore, Employer Engagement Manager, CTP, Tim Gilbert, Managing Director, Right Management Ltd, The Rt Hon Dr Andrew Murrison MP, Minister Defence People, Veterans and Service families, Group Captain Daren Gosling, Head of Through Life Development, Ministry of Defence, Lorraine Cadle, Head of Employment, CTP.



The Ministry of Defence
partnering with Right Management



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.

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.

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.

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

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.

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.

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.

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.

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.

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.

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



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

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

The Armed Forces equips its people with a vast range of skills applicable to many industry sectors and the CTF 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.

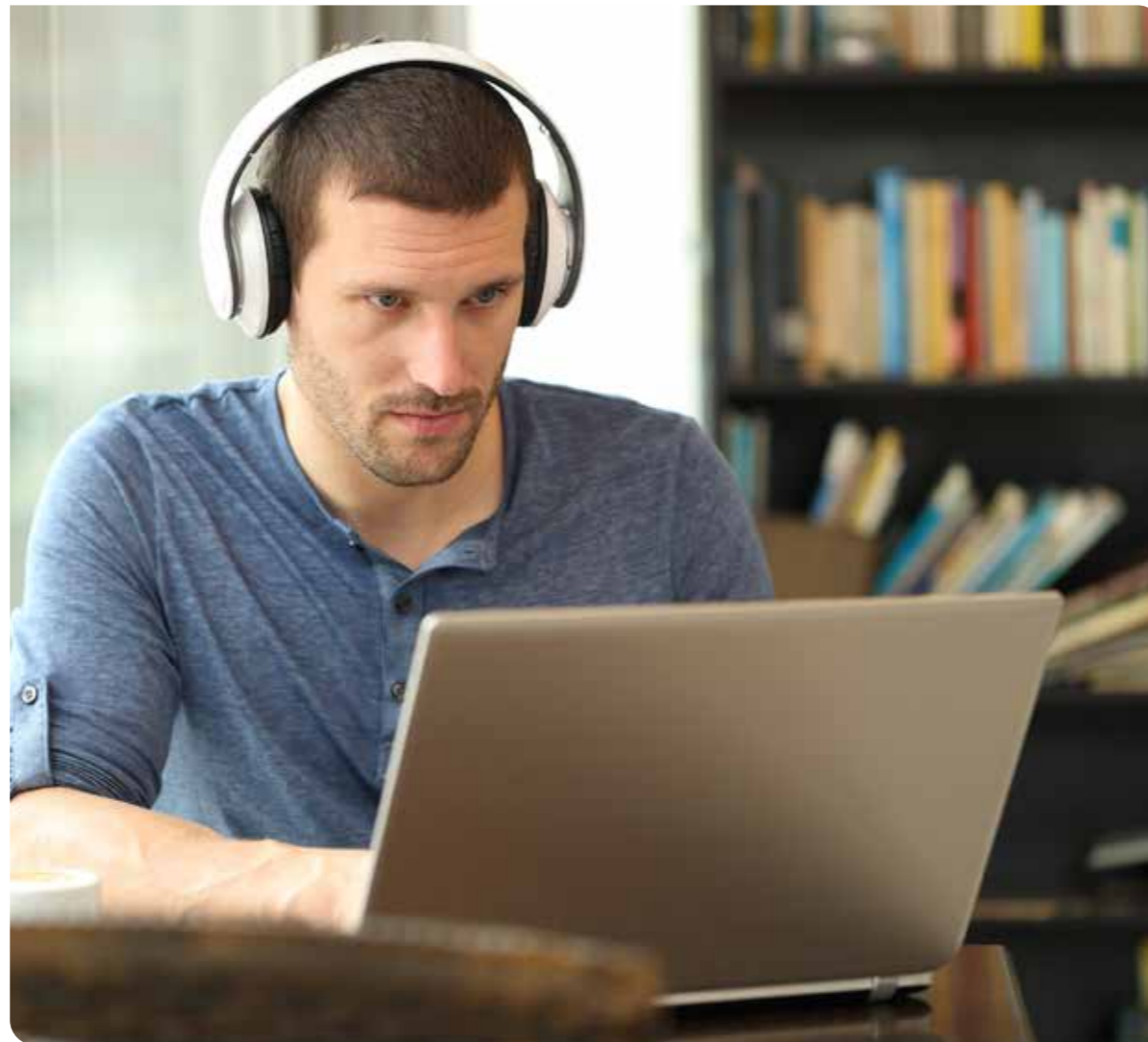
Your career consultant is available to provide advice and guidance on job applications, CVs and covering letters, and the central employment team provide assistance with

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**.



OnBoardingOfficers
Building High Ranking Boards

OnBoarding Officers

Launched in 2019, OnBoarding Officers has been supporting officers to understand how to transfer their skillset into a commercial boardroom via their Non-Executive Director Programme.

Now, OnBoarding Officers is preparing to launch the newly created Executive Programme, which aims to support officers seeking to transition into a full-time managerial, executive or director position.

Founded by award-winning Businesswoman and Non-Executive Director Jo Haigh, OnBoarding Officers is an exclusive community for exiting military officers to help them transfer their skills into the commercial world and become world-class business leaders.

OnBoarding Officers was specifically developed to assist in positively exploiting the substantial pool of talent that exists within

our elite Armed Forces personnel and increase the opportunities for those available to secure a board or an executive appointment.

The first part of the OnBoarding Officers journey is to complete either of the training programmes, both of which are delivered by award-winning and highly experienced tutors in their field.

The Non-Executive Director Programme is suitable for exiting senior officers who are seeking to create a portfolio career of non-executive director appointments. Whilst the Executive Programme is designed to prepare officers, reservists, and warrant officers who aspire to move into executive-level roles within a commercial setting.

The programmes have been constructed to provide innate knowledge on issues that boards and companies face regularly, including best practices and corporate governance, applicable financial acumen skills, risk management and strategy, leadership, and an intuitive understanding of marketing strategy.

"The five-day course, aside from being great fun, opened my eyes and whetted my appetite. The three modules dealt with the essentials, but in a 'vocational' style, in action rather than in theory, and taught by clear leaders and experts in their fields." – Former British Army Lieutenant General Richard Felton CBE.

Following either programme, ongoing support and resources are available via the unique offering in the Community, as it was paramount a collaborative, supportive, exclusive community would still be available post-service, via the OnBoarding network.

The Community includes access to executive and non-executive vacancies. A group of 'Allies' who are all on hand to provide ongoing support post-cohort, plus private LinkedIn Groups to continue communications and share opportunities, news, insights, online resources and networking events.



If you would like to know more about OnBoarding Officers or the training programmes and Community please visit www.onboardingofficers.co.uk or get in touch at info@onboarding-group.com.

OnBoardingOfficers

Building High Ranking Boards

Win a place on one of OnBoarding Officers' upcoming three cohorts with Easy Resettlement's £100,000 training giveaway.

OnBoarding Officers is an exclusive community for exiting military officers to help them transfer their skills into the commercial world and become world-class business leaders. We have created two programmes, specifically tailored for exiting officers, who wish to resettle and learn how to successfully transfer their skillset whilst receiving post-programme support via our Community, programmes include The Non-Executive Director Programme and The Executive Programme.

The Non-Executive Director Programme (5 days)

Suitable for exiting senior officers who are seeking to create a portfolio career of non-executive director appointments and is accredited to the TQUK Level 6 Certificate in Strategic Planning and Leadership (RQF).

The Executive Programme (4 days)

Designed to prepare officers, reservists, and warrant officers who aspire to move into executive-level roles within a commercial setting and is TQUK Level 4 Award in Business Essentials for Business Leaders (RQF) accredited.

Both programmes are delivered in-person across a series of days focusing on the commercial skills required in a non-executive director or board role, or executive, managerial or director role, including:

- Understanding the role and responsibilities
- How to transfer your existing skillset
- Understanding financial terminology
- How marketing and strategy are applied
- How to transfer or build on your leadership skills
- How to build your personal brand and position yourself within the market

Benefits

In addition to the course offering, OnBoarding Officers has established a Community to support its members post-cohort. This Community includes job opportunities and ways to build your industry network via our Super NEDs, Ambassadors, Mentors, Partners and Tutors. Plus, access to online resources and insight videos, as well as invitations to networking events and private LinkedIn groups.

