

ER

Summer 2023 £Free

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

magazine



THE FIREFLY SCHEME

As a Reservist you will be well rewarded for your time, earning extra money and accruing an additional pensiony. **P10**

FAMILY ENTITLEMENTS

Mary Petley of the Forces Pension Society outlines family entitlements scheme by scheme, and any criteria that apply. **P28**

TUTOR DOCTOR

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. **P50**

THE ELC SCHEME

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

How to deal with pension choices after you leave.

Join us. Job done.



GUIDANCE WHEN YOU NEED IT MOST

Right now, for many in Resettlement, pension choices are even more complex than ever, with the AFPS15 remedy (McCloud) implementation due to start from October 1st 2023. Those eligible for the remedy will be provided with a Remediable Service Statement (RSS) detailing their legacy scheme benefits and AFPS 15 benefits for the remedy period.

Eligible members leaving the Armed Forces between 1st April 2015 and 1st October 2023 with a pension or EDP in payment will be sent a RSS within 18 months from 1st October 2023 and asked to make their election choice. Those who leave after 1st October 2023 will be invited to make an election before their pension benefits are due to come into payment.

Such challenges explain why so many veterans remain Members of the Forces Pension Society long after they leave the Armed Forces; Members like Group Captain "T" who benefitted from the guidance of our Forces Pensions Consultants. As he writes:

"I offer my sincere thanks for your guidance and support. I left the RAF Regulars in 2016 but immediately took up an FTRS role. When I left Reserve Service in 2019, it struck home that I was receiving substantially less pension than anticipated....with the FPS support, the net effect is that my pension has been recalculated upwards by £7,000pa. It has taken over a year to get to the bottom of this issue and without the help of FPS, I quite simply would not have achieved this outcome. My sincere thanks to the Pensions Team who do such a remarkable job on behalf of all veterans."



SCAN ME

IT PAYS TO UNDERSTAND YOUR PENSION

Forces Pension Society

68 South Lambeth Road, Vauxhall, London SW8 1RL.

T:020 7820 9988 E: memsec@forpen.co.uk www.forcespensionsociety.org



MY STORY IS NOT UNIQUE

Starting out as a serviceman was good for a time. But life became a struggle and I couldn't see the light.

When I needed help SSAFA was there. Offering a hand-up so I could start again.

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**FIND OUT HOW WE
HELP THE ARMED
FORCES COMMUNITY**



ssafa.org.uk/leave

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

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BAND OF HOPE AND GLORY

SSAFA, the Armed Forces charity is tuning up for another summer of music, Prosecco and next-level entertainment at the annual Battle Proms, an iconic series of parties in the parks of some of the most beautiful and historic houses in the UK.



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FILL WIDENING CYBER SKILLS GAP WITH HIGHLY-SKILLED EX- MILITARY CYBER WARRIORS

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



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CNET TRAINING

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 (fibre optics and copper cabling) and data centre sectors, that make up the digital infrastructure industry.



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YOU CAN MAKE A DIFFERENCE

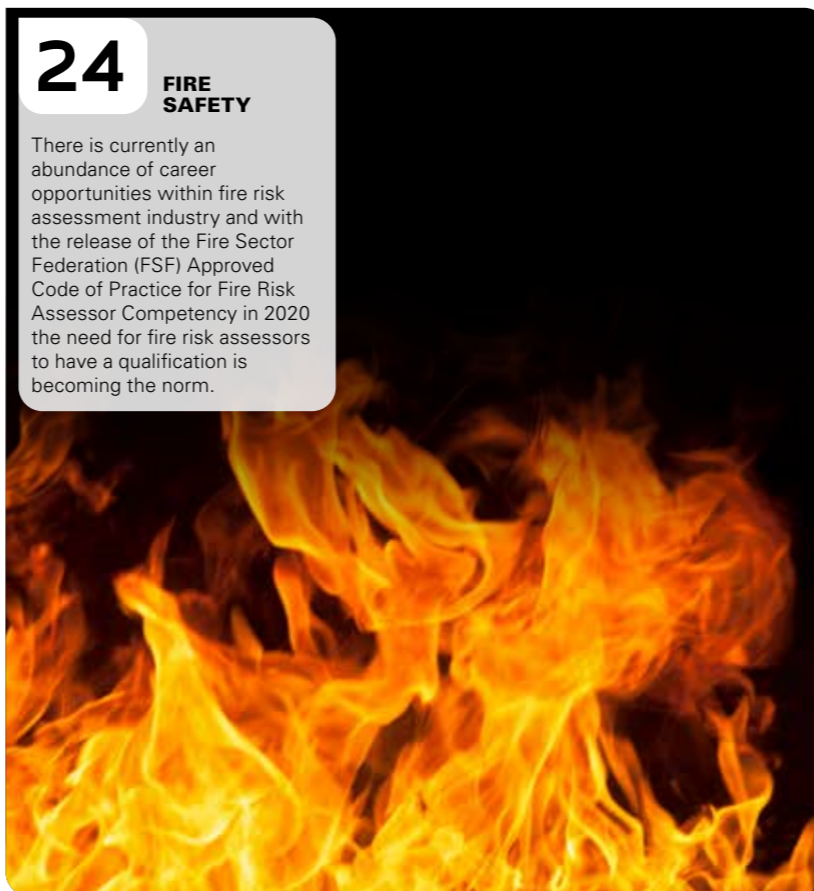
Become a volunteer with the Army Cadets, and you could make a difference to a young person's life.



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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.



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MAGAZINE IMAGE CREDITS

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Welcome...



Welcome to the Summer 2023 issue of Easy Resettlement magazine...

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 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.

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

British businesses help Armed Forces leavers find employment at packed Murrayfield event



Representatives from over 80 leading British businesses met with more than 275 ex-military personnel at a national Employment Fair hosted by the Career Transition Partnership (CTP) in Edinburgh.

With more than 14,000 people leaving the UK Armed Forces every year, employers, Service leavers and veterans came together to network and plan for their futures. There were in excess of 1,000 job opportunities and career pathways available on the day and the one-day event gave exhibitors the chance to promote their brand and showcase the careers they offer.

Employers attending the Edinburgh event represented a wide range of sectors including construction and engineering, healthcare, finance, transport

and logistics, energy and renewables, and many others. In attendance were Sub Sea 7, Scottish Government, British Gas, Centrica, Ocean Winds, Barclays, BAE Systems, DXC Technology and many others.

Many of those who leave the Armed Forces are highly driven and 'work-ready' but need support in weighing up their options to find the next suitable career pathway. Service leavers and veterans typically offer businesses exceptional technical skills and also power skills such as communication, commitment and teamwork.

Susie Hamilton, Scottish Veterans Commissioner, attending said: "Service leavers bring so much to the workplace; many have valuable technical skills and qualifications, but all have amazing teamwork, leadership and communications skills that are second to none. We all recognise that our Service people are some of the best employees in the country and when they transition from the military to become veterans, they take those qualities with them into the civilian workplace and make absolutely brilliant employees."

"Our Service leavers deserve the opportunity to reach their full potential in the civilian world and events like the CTP Employment Fair are a great way to help facilitate this."

The CTP resettlement programme has a high success rate in matching up Service leavers with new opportunities. 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.

Adrian Peters, Operations Director, CTP, said: "The UK employment market currently offers a high number of job vacancies across all sectors, but many businesses struggle to find the right skills to match their roles. These are favourable conditions for Service leavers who offer extensive transferable skills but can often find leaving the forces to be a daunting experience; and so, they appreciate any support and guidance that can be offered by employers to ascertain their next move."