Apply

Please email us with your name, email address and exit date, along with which course you are interested in attending and any information of previous training you may have done. You will then be entered into our draw to qualify for your chance of winning one of three free places.



Please contact us for more information on the OnBoarding Officers programme or to reserve your place as a delegate.

Contact Our Team

Office – 0204 537 8049

Website – www.onboardingofficers.co.uk

Email – info@onboarding-group.com

Fire Safety

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

Fire Safety Risk Assessment Consultancy Limited (FSRAC Limited) are currently offering a Level 3 Award Qualification in fire risk assessment awarded by Qualifications Network UK. It is possible to attain this qualification within a short period of time, typically less than one month.

The FSF and the fire risk assessment industry promote being a member of a fire safety related Institution and this qualification will enable you

to become join the Institute of Fire Safety Managers (IFSM).

Demonstratable competence is becoming this norm within the fire risk assessment industry and one of the elements of being a competent person is being a reliable and responsible person; having been in the forces you will already be considered to have these qualities.

We have trained (or retrained) fire risk assessors from several industry leading companies including Mitie, Mears, Frazer Group and more.

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

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

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

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

FIRE SAFETY RISK ASSESSMENT LEVEL 3, 5-DAY COURSE

Who is this 5-Day Course For:

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

Typically, such persons would be

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

Why choose us?

- Our courses encompass the principles of fire safety risk assessment.
- Delegates will learn how the fire risk assessment process 'pieces' together with this course covering all of the necessary basic elements of a fire risk assessment.
- This course contains an update on building cladding types.
- This course aligns to the elements of the 'Fire Risk Assessment Competency Council Framework
- The assessment of risk from fire (Appendix A)
- The applicable Legislation (Appendix B)
- Appropriate Guidance (Appendix C)
- Behaviour of fire in premises (Appendix D)
- Effects of fire on people and behaviour of people in fire situations (Appendix E)
- Means of escape (Appendix F)
- Fire Prevention (Appendix G)
- Fire Protection (Appendix H includes Passive and Active fire protection)
- Management of Fire Safety (Appendix I)

Previous course feedback:

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

Course content:

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

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

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

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

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

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

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

Learning Outcomes

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

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



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

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

Instruction methodology

The course uses a delegate workbook (the delegate keeps this for future reference), presentations and exercises which are interactively debriefed during the course. Throughout the course delegates will complete the workbook exercises relevant to each presentation; delegates will complete a 'mock premises' fire risk assessment exercise (desktop exercise).

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

Accreditation

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

We are an 'Institute of Fire Safety Managers' (IFSM) 'Accredited Centre'. An 'Certificate of Attendance' Accredited by FSRAC Limited with 'The Institute of Fire Safety Managers' (IFSM) Accreditation. The Course is also awarded 29 Hours of Continual Professional Development (CPD) with the Institute of Fire Engineers (IFE).

Course duration

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

Cost of the Course

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

Publicly Accessible Courses

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

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

The Training Venue:

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

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



The Trainer

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



Booking onto a course

For Individual Bookings:
www.fireriskconsult.com/shop
Contact David: **07847 779428**

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

Progression Routes to Further Courses:

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



Why should your next career move be 3D printing?

3D Printing is the fastest growing manufacturing sector on the planet and will change how things are made.

3D printing (or Additive Manufacturing) is currently the fastest growing manufacturing sector on the planet and is the future of manufacturing.

IMPORTANCE OF 3D PRINTING

3D Printing has been identified as a major UK skills gap and the UK government have invested millions into funding Rapid Upskilling courses to address these key digital manufacturing skills gaps

INTRODUCTION TO 3D 360 AND WHY CHOOSE US FOR TRAINING

3D 360 was born out of industry and because of our extensive knowledge of design and digital manufacturing, 3D 360 were approached to advise the UK government on how to quickly address the major skills shortages in digital manufacturing and how the UK can provide trained employees to support industry 4.0

HIGH VALUE MANUFACTURING CATAPULT (HVMC)

3D 360 worked with the HVMC to deliver the UK's first Emerging Skills Project training courses in Additive Manufacturing. 3D 360 delivered the entire AM UK pilot scheme and half of the Electric Vehicle programme. 3D 360 is currently the only UK training provider delivering the ESP short rapidly upskilling courses in AM.

Employed and Live or Work in Greater Manchester? Get Fully funded training with a Free 3D Printer

GREATER MANCHESTER

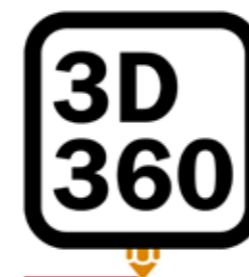
DIGITAL CAREERS UPSKILL PROGRAMME (DCUP)

2021 - DCUP scheme was rolled out in Manchester to up skill the GMCA workforce in digital skills.

3D 360 were privileged in being selected to deliver fully funded 3D printing and 3D CAD training to the workforce of Greater Manchester. Our "Seems too good to be true" Full funded course in 3D Printing and 3D CAD offers the following

- **2,3 or 5 days of face to face, fully funded training**
- Free Creality Ender 3, 3D printer for every learner
- Plus, free Lunch too.

Learners pay nothing for training, 3D printer or sandwiches!



GREATER MANCHESTER

DIGITAL CAREERS UPSKILL PROGRAMME (DCUP)

3D 360 is also the only training provider delivering fully funded 3D printing and 3D CAD training courses to the workforce of Greater Manchester and since starting in November 2021 have trained over 200 people.

Over 65 of these being teachers and each teacher got a printer to take back to school to educate the next generation in digital manufacturing and 3D printing

DCUP is funded by the European Social Fund, this initiative is open to any employees working or living within the GMCA region.

The Wigan sensory team who provides care for blind people of Wigan took advantage of the training and sent 10 of their team on the course The team now use 3D printers to print Brail tablets, Brail dice and other training objects.

SKILLS BOOTCAMPS ARE COMING SOON!

3D 360 currently have 4 industry supported skills bootcamp bids awaiting final stage conformation with the GMCA and a further 2 with Cumbria.

The Bootcamps are a 60-hour, 10-week training programme. The courses are subsidised dependent on situation Unemployed or self-employed receive fully funded training, SME's under 250 employees - 90% funded OEM's over 250 employees - 70% Funded

RETAIL AND TECHNICAL

3D 360 also sell, repair and upgrade 3D printers. Implementation of 3D printing into production and printer cell and farms specialists.

HOW ARE THE US MILITARY USING 3D PRINTING

3D printing pods housed inside a standard shipping container for easy transportation are designed to be deployed in combat zones and disaster relief areas.



3D PRINTED SUBMARINE

In July of 2020 the US military revealed their first 3D printed submarine hull. It was made in four weeks as opposed to the 5 months it would take to build one otherwise, and cut production costs by 90%.



Career Opportunities for Armed Forces Personnel

FULLY FUNDED, FREE 3D PRINTER & 3D CAD TRAINING



To Qualify for ESF GMCA Funded training you must

(European Social Fund) (Greater Manchester Combined Authority)

- **Live or work in the GMCA**
Bolton, Bury, Manchester, Oldham, Rochdale, Salford, Stockport, Tameside, Trafford and Wigan
- **Not received any other ESF funded training**
- **Be in Employment**
- **Be over 16**

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US MARINES TRAIN IN BASIC COMPUTER AIDED DESIGN AND 3D PRINTING

The US Marine Corps is training Marines to use 3D printing, equipping them with the skills to quickly fix equipment malfunctions on the battlefield and allowing them to produce custom parts on-demand.



3D 360 have the ability and technical knowledge to educate current military personnel or service leavers on the benefits on 3D printing and digital manufacturing. 3D 360 also offer engineering design services and training on how to design components for 3D printing. For more details go to www.3d360printer.co.uk



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 and the Ivory Coast. It is a real cultural mix out here.

WHAT WOULD YOU SAY IS THE MOST INTERESTING ELEMENT ABOUT WORKING IN YOUR CURRENT ROLE?

I do not go out to the field often as this is left to the IEDD Operators, however, I love making a difference where I can. Having spent a long time teaching bomb disposal in the Army, I always enjoy teaching and make sure that I can offer valuable information to others whenever possible.

IS THERE A FAMILIAR CAMARADERIE BETWEEN YOU AND YOUR COLLEAGUES? AS MOST OF YOU ARE EX-SOLDIERS OR FROM THE POLICE FORCE, YOU WOULD ALL BE ACCUSTOMED TO A CERTAIN WAY OF LIFE. DID THIS MAKE SETTLING INTO YOUR ROLE WITH TDI EASIER?

It is quite surprising how similar the banter and camaraderie is and it is something that I would not change. To anybody unaccustomed to such a way of life, it can be 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 it 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/



Why is now the right time to train or re-train for a new Fully Approved Trades Career with a Job Ready Course 'Your Building Career Foundation'

With the growing global importance of harvesting energy, and the national shortage of properties, and on-going build of new commercial projects - The UK government has identified a huge skills shortage; the demand for qualified trades individuals is growing.

TRADESCAREERS.CO.UK - THE BRICKS & MORTAR OF EDUCATION

A blend of online & practical training, taking-place within a fully equipped national training centre to suit your location

Our courses are designed to take you from a beginner to fully qualified (both Theory & Signed Practical), providing you with a detailed grounding in principles and evolving technologies - for you to work safely and legally across this sector (Residential & Commercial).

- From Tech Cert To BPEC / NVQ In 6 Weeks
- Unique On-site Signed Portfolio Training
- Flexible Part-Time Learning (Evenings & Weekends)
- National Training Centres & On-Site Practical Modular Learning
- New courses start every month
- Courses from £35 per week
- Interest-Free Payment Plans available

The main objective of this job-ready training course, to give you "hands-on" knowledge and

practical skills - regardless of your current level. A uniquely structured blended learning program both theory and practical - Interest-Free Payment Plans Available...

FLEXIBLE TO SUIT EACH INDIVIDUAL /HOW LONG DOES IT TAKE

The courses are designed to suit your personal circumstances & can studied full or part-time - allowing you to fit the study around your work or family commitments. The training centres are also open weekdays and weekends

HOW MUCH DOES FULL TRAINING COST

All both theory & practical courses are competitively priced with no extra hidden costs (from £35 per week). With flexible interest-free payment plans available to help spread the course cost - don't delay, apply today;

QUALIFIED EXPERIENCED TUTORS

The experienced tutors share their knowledge to teach you the required skills, so you pass your exam modules at your own pace to suit you

ON-SITE TRAINING; WITH A SIGNED PORTFOLIO-OF-WORK

Employers require to see all individuals have relevant Trades experience, carried out on-site. Trades training ensure you receive both NVQ practical training, not just an online theory certificate



QUALIFICATIONS & CERTIFICATE MODULES

Trades individuals have to obtain the correct qualifications & certificates to gain employment. All the courses are fully accredited by academic bodies such as City & Guilds, ACS and to NVQ Level 2/Level 3 standard. You're taken from a novice to be fully qualified Trades professional ECS & CSCS Cards arranged for individuals.

'WHO WE ARE...'

For over a decade we've assisted individuals discover their potential, starting a new career within the trades industry. If you want to re-train or simply change your career to higher earnings - we can help you kick-start your new career.

Other Trades Training websites offer different Trades courses; some short (theory only), some long (our aim is to get your fully trained as-soon-as-possible & earning), and some with out-of-date non-relevant accepted courses.

We want you to choose the most suitable course; offering not just the technical theory certificate but can also the important vocational practical NVQ (National Vocational Qualification).

An NVQ is the on-site training employers require; you can progress from a novice level, to being fully qualified and employable.

There's a growing skills shortage across the UK for Trades professionals - Employers urgently require qualified trades individuals to fill this gap.

ECS & CSCS CARDS arranged for individuals.

CAREER OPPORTUNITIES IN TRADES/WHAT WILL RE-TRAINING FOR A NEW SECURE CAREER MEAN FOR YOU

The on-going demand for qualified trades people, outweighs the supply - there's a UK & Overseas skills shortage. Many government reports predict there will be a huge demand for qualified trades people in plumbing, electrical, gas engineer, renewable engineer & welding. Learning & qualifying can mean; a job for life - potential to be your own boss / become self-employed.

'Facing Your Future with Confidence'

WHO WE TRAIN FOR A NEW 'TRADES CAREER'

From school leavers, to adult re-trainers, to trades individuals who wish to obtain a further recognised Trades qualification. Armed forces personnel who have left the military and wish to re-train. Individuals who have been made redundant and see a career as a Trades professional as new start.

WHERE STUDENTS FIND EMPLOYMENT AFTER QUALIFYING

- Residential House builds
- Property Management
- Commercial Projects
- Multi-Nationals
- Sole Trades/Self-employment - individuals working for themselves or setting up their own business/sub-contacting work
- ECS & CSCS CARDS arranged for individuals

TradesCareers.co.uk - The Bricks & Mortar of Education



Plumbing Courses • Electrical Courses • Gas Engineer Course • Renewable Engineer Courses • Welding Courses



Why learn with us?

Qualifications & Certificate Modules

Trades individuals have to obtain the correct qualifications & certificates to gain employment. All the courses are fully accredited by academic bodies such as City & Guilds, ACS and to NVQ Level 2/Level 3 standard. You're taken from a novice to be fully qualified Trades professional ECS & CSCS CARDS arranged for individuals.

Train or Retrain for a new Trades Careers/Job Ready Course

A blend of online and practical training, taking-place within a fully equipped national training centre to suit your location.

Flexible to suit each

Individual/How long does it take

The courses are designed to suit your personal circumstances and can studied full or part-time - allowing you to fit the study around your work or family commitments. The training centres are open weekdays and weekends, for you to book study times to suit you.

Qualified Experienced Tutors

The experienced tutors share their knowledge to teach you the required skills, so you pass your exam modules at your own pace to suit you.

On-site training; with

a signed portfolio-of-work

Employers require to see all individuals have relevant Trades experience, carried out on-site. Trades training ensure you receive both NVQ practical training, not just an online theory certificate.

How much does full training Cost

All both theory and practical courses are competitively priced with no extra hidden costs. With flexible interest-free payment plans available to help spread the course cost - don't delay, apply today.

www.tradescareers.co.uk



Resettlement Advice with CNet Training

Resettlement Adviser Olly Day is CNet Training's main contact for all resettlement and ex-Forces related queries and he also manages work placements for Service Leavers.

Olly is passionate about helping individuals achieve their career goals upon leaving the Forces, and here he shares the answers to some of the most commonly asked questions.



Olly Day

Olly has been working at CNet Training since January 2020. He lives in the Suffolk countryside just outside Bury St Edmunds and enjoys supporting and playing sports, particularly Rugby and Cricket, which keeps his weekends occupied all year round. His interest in helping Service Leavers began shortly after joining CNet and he is always happy to chat about the different career pathways within the digital infrastructure industry. Olly can be found at several resettlement events up and down the country throughout the year. If you have any questions or for some informal advice, you can contact Olly on oday@cnet-training.com or by phone on 07884 751510.

WHAT IS THE DIGITAL INFRASTRUCTURE INDUSTRY?

It's one of those industries that everyone relies on but probably struggles to explain. Relatively little is talked about it publicly, even though it's really the scaffolding that our digitally focused world is built on, providing the connectivity that supports a huge amount of our day-to-day activity. The industry is made up of the network cable installation and data centre sectors, and we offer technical education for roles throughout both sectors.

WHY SHOULD I PURSUE A CAREER IN THE DIGITAL INFRASTRUCTURE INDUSTRY?

Due to the fact that globally we rely so heavily on this relatively new and incredibly fast-growing industry, it is experiencing a mass skills shortage. This means there's plenty of opportunities for people in all areas of the industry, and for those who have the right qualifications and certifications, the salary levels are higher than average because of this scarcity.

Naturally, employers also love the transferable expertise that Service Leavers possess, such as experience working in mission critical environments, a built-in determination and total 'can-do' attitude, and they really value having ex-forces personnel as part of their teams and actively seek to employ them.

HOW SECURE IS A CAREER WITHIN THE DIGITAL INFRASTRUCTURE INDUSTRY?

About as secure as it gets! Our world totally relies on digital connectivity to communicate, share data, control processes - basically, the majority of industries in the world need this connectivity to enable them to operate successfully.