"Support structures like the CTP enable veterans to showcase their skills to employers and seek suitable opportunities, whether that's through training, career transitioning, or redeployment. It's reaffirming to see that so many Service leavers and employers attended our Edinburgh event. We hope to hear of many success stories in follow-up to the event and for those who couldn't make it, there will be similar employment fairs taking place across the country throughout the year."

CTP is a partnering agreement between the Ministry of Defence and Right Management. Ltd, the global career and talent development



expert within ManpowerGroup. It provides resettlement services for those leaving the Royal Navy, Army, Royal Air Force and Royal Marines regardless of time served. CTP has been the official provider of Armed Forces resettlement for 25 years, helping 250,000 Service leavers make their move into civilian life.

Sub Sea 7, one of the employers present at the Edinburgh event, said: "This was a well organised event and we met with many interesting Service leavers with a wide range of backgrounds and skill sets. We have a number of veterans already in our organisation so we know the benefit hiring from this talent pool brings."

To find out more or for further employment fair dates in other UK regions throughout the year visit the CTP website.

ABOUT CTP

The Career Transition Partnership (CTP) is a partnering agreement between the Ministry of Defence and Right Management. Ltd, who is the global career and talent development expert within ManpowerGroup. We are proud to be the official provider of Armed Forces resettlement for 25 years.

We provide resettlement services for those leaving the Royal Navy, Army, Royal Air Force and Royal Marines regardless of time served. We also operate as an intermediary service for employers wishing to hire from the Service leavers and veterans pool of talent. These relationships open up routes to employment which are accessed by leavers through our jobsite, CTP RightJob and a range of online and in-person employer events.

To date, we've helped over 250,000 Service leavers make their move into civilian life and supported thousands of organisations looking to employ ex-Service personnel. www.ctp.org.uk



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

One of the many benefits that members of the MPGS enjoy is the stability of home life, a good work life balance. The ability to settle down in an area of their choosing without fear of a posting away from loved ones. We work under a Military Local Service Engagement contract, which means you can work at the same site for the rest of your career should you choose to do so. However, this will not limit your progression should you choose to embark upon a second promotional career. Personnel's children can settle into education and partners can start to lay roots in one particular area. The MPGS operate a standard 12.4 hour structured shift system of days and nights. Continuation is training conducted on one of the off shift days, once a month. MPGS are subject to and operate within the current Working Time Regulations aggregating a working week to 48 hours a week. So along with up to 38 days leave per financial year this allows for future planning - a year in advance. We enjoy most of the military service benefits such as provision of accommodation, free medical and dental services, along with adventure training opportunities, sports, associations, and clubs.

The Military Provost Guard Service

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



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

LCPL GREEN – RN THEN ARMY RESERVIST TO MPGS

When I left school at 16 years old, I decided to join the Royal Navy as the option of travelling the world whilst getting paid for it was very appealing at the time. It did not disappoint; I had some great runs ashore and met friends for life that I'm still very much in touch with.

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

I got a part time job in retail when the boys went to school, the hours worked well as I would always be there to drop them off and pick them up from school. It wasn't very challenging though and I was quite

bored, so I knew it would not be my 'forever' job. In the meantime I joined the Army Reserves.

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

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

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

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

LCPL 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 structured shift pattern means I can now spend more quality time with them and would encourage other service personnel to look into it as a career option after leaving the Armed Forces.



PTE GURUNG – GURKHAS TO MPGS

I was born and raised in Nepal, educated in India, and always dreamt of joining the British Army. In 2002 I joined my unit in the Gurkhas.

During my 13 years of service I deployed on multiple Operations in Afghanistan, Bosnia Herzegovina and Kosovo. In 2015 I was unfortunately selected for redundancy on tranche 3 and so reluctantly had to leave.

Whilst in civvy street I worked in various jobs but always felt I was missing something, brotherhood, teamwork and the environment of being a soldier which I always thrived in.