Some examples of this are air traffic control, operating theatres,

building entry systems, traffic lights and contactless payments – and this is without our billions of daily emails and general reliance on the internet. Technology is also developing at a rapid pace with more mobile devices and smart, internet-connected devices in our homes. This is one industry that is forever evolving and will always be needed. Even in times where other industries can suffer, the digital infrastructure industry needs to be active 24/7/365 in order to keep the world working.

I'VE GAINED A LOT OF RELEVANT EXPERIENCE IN THE ARMED FORCES. DO YOU HAVE A PROGRAM THAT WILL SUIT ME?

Whatever your job role, you will be able to find a program to suit you. To help people planning careers in the industry, we have developed the Global Digital Infrastructure Education Framework which has since become recognised and respected all over the world. The framework is like a career map that matches our programs to the skills and knowledge requirements of those actually working in different areas of these vibrant and fast-moving sectors.

This isn't based on guesswork; we regularly get together with a panel of industry-leading companies to review the evolving skills requirements and update our programs to ensure they provide learners with exactly the right skills and knowledge that is in demand. You can enter the education framework at any level and choose just one program or follow the path with the programs flowing perfectly from one to another as you progress. I'm always happy to talk through which is the best program or path for you.

CAN I USE MY ELC FUNDING FOR YOUR EDUCATION PROGRAMS?

ELC funding can be used for all CNet programs that offer a qualification. Our 20-day resettlement package (by far the most popular option) is made up of the 10-day Certified Network Cable Installer (CNCI®) program, which covers copper and fibre optic cable installation, and is followed by a 10-day work placement. However, as previously mentioned, we have programs spanning the entire industry, so we will be

able to find one that is perfect to meet your aspirations to join and progress within the industry.

WHAT HAPPENS AFTER I GAIN THE CERTIFIED NETWORK CABLE (CNCI®) PROGRAM?

After you've completed the CNCI® certification and qualification, we work with you to find a suitable 10-day work placement within a cable installation company at a time to suit you (from 8 weeks post CNCI® completion). This work placement is likened to a 10-day job interview that regularly results in an offer of employment. Work placements are run all over the UK and I will work closely with you to try and find a placement in one of your preferred locations.

WHAT WILL I GET FROM A WORK PLACEMENT?

The work placement will give you invaluable on-the-job experience and equally important industry connections. Many of the companies we work with to provide the placements are actively looking for new recruits, so the placement is often the stepping stone to securing a job offer. What better opportunity to show your knowledge and skills than being put in front of a team every day for two weeks?

WHAT SHOULD MY REALISTIC SALARY EXPECTATIONS BE FOR A ROLE IN THIS INDUSTRY?

Although this is variable depending on where you are located and the role that you undertake, the industry is experiencing an ongoing skills shortage which is driving up salaries, especially for those with recognised qualifications and certifications.

As a guide, network cable installers can expect to earn between £30-35K per annum and data centre technicians upwards of £45k+ per annum. However, using your ELCs to further your professional knowledge, certifications and qualifications can lead to career progression which usually means more responsibility and an even better salary. CNet's Global Digital Infrastructure Education Framework is the perfect aid to planning your future career development as it has been created with actual career routes through the industry in mind.

HOW IS THIS RELATED TO THE BIG FIBRE ROLLOUT ACROSS THE COUNTRY?

The fibre rollout is all about putting in place the infrastructure to achieve the Government's commitment of delivering nationwide (at least 99% of premises) gigabit-capable broadband by 2030, that is a download speed of at least 1 gigabit-per-second that would

allow a high-definition film to be downloaded in under 1 minute.

CNet specialise predominantly in the internal fibre environment although we do have an external fibre course – our Certified Outside Plant Technician program. Although opportunities are vast within the external environment at the moment due to the rollout, we recommend the Certified Network Cable Installer (CNCI®) program, which enables you to demonstrate the highest levels of knowledge, skills and competency in network cable infrastructure, both copper and fibre optic.

It's worth noting that the external environment is not as protected as the rest of the industry as there is a relative shelf life to it; once all the fibre has been laid in the ground, it should not need replacing for a significant period of time. For transferrable skills related to the external environment and national fibre rollout, we recommend gaining the knowledge from the CNCI® as it provides the skills to hit the ground running in the industry and the longevity of career opportunities, post rollout.

DO YOU WORK WITH TRI-SERVICE MILITARY MEMBERS?

Yes, in fact, since 1996 CNet has advised and educated thousands of service leavers from all three strands of the military, and our longstanding commitment was recognised in 2021 when we were enormously proud to be awarded the MoD's highest badge of honour, the Gold Defence Employment Engagement Award.

I LEAVE THE ARMED FORCES IN TWO YEARS; IS IT TOO EARLY TO CONTACT YOU ABOUT MY RESETTLEMENT?

Absolutely not! I'm always happy to chat with anyone planning their career outside of the Forces to see if a future in digital infrastructure is right for them. If you aren't ready to talk to someone, our digital infrastructure briefing events (sign up at www.cnet-training.com/industry-briefing) are a great way to learn a bit more and get a feel of whether you're interested in this field of work.

It's never too early to find out your options and work out what's important to you moving forwards. At CNet, we also continue our support for Service Leavers post-resettlement, in order to help you make the best decisions to develop your career further down the line. We are here to help you at any stage of your resettlement journey.



Ken Hillyer, Global Sales Manager, with Olly Day, Resettlement Adviser

CNet Training has pledged to support the armed forces community by signing the national Armed Forces Covenant and proudly holds the gold award from the Defence Employer Recognition Scheme (ERS). CNet has a longstanding commitment to supporting the Armed Forces during their time in service and throughout their 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 certification for their programs.

CNet is proud to be the originators of the Global Digital Infrastructure Education Framework which forms the benchmark for industry education 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. And, of course, 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. To do this, we regularly work alongside major companies throughout the global industry.

CNet 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 their ongoing success.



Olly Day at a recent careers fair





Sava

If you are looking for a new career, have you considered re-training to become a residential surveyor?

Working as a residential surveyor and valuer is the perfect way forward for those with an interest in property. This professional and well-respected career commands excellent salary prospects and, due to a skills shortage in the industry, demand for surveying services is ever increasing. The Sava course is now ELCAS approved, allowing members of the armed forces to secure financial support for higher level learning. For further detail on how to secure up to £2000 funding please read on.

WHAT IS A RESIDENTIAL SURVEYOR?

There are many aspects to the career and many options once qualified, but residential surveyors are mainly known for carrying out HomeBuyer Reports and valuations on properties prior to sale. It is a varied and flexible career with many

opportunities either working for yourself or for a firm.

Alan Milstein, a residential surveyor and chairman of the Residential Property Surveyors Association (RPSA), said:

"Being a residential surveyor is a rewarding career. In essence, residential surveyors assess properties for their general condition, energy efficiency and value, and members of Sava can also produce Home Condition Surveys which help home buyers understand the condition of the property they want to purchase."

"Residential surveying is an integral part of the housing market and offers good prospects, with potential for qualified surveyors to work within companies such as estate agents and banks, or to set up on their own and offer surveying services on a

consultancy basis to businesses and home buyers alike."

- Residential surveying could be the career for you if:
- You find property interesting
 - You want great career prospects
 - You want a role that's in high demand
 - You want to be well paid - the average AssocRICS salary is £49,293 (source: RICS 2018 UK rewards and attitude survey)
 - You want flexible employment opportunities, including self-employment
 - You want a well-respected career path
 - You like challenges and for each day to be different
 - You don't want to be sat at a desk all day

HOW CAN I BECOME A RESIDENTIAL SURVEYOR?

Sava offer the only vocational qualification with direct entry into the Royal Institution of Chartered Surveyors (RICS). The course is structured to allow learners to

continue to work full time whilst studying if they wish as the course is delivered with 12 months of part-time training, involving 2 training days a month. This is followed by 12 months of assessment which is carried out in your own time. The course teaches you everything you need to know to become a competent surveyor and no prior knowledge, experience or qualifications are needed.

Once qualified, Sava graduates are eligible for direct entry into RICS at Associate member level, meaning they can offer RICS products such as HomeBuyer Reports and valuations, as well as having the prestigious AssocRICS designation after their name.

Hilary Grayson, head of surveying services at Sava, says:

"Residential surveying is particularly suited to those who are passionate about housing, confident in dealing with other people, determined and self-motivated, and have a good eye for detail."



WHAT WILL I STUDY?

The Diploma is a vocational qualification, meaning it is all about giving you the skills and knowledge to be a well-rounded residential surveyor. Some of the modules covered include:

- **Valuation** - Determining property value, RICS mandatory requirements, how condition affects value, regulatory and legal requirements and different types of valuations.
- **Construction** - This module focuses on foundations, floors and walls, desktop research, scale drawings, floor plans and calculating U-values as well as building services.
- **Law** - The law and its background, easements, restrictive covenants,

contract law, negligence and occupier's liability are looked at in this module.

- **Inspecting Property** - The inspection 'agenda' and equipment, property measurements to include floor, volume and ceiling as well as the residential cost-rebuilding calculator.
- **Building Pathology** - This module focuses on the process of diagnosing the cause of building movement, damp and defects. It includes ground and above ground-based movement plus loads more.
- **Assessing Services** - This module looks at service systems and what can go wrong. It covers inspection and testing of service systems, electrical systems, heating services, plumbing and drainage.

"We believe these people could help to alleviate the looming skills shortage in surveying, and could become new associate members of RICS, an accreditation that is so important both professionally and to the industry as a sign of quality."

WHAT DO THE SAVA GRADUATES SAY?

We got in touch with Matthew to find out his views on the course and asked Matthew

what made him join the Sava course after leaving the Royal Navy, he responded:

"After serving almost fourteen years in the Royal Navy as a Petty Officer Aboveboard Warfare Weapons, I was looking to start a career in something new and entirely different to my current profession. I decided to move into the housing sector and found a particular interest within the surveying industry. Furthermore

my circumstances meant I didn't want to spend the next four or five years at university in order to become qualified. Sava solved that problem by offering me the opportunity of becoming a Residential Surveyor in as little as 24 months. I am also able to work whilst I'm studying which is important to me and find this is a huge positive for enrolling on the course."

We asked Matthew what his future plans are, he responded:

"Once I gain certification and Assoc RICS status I hope to begin work at a popular and well-renowned surveying firm, in order to build up my knowledge and experience within the field, in the hope that one day, in the future, I can work independently for my own Surveying practice"

We asked Matthew if he would encourage others to enrol onto the diploma and he responded:

"I would encourage any former Military personnel, or those coming to the end of their career to make good use of their ELCAS funds by considering enrolling on the Sava Diploma in Residential Surveying and Valuation and becoming a qualified Surveyor."

FINANCIAL SUPPORT THROUGH ENHANCED LEARNING CREDITS ADMINISTRATION (ELCAS)

Sava have received approval from the Enhanced Learning Credits Administration (ELCAS) for the Diploma in Residential Surveying and Valuation. ELCAS promotes lifelong learning amongst members of the armed forces and provides financial support for higher level learning.

For those eligible, financial support of up to £2000 can be received. The Sava team are willing to assist with a tailored finance package.

To find out more please contact our sales team at hello@sava.co.uk

HOW DO I FIND OUT MORE?

Sava run regular open days where you can come along to find out more about what being a residential surveyor involves, meet the team and hear about how the qualification works. You can book a free place and find out more about the diploma here: <https://sava.co.uk/resettlement/>.

Sava are pleased to be able to offer readers of this magazine bespoke payment options for those accessing ELCAS funding. Simply state where you saw this article when you speak to us.

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Sava
MAKING BUILDINGS BETTER

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

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 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.open.ac.uk/forces for more information.



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

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



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all clicks.

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your business smarter.

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Knowledge hub



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University

**WHAT DOES IT TAKE
TO CHANGE A LIFE?**

**EMPATHY.
PATIENCE.
KINDNESS.
TIME.**
**A DESIRE
TO HELP.**



If this describes you, please
consider joining us as a
volunteer mentor and help
change lives by supporting
those transitioning from the
military to civilian life.

Visit www.ssafa.org.uk/mentor
or **SCAN HERE**



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Armed Forces
charity

Regulars | Reserves | Veterans | Families

Registered as a charity in England and Wales Number 210760 in Scotland Number SC038056
and in Republic of Ireland Number 20202001. Est. 1885. S772.1022

SSAFA's Mentoring Service Expands

SSAFA, the Armed Forces charity, assists all service personnel, veterans and their families in times of need.

One particular time that inevitably causes stress, is the transition from a life in service to becoming a 'civvy'. People react differently; some are delighted by the prospect of a whole new way of life, but

others struggle with the huge change that is going to affect not just them but their whole family.

Kat, who used the SSAFA Mentoring service says: "I got in touch with SSAFA because I was suddenly faced with a situation

where I was not going to have a home or a job. I'm going to do all the things that are classed as really stressful life changes pretty much in one go."

Kat was serving in the RAF and was a single parent, who was struggling after the breakdown of her marriage. She had been unable to deploy because she was the primary childcare provider for her two children. The strain of this, as well as other factors, meant she was signed off work with stress and eventually medically discharged. Things were looking bleak for Kat and her mental health suffered.

"I was still living on camp, but when I was given an eviction notice through the door I had to apply for social housing because we were going to be homeless."

"It was in a very dark time; everybody had given up on me, but my mentor was there for me. Trevor was like a knight in shining armour. If

I was having a tough day or if I needed help, he was always just on the other end of the phone."

Trevor helped Kat in a practical way and was someone she could rely on in her times of need. Two years on and Kat has a full-time job, her own house and the children are doing well.

"It was reassuring to have a person who is there for you, who gets what you're going through, who's been in the military and knows how hard it is when you leave. I honestly wouldn't be where I am now without him."

SSAFA Mentors help the service person and their families with all aspects of transition into civilian life.

One mentee's wife said: "After years of living in quarters you suddenly have to buy your own house. It is important to be near a good school because the kids get taken out of their boarding school and would probably find it harder to settle in to an

inner-city comp. Affording that is impossible. I've moved all over the world with my husband's job and I can only get unskilled work at the moment and my pension pot is quite low because of all the years I have been in and out of work. My husband and I find it difficult to talk about money and the future because we don't know what our lives will look like with what we have." Simply talking with their mentor went a long way to stabilising this Forces family's fears for the future.

SSAFA mentors come from all walks of life and don't necessarily need any military knowledge. However, some mentors find that coming from a military background really helps them to connect with others.

Tim, ex-Royal Air Force and SSAFA mentor said: "My favourite part is seeing the change in someone. They have referred themselves or someone else has referred them to our service

and often they are hitting a bad patch. It could be lack of employment, struggling with money, housing or just the culture shock to them or their family of being on the outside. I have been in that situation. I understand what they are going through, and I hope it helps them to see that I managed, so I can help them through their tough times too."

"It's often just little things, like being on the end of a phone if something goes wrong, pointing out what help their family might be entitled to, or helping them set a monthly budget for house bills. Ultimately, understanding that change can be terrifying and supporting people through that is very rewarding. I feel like I'm giving something back. And it's great to have someone who understands military humour too. You can miss that on the outside."

Mentoring is the ideal voluntary role for busy people as the workload is flexible and can be heavy or light, to suit your personal circumstances.

Sarah, SSAFA mentor, military wife and ex-service child said: "I have a hefty full-time job and was looking for a volunteering role that could fit in around my other responsibilities. I really enjoy helping people and I think that, because my experience spans the military life and my profession is outside of that, I have a lot of experience I can draw on to help service leavers."

Tony, ex-Army and SSAFA mentor, said: "I got into mentoring because someone wanted me to give them a reference for their own application to SSAFA. I looked into it and thought it sounded brilliant. I wish knew I had access to something like this when I left the Army. Transitioning wasn't just tough on me, it was hard for my family too. I find it rewarding knowing we can work with families as well as the service person. I really enjoy helping people find their own solutions. There is a lot of support for volunteers too and I like that we feel part of a team."

SSAFA's mentoring service is expanding and more mentors from across the UK are needed. The mentoring scheme is fully supported by training, teamwork and regional managers and they are actively recruiting now. If you are looking for a voluntary role that will fit in around your lifestyle, provides recognised training and support, visit www.ssafa.org.uk/mentor. If you would prefer to speak to someone about the role, email mentoring@ssafa.org.uk.

CASE STUDY

A Day in the life of a Mentor
Compared to many volunteering roles, that of mentor is relatively simple and the workload is easy to balance, even if you have a busy life yourself. John: "I work full time and have a family. I let all my mentees know this so we can work around both their and my schedules."