As the saying goes "A leopard never changes its spots". I was never able to let go of my passion for being a soldier. In 2016 I decided to join the MPGS, "life is about choices; we are what we choose to be." My decision to join the MPGS has been second to none.

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

"Custodem Custodire"
Guarding the Guardians

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, transistees and re-joiners), and Reserves
- MPGS service is pensionable and you can retain your Immediate Pension
- Structured shift system throughout the year

MPGS | THE BRITISH ARMY
MILITARY PROVOST GUARD SERVICE

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

The Firefly Scheme

From Regular to Maritime Reserves (MR)

- Firefly offers the Naval Service Leaver (those on the trained strength) and individuals who left Regular Service up to 24 Months post Release Date; the opportunity to transfer/join the Maritime Reserve (Royal Naval or Royal Marine Reserves) through swift, straightforward, processes.
- As a Reservist you will be well rewarded for your time, earning extra money, accruing an additional pension and an annual tax free bounty (the current maximum being £1970).
- There are good opportunities for promotion and continued professional development.
- Provides you with the chance

to remain part of the Navy/Corps Family.

- Since, its inception in April 2013, Firefly has entered many highly-skilled personnel into the MR.
- Firefly has attracted considerable political, public and media interest and is influencing the size and shape of the Reserve Forces, which are an integral part of the UK's Defence capability.

The maximum joining ages are 56 for RNR and 51 for RMR and the many benefits to be had for an annual commitment of just 24 Reserve Service Days (RSD) include:

- Good rates of pay
- A pension and a respectable

- annual tax-free bounty.
- Opportunities for Full Time Reserve Service (FTRS) and to do more RSD's (up to 90 with Command approval).
- For the Service Leavers an initial 2 year harmony period, although, you will still be expected to commit to your annual 24 Reserve Service Days.
- Excellent Networking opportunities.

It should be noted that any MR benefits received do not affect any accrued Service pension/s and will also be in addition to any civilian pay/benefits earned.

The Firefly team are regular attenders at the Nationwide CTP Employment Fairs and are willing to travel to brief groups or individuals.

For further information just email the team at **NAVYPEOPLE-CMRESFFMAILBOX@mod.gov.uk** who look forward to hearing from you. •

THE FIREFLY SCHEME

From Regular To Maritime Reserves

THE MARITIME RESERVES: are a force of highly trained civilian volunteers who are readily available to support any of the Royal Navy's worldwide operational commitments.



Job Opportunities

There are a wide range of specialisations available.

Commitment

An annual requirement of 24 Reserve Service Days (RSD) achieved through your spare time and some Civilian Employers may also contribute days towards your commitment!

Benefits Include

- Excellent rates of pay, pension and a generous annual tax-free bounty
- Opportunities for continued professional development and promotion
- A more stable work-life balance with the added benefit of a 2 year harmony period (although attending the required annual training days still applies)
- Remain part of Naval/Corps Family with its special camaraderie

Who is eligible?

Open to Fully Trained Naval Service Leavers and Ex-Regulars (up to 24 months post TX date). Members with the desired skills from the other Armed Services may also apply



For further information contact the Firefly team at:
NAVYPEOPLE-CMRESFFMAILBOX@mod.gov.uk

THE JOURNEY DOES NOT HAVE TO END!

Finalists Announced for Soldiering On Awards 2023



The names of the Soldiering On Awards 2023 finalists have been announced.

The awards, now in their 13th year, celebrate the very best of the Armed Forces community, across a diverse spectrum of twelve categories from Healthcare and Rehabilitation to Business of the Year and Animal Partnership. The Soldiering On Awards aim to shine a light on ordinary people doing extraordinary things.

Awards Chair, General the Lord Dannatt GCB CBE MC DL and Co-Chair Debra Allcock-Tyler, CEO at the Directory of Social Change, led a distinguished panel of independent judges who chose from an outstanding field of nominations to select a shortlist of 36 finalists: three per category.