Today I was at work all day, after which I gave my mentee his weekly catch-up call, which lasted 10 minutes. I have looked after him for about four months now, from just before he left the Army and through his first few weeks on the 'other side'. Today he told me about an interview he had been offered, and was a bit

nervous about, so we scheduled a meet-up to run through a practice interview on Saturday afternoon. It'll take about an hour or so and I'll take that opportunity to check everything is OK at home and anything else I might be able to help him with.

Because my life is busy I have one mentee at a time and generally it takes up an average of two hours per week, spread over a month. If I had more time I would take on more mentees, but right now, one at a time is perfect for me. In general you sign up with a mentee for six months, but, there's the option to extend this if needs be. On the other hand, some people need a steer in the right direction so don't need you beyond the first few weeks."



AMAZON AND SSAFA PARTNERSHIP

SSAFA is in a fortunate position to work closely with Amazon Military, who have joined SSAFA as a charity partner.

Amazon sponsored the recent Mentoring Wellbeing Conference in Oxford and continues to support and encourage it's staff to take up voluntary mentoring roles with SSAFA.

Amazon Military are a dedicated team within Amazon UK who

are largely veterans or reservists themselves. The members of Amazon Military voted for SSAFA as their adopted charity and support SSAFA whenever they can.





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

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

 **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



Ex-military travel franchisee marches toward being a millionaire

A former Royal Engineer staff sergeant has swapped the military for the Travel Franchise and landed a £1 million booking in the first three months of trading.



Moses McLaughlin, who started his Travel Franchise business in July 2021, could not have asked for a better start to his new business after landing a £1 million booking in the first few months. Since then, his business has been booming, and he now runs an £800k a year business and is looking to smash the £1 million revenue barrier by the end of the year. Moses served in the Royal Engineers between 1980-2003,

and did tours of duty in the Falklands, Northern Ireland, Bosnia, and Iraq. Upon leaving he had a highly successful career in the payments industry before setting up his travel business with The Travel Franchise in 2021.

Moses who lives in Bury St Edmunds and has clients all over the UK, explains: "Since starting my Travel Franchise in 2021 business has gone very well. I had no travel experience prior to starting, but the training and support have been exceptional, and it enabled me to really hit the ground running and reach my 2022 targets."

"I got to a stage in my career, that I wanted to start my own business, but a business that I would enjoy and be a challenge. I saw a real opportunity with the Travel Franchise that would enable me to achieve my aim. My target for the first year of trading was £100k revenue, to date, this has been exceeded. I now run an £800k

revenue business and am looking to achieve £1m-plus by year-end."

Moses adds: "After just three months in travel I had captured a £1 million booking and have secured lucrative contracts with a cruise company and within the music industry that ensures I will have a bright and profitable future in travel. I am a man on a mission, and I am looking to break many records within Not Just Travel!"

DEMAND FOR TRAVEL FRANCHISE CONTINUES TO SOAR

Demand for The Travel Franchise has continued to grow, with 2022 being its best ever year so far. By July 2022 the company had achieved more sales than it managed in the whole of 2021, with year-on-year sales growing by a huge 151%. In the last two years, the business has also taken on 135 new franchisees.

Jenny Farenden, Head of Franchise Marketing at The Travel Franchise explains: "Confidence in the travel industry has remained high over the last few years, but it has gone through the roof in 2022. This is easily our best ever year, and our franchisees are

really reaping the benefits. It has never been a better time to come on board, as people are prioritising travel and holidays again after all they have been through over the last couple of years. We really have seen huge growth, and this is set to continue as already we have customers booking up for next year, and even the year after that."

The Travel Franchise enables people to operate their own travel agent business from home without the risk of going it alone, and unlike many of its competitors, franchisees do not need any travel agent experience or qualifications to join.

Jenny Farenden, adds: "We are one of the lowest risk franchises in the market. The Travel Franchise gives people the opportunity to become a personal travel consultant by owning an instant travel agency business from home. No travel industry experience is needed, as all our franchisees are given all the training, tools and technology needed to succeed. The business has been designed to fit round your lifestyle and can be done on a part-time or full-time basis, with 99% of our franchisees working from home. The business model

is simple, we earn as you earn, so franchisees leverage all our experience and skills and have the backing of a multi award winning and multi million pound company behind them. Our central team takes care of all the paperwork and admin associated with bookings so that our franchisees can focus fully on their clients.

"We ask all our prospective franchisees a few simple questions. Including, do you love travel? Do you want to become your own boss and get everything you need to start your own travel business, with uncapped earnings and work when, how, and where you want? Our franchise model comes complete with everything you need to start earning money from day one. Including initial training, ongoing support, a personal partnership mentor, millions of holiday choices, specialist travel agent software, marketing materials on-line and off-line, and weekly webinars."

As a company The Travel Franchise has massively invested in the franchise this year with over £1 million invested in staff alone. It has greatly increased the numbers in its support team, meaning no other travel franchise has as many support staff per number of franchisees. It is also

launching a new Cruise Mastery programme, a new holiday deals app, improvements to its bespoke business management software, plus new marketing toolkits. The Travel Franchise prides itself on providing the best possible support for all its franchisees.

MONEY BACK CHALLENGE - FRANCHISEES CAN GET NEW TRAVEL BUSINESS FOR FREE

The Travel Franchise is offering franchisees taking its popular Elite package the opportunity to take part in its unique Money-Back Challenge.

The Money-Back Challenge means that franchisees have the opportunity to get their franchise fee back as their business grows. Basically, all franchisees have to do is sell enough holidays inside an agreed time frame and their £15,000 business start-up costs will be refunded.

Jenny Farenden, comments: "We are the only franchise in the UK to offer a Money-Back Challenge, and while it's not easy, people are consistently hitting their challenge targets and effectively getting their business for free. Dozens and dozens of franchisees have won the challenge so far. There are no strings attached, we see this as a great incentive for all our elite franchisees to hit

the ground running and make a real success of their franchise."

One example is husband and wife franchisee team James and Natasha Oliphant from Berkshire. They decided to join in June 2021 after seeing first-hand the need for travel professionals. At the time it was a big decision, but one they were convinced was the right thing to do for their future. After just eight months, they've now made enough commission to beat the unique Money-Back Challenge and have received their franchise fee back.

Natasha explains:

"We had a really bad experience as a consumer after booking a holiday with another company and then having to cancel due to the pandemic. It was a catalyst to saying 'we could do this so much better'. We run the business part-time around other jobs, and I also run a beauty business. When we decided to go for it we immediately started to promote our new business and created a Facebook group and invited everyone we knew to it. We finished training at 3pm on the Friday and by 4.30pm on the same day we had our first booking, and it was from a complete stranger. One of our biggest bookings came from a lady who had just booked in for an eyebrow wax with me

for £10. It was a holiday to the Maldives, initially just for 2 people, but it turned into a group holiday worth over £20,000. Getting this booking was an amazing feeling!"

Natasha adds:

"We pride ourselves on our five star reviews, and first-class customer service is definitely the key to our success. Winning the Money-Back Challenge has been a complete bonus. We love what we do and making the decision to join The Travel Franchise is one of the best decisions we have ever made."

The Money-Back Challenge is offered to all franchisees on the Elite package (£14,995), which is The Travel Franchise's most popular offering. Elite franchisees also benefit from an 'Elite experience' where they get to visit a dream destination, such as Mauritius, along with other agents and get personal mentoring from a founder.

Franchisees range between just £2,995+VAT to £49,995+VAT. The £2,995 Lite Package was initially introduced during Covid as a more affordable option but it has proven so popular that the company has decided to continue it.

For further details please visit: www.the-travel-franchise.com

the
travel
franchise

Start a travel business

with UK's Top Travel Franchise 2022 and Homeworking Agency of the Year

We have helped over 900 people start a successful travel business from home.

Work part-time or full-time



"View your business as helping people have amazing experiences. That's what we really do. We just happen to do it through holidays, and there's a real difference."

SARAH, EX POLICE OFFICER

'Screen Rescue Plymouth' SOON LAUNCHING!



Take Command of your Resettlement with Screen Rescue

Own and operate a trusted and valued business in the Commercial Automotive Industry with an award winning Screen Rescue Franchise.

Many service-leavers struggle with the return to civilian life and take up franchise ownership in their mission to find a role that continues to fulfil, motivate, and challenge them.

With transferrable skill sets ideally suited to most franchise systems and a proven business model to follow closely, franchise ownership can provide a robust safety net for ex-forces yearning to be their own boss.

Screen Rescue is the UK's only award-winning franchise providing a wide range of vital, in-demand windscreen and glass repair services to all sectors of the thriving Commercial Automotive Industry, now worth £49bn to the UK economy.

Since 2012, we have become approved suppliers to all main dealership brands from Audi to Volvo gaining an unrivalled reputation for the wide range of windscreen and glass repairs we handle along with the exceptional customer services we deliver.

Our purpose is simple: we repair windscreen and glass damages on a regular and reliable basis rather than replacing them, so that hundreds of our commercial automotive clients continue to make significant savings every day.

These include new and used

car garages, freight, haulage, transport, distribution and logistics carriers as well as school transport, mini-bus and coach hire, and public transport. Civil engineering and construction companies together with local government, essential services and major fleet operators all enjoy the 'wow!' factor of our unbeaten repair results.

Screen Rescue provides an excellent opportunity for those seeking the freedom and flexibility of running a van-based franchise from home where the more clients you look after, the more repeat business you carry out; the more you can earn.

The franchise license comes with a large territory designed to deliver the maximum reward for your efforts so you can build a multi-van operation and scale up your franchise in line with your real ambitions.

Full training and award-winning franchisee support is provided in all areas of this franchise business, so no previous experience is required. And the business model is simple to learn; highly profitable and easy to manage. With repeat business and multiple revenue streams, the rewards for hardworking franchisees are unlimited.

There is no better time to join Screen Rescue. In January

we collected 'Best Franchisee Support' Silver Award Winner and our Stevenage franchisee, Keith Harrison picked up 'Franchisee of the Year' Gold Award Winner in the VFA22 franchise awards, as judged and sponsored by Barclays Bank.

We are on a mission to recruit ambitious new franchisees with the drive and energy to be their own boss. If you are ready to become a trusted and valued part of the Commercial Automotive Industry, then a Screen Rescue franchise business could be the right resettlement opportunity for you.

THE FRANCHISE PACKAGE

Unlimited earning potential

The rewards for ambitious, hard-working franchisees are unlimited. Our Financial Blueprint is designed so that you can draw an income from day one and take additional dividends by year two. As your business scales up, you can expect increased earnings year-on-year.

Large exclusive protected territory

Our territories are awarded to you, exclusively. Defined by intact postcode areas, they are designed to deliver the maximum reward for your efforts and contain the correct business mix potential for you to scale up operations at your own pace.

Scalable proven business model

The business model is proven to achieve a turnover greater than £75,000 from each fully established operating van.

With the capability of multi-van expansion, we provide the guidance and support to take your business to the next level.

Technologically advanced touchscreen repairs equipment

Already BS AU 242b:2022 compliant, this patented equipment simplifies the repair process of challenging damages competitors must walk away from and activates a faster curing time, so each franchise can carry out repairs more efficiently.

Unrivalled GQA NVQ & 4M advanced repairs training

BSI standards in windscreen repair now take reforms to new levels where working towards British Standards means compliance to a BWSC 4M approach. Replacing elite GQA NVQ training, franchisees will be trained in 4M standards on its launch.

Multiple revenue streams

We'll help you win new clients and build a thriving repeat business client base. Every day is varied as you provide a full range of vital, advanced windscreen and glass repair solutions from your own fully equipped branded mobile van:

- All stone chip repairs
- Long & short crack repairs
- Glass scratch removal & polishing – 100% distortion free
- Glass graffiti removal repairs
- Headlight polish & full restoration

10-Day 'boot camp' induction training

The franchisors train you in all windscreen and glass repair disciplines, business development, sales and marketing, accounts, and operational processes, so you are fully confident in running all areas of your franchise operation.

10-Day in-territory assisted launch with franchisor

Pre-launch social media marketing direct to your lead base is followed



KEITH HARRISON, AWARD-WINNING FRANCHISEE

"From the start, I was attracted to the level of training and ongoing support you get with Screen Rescue, and I could see the scalable potential of the franchise. I had total confidence in the professional way the franchisors assisted me with my business plan and my tailored financial forecast, and found it was a straightforward process to raise the funds I needed for my working capital."

"It was also reassuring to see the way the franchisors handled the legal company set-up with the accountants, which helped take some of the worry out of starting my new franchise as I had never run a substantial business before."

"All-in-all, it was the one-to-one franchisor training, ongoing support, and unlimited guidance I was offered that gave me the extra confidence to proceed."

Keith Harrison, franchisee
Screen Rescue Stevenage
GOLD WINNER VFA22
'Franchisee of the Year'



GLENN BOWKER, NEWLY LAUNCHED FRANCHISEE

"I was looking for an opportunity that could allow me to become my own boss after deciding to move away from my management position in the aviation sector, and after reviewing the Screen Rescue business model and carrying out detailed research and due diligence, I was convinced that the market for their services was significant, strong and stable. The support I received from the franchisors during the application process was excellent, guiding me in production of the business plan, sales forecasts and cashflow. Raising the funding I required was also straightforward with multiple entities looking to support my business financing. All of this meant I was in a position to start trading within my protected postcode area within a very short time period."

Glenn Bowker, franchisee
Screen Rescue Birmingham

with a tactical in-territory 'buddy system' launch, led by franchisor, Jaime Hilario. This strategy fast-tracks you into business giving your franchise the best possible start.

10-Year renewable franchise license

No new business is an overnight success, so we're in this together throughout your franchise term. You'll be offered a FOC renewable option every decade (T&CS apply) or if you choose, we'll help you sell your franchise asset later down the line.

Comprehensive training & coaching programmes

You'll benefit from regular in-territory visits and one-on-one guidance direct from both franchisors to help accelerate your business growth; providing you with ongoing support when and where you need it as your franchise business grows.

Award-winning franchisee support

Investing in this franchise provides you with a wide range of daily support services to maximise your full potential. You'll be awarded full access to our head office award-winning franchisee support team. Think of them as your own staffed office.

Head office invoice, collections & administration support

From a strong franchise background of 23 years, we understand the new cashflow challenges franchisees face. Our award-winning franchisee support team manage your daily invoicing and payment collections so you can focus on your business.

Lead generation

Our award-winning franchisee support team identify and collate your leads from live online government data. Every lead is credit-checked, scored and evaluated to meet tactical launch, marketing and ongoing business development strategies.

QFA (quality franchise association) full members

Screen Rescue are full members of the QFA. Membership is subject to passing a stringent accreditation process and demonstrates a total commitment from the Franchisors to be ethical in their support of incoming and existing Franchisee's.

The QFA, does not endorse any specific franchise brand, but accreditation does give some comfort to potential franchisees when making their own evaluations.

Mobile Windscreen & Glass Repairs Franchise

CALL NOW to learn more
01728 860762
www.screenrescue.co.uk
WhatsApp: 07896 988661

Imagine owning a substantial multi-van business in the Commercial Automotive Industry. With a Screen Rescue franchise opportunity, now you can!

Become your own boss and reap the rewards of your own hard work with the UK's award-winning windscreen and glass repairs franchise.

- Unlimited earnings • Award-winning support • Scalable business

The Screen Rescue license fee is £19,750 + VAT (VAT is reclaimable). Our bank approved business model enables you to borrow up to 70% of the total investment. Personal investment of 30% is required. T&C's Apply. Utilising the bank funding option, means most individuals can enter this franchise with personal savings of just £10,500.

The Demand for Tutoring Services is Rising

The Global Private Tutoring market is projected to reach \$200 billion by 2026, this is no surprise as we see more and more parents turn to tutoring to supplement their kids' education.

Tutor Doctor is the fastest growing tutoring franchise in the world. After another successful year, the brand has started the year strong, welcoming 7 new franchisees and 14 locations into the UK network alone. But what do these ambitious professionals all have in common? With a passion for the autonomy of business ownership, each recognised the ever-growing opportunity in the education sector and the ability to make a genuine difference in their own communities.

At Tutor Doctor we're deeply committed to our mission of changing the trajectory of students' lives; this is accomplished by utilising a personalised one-to-one tutoring approach that matches students with professional tutors

based upon the students' individual needs. Our approach to education enables any child of any age to get help on any subject – whether they require remedial attention or academic enrichment.