A private reception to celebrate the finalists will be held at the House of Lords on 18th July, hosted by Awards Patron the Rt Hon Earl Howe PC. The winners will be announced at a glittering black-tie event hosted by special guest presenter Jeremy Vine at the Park Plaza Hotel, Westminster Bridge on Wednesday 27th September 2023.

Public voting will determine the winners of three categories; the Animal Partnership Award, the Sporting Excellence Award and the Inspiration Award online vote will open on 18th July and close on 6th August. Voting will take place at www.soldieringon.org.

Awards Patron, the Rt Hon Earl Howe PC said: "It brings me great pride to announce the finalists of the 13th annual Soldiering On Awards. These remarkable individuals, projects and organisations have exemplified passion and unwavering commitment

to progress and excellence, embodying the core values that our Armed Forces are known for. They are now deserving recipients of this distinguished recognition on behalf of the nation and we wholeheartedly applaud them all."

Chair of the Independent Judging Panel, General the Lord Richard Dannatt GCB CBE MC DL said: "I would like to express my appreciation to everyone who has contributed to this immensely valuable endeavour; to the judges for generously dedicating their precious time to carefully choose the Finalists and to all the nominators and nominees for their outstanding efforts in presenting these stories, every one of which showcased impressive talent, dedication, and achievements. These Awards embody the true spirit of this special community, and I congratulate this year's thirty six finalists, who serve as exemplary role models for each and every one of us."

X-Forces Enterprise CEO, Lt Col Ren Kapur MBE said: "Having the privilege of being involved in this field, we know the military community is full of incredible people who go above and beyond to serve their communities, far beyond the boundaries of their duty, but these are often also some of the most modest. This is precisely why the Soldiering On Awards hold such significance - to illuminate and magnify these extraordinary stories, giving them the national recognition they truly deserve. Congratulations to all the finalists of 2023!"



SOLDIERING ON AWARDS FINALISTS 2023

Published at soldieringon.org/announcing-our-2023-finalists.

Animal Partnership Award in partnership with Pets at Home (Public Vote)

An award to honour the unique relationships and companionship provided by animals, and/or the achievements of individuals or organisations engaged with animals that support and empower members of the Armed Forces community.

- Battling On's Veterans and Milo their Care Dog Battling On's veteran members rely on care dog Milo to act as their anchor and friend as they share their pain on the road to recovery.
- Jonathon Giemza-Pipe and Baxter Jonathon Giemza-Pipe's canine partner Baxter has provided wonderful companionship to help get Jonathon's life back on track in a new role as a Veterans' Peer Support Worker.
- Pete Lewin Newfoundlands Pete Lewin Newfoundlands is a non-profit organisation offering emotional support to emergency services and military veterans struggling with their mental health.

Education, Training and Development Award in partnership with Capita

An award to honour excellence in the provision of; vocational education, training or skills development. This may be in the fields of; preparatory, ongoing or transitional development for members of the wider Armed Forces Community. The provision could be delivered by an individual, team or organisation.

- BFBS Academy BFBS Academy provides high-quality vocational training in digital communications and media production and the courses are available to all British military veterans.
- Newtown Army Cadet Force - Gwent & Powys ACF Newtown Army Cadets provides a service

to 40 young people in the local community, ranging from 12-18 years, both male and female and over the years it has helped over 300 young people.

- TechVets TechVets helped over 200 military leavers and families find meaningful careers in 2022, providing £30k of free specialist IT training with partners Safestack, Defence Digital, Cisco, and Cybrary.

Family Values in partnership with Right Management

An Award to honour a person, family or group whose selfless commitment, dedication and support for others in the Armed Forces Community ensures that they are cared for, supported or helped. This selfless act is therefore a shining example to society.

- Military Assistance Social Hub Military Assistance Social Hub is a group in Bridlington, Beverly and Withernsea which provides a regular meeting place and activities for veterans, their families and friends, thus reducing social isolation.
- Mutual Support Mutual Support