This ability to instill confidence in students and change their attitudes towards their educational potential is what makes Tutor Doctor stand out. While other supplemental education brands are creating curriculums from standardised best practices, Tutor Doctor is making learning personal in person. The brand's tutors work with students one-to-one in their homes or online and tailor their educational strategies to each child's unique set of challenges, strengths and assignments, ensuring that every student receives the exact

amount of attention and the type of help that they need to excel.

Mainstream education is often restricted by education policies, making change a mammoth task to implement. Student needs, driven by global demands for 21st century skills, are far easier to meet with the help of a private tutor. For instance, at Tutor Doctor we've seen an increase in demand for our X-Skills program, which focuses on executive functioning skills students need in order to thrive in a 21st century knowledge economy.



A unique business model, combined with growing demand in the supplemental education industry as a whole, makes it a strong investment opportunity for franchisees. Since the business model isn't curriculum based, there is no limitation as to where Tutor Doctor locations can open up because students across the globe are all working on their own homework with different pain points that require our help.

Franchisees manage a team of tutors and work closely with families to identify the needs of students. As a successful business owner at the heart of their local community, franchisees help children to achieve their potential and change the trajectory of their lives through education. For a truly bespoke, person-centred service, Tutor Doctor franchisees match students with the right tutor based on personality, learning style and subject matter. Tutors work with students one-to-one, in-home or online, and customise tutoring

sessions to the unique needs and interests of the student.

Tutor Doctor has always been committed to going above and beyond to help its network succeed. Once franchisees join the network, they attend an intensive training programme called Road to Home Office Training (HOT) which takes new recruits through the very foundations needed to build a successful tutoring business, including e-learning courses and live training with subject matter experts. Further to this, once training is complete, franchisees work with a business coach on a strict mentoring scheme for the life of their business and have regular regional meetings, webinars and calls with their field support team. The annual conference is also an opportunity to brings the whole network together to learn, celebrate and plan for the future.

The Tutor Doctor opportunity offers a low-risk model with a high ROI. Franchisees can work from home for added flexibility and all tutors work on a self-employed basis so, there's no need to worry about the usual costly overheads. As a management franchise, a large percentage of franchisees eventually employ a team of staff, including education consultants and admin assistants, giving them more time and freedom to focus on business development and growth.



Collaboration and a real sense of togetherness is just one of the things that sets the Tutor Doctor network apart. The franchise is committed to continuously innovating and improving its educational experience for students, franchise owners and tutors. Last year, Tutor Doctor acquired coding franchise, Code Wiz, added Innovation squads, cross-functional teams that collaborate with franchisees, and enhanced our X-Skills programme to help students build their

executive functions. It is also working more closely with schools to supply targeted support for their students who have suffered from the pandemic learning loss.

The past 24 months have presented a challenge, but it didn't stop the global tutoring franchise adapting and working with clients to provide a vital, seamless service. Tutor Doctor has been able to grow from a development and sales standpoint by prioritising a people-focused approach to business, and as a result, has been able to reach more students and more communities with quality, in-home and online tutoring services. We will continue to improve our services and business model, from the educational experience to the global operations.

Across the country, more and more people are recognising the benefits of one-to-one tutoring, meaning hotspots of potential customers are simply waiting for franchisees to arrive. As demand for its services continues to rise, so does the opportunity to build a scalable business with Tutor Doctor. In West London, David Boddy tripled the number of his territories, from three to nine, purely to meet growing demand. A business that provides a much-needed solution to an ongoing problem, Tutor Doctor presents a real opportunity for enthusiastic,

people-orientated professionals to create a booming business.

Tutor Doctor is looking for a specific kind of franchisee as it aims to bring those feelings of confidence and high self-esteem to more students across the UK. Owners who find the most success with the brand have a strong desire to build and grow a business, and are excited about the opportunity to be actively involved in their communities. They also want to make a difference in the lives of students and feel passionate about Tutor Doctor's mission: To change the trajectory of students' lives.



Investment level: from £33,000
Number of franchisees: 81
 franchisees/162 franchise units
Sector: Education
Year Established: 2000

Telephone: 0208 1333 525
 Email: nmayne@tutordocor.org
 Website: www.tutordocorfranchise.com

OUR FRANCHISEES LOVE TUTOR DOCTOR

Join Our Family!

- Work from home
- Work-life balance
- Supportive franchisee community
- 12-month launch support programme
- Semi-absentee model available

For more info, call 020.8133.3525 or visit

tutordocorfranchise.com



Certificate in Executive Coaching

A Coaching Accreditation Programme for Experienced Managers and Leaders.

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

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

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

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

HOW WILL THIS HELP ME?

"The skills the course provides are focused on professional coaching but have applications to all walks of life and I'm likely to remember elements of this course every day for years to come." Tony

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

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

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

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

WHO IS THIS PROGRAMME FOR?

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

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

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

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

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

WHAT IS THE TEACHING METHOD?

"It provides a great all round learning experience: formal teaching, personal reflection, practice in a safe environment, direct encounter with real clients, and the ability to revisit any aspect of the course via the learning platform – this combined approach, spread out over 3 months made it the success it was." Paul

The entire course is delivered online.



Every module is highly interactive, combining taught input in the Zoom 'plenary' with practise and discussion in break-out rooms. We create the time and space for all course participants to get to know each other, contribute and improve their skills.

You will attend an initial briefing session, followed by 10 x 2.5-hour live, interactive, and experiential learning modules, plus a final conversation with course faculty to discuss your overall learning outcomes.

The total qualification time for this programme is approximately 75 hours. The 10 x 2.5 hour Zoom meetings are the only fixed timings. The remainder can fit around your existing work schedule.

WHEN IS THE NEXT PROGRAMME?

The next course starts 7 Sept 2023 and finishes 14 Dec 2023.

HOW MUCH DOES IT COST?

The price for service leavers is £2,500.

HOW DO I FIND OUT MORE?

We run regular information sessions in which you can meet Tom and discuss whether the programme is right for you.

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



WHO IS TEACHING THE PROGRAMME?

"Tom is a patient and knowledgeable guide." Alexander

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

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

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

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

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

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

"Tom has unlocked my coaching potential; I feel resourceful and empowered on my coaching journey" Chris



WHAT WILL I LEARN?

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

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

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

Participants will learn...

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



CERTIFICATE IN EXECUTIVE COACHING



Transform your military leadership experience into a recognised business qualification.

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

75-hours Total Qualification Time between 7 Sept 2023 and 14 Dec 2023

- 10 x 2.5-hour, live Zoom meetings
- Weekly reflective journal assignments
- Experiential learning methodology
- Personalised one-to-one expert feedback
- State-of-the-art online learning platform

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

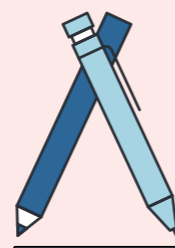
For more information contact tom@tombattye.com or call +44 (0) 7720 286696



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%

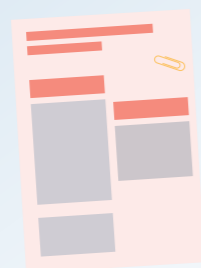


SIX.

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.

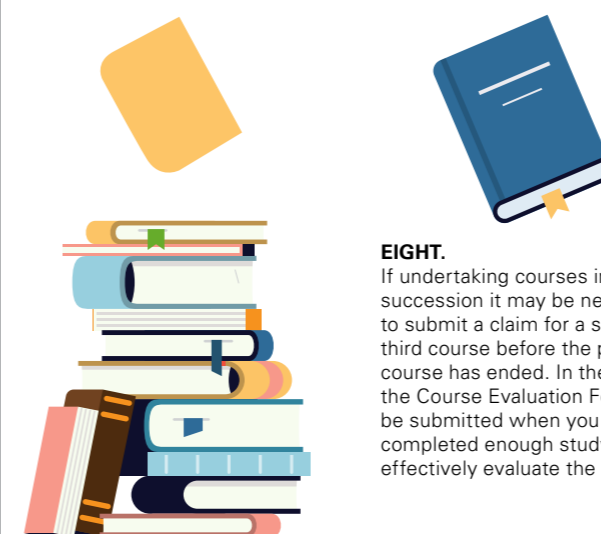
FOUR.

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**. ●

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MOD Development Manager
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For further information contact the Firefly team at
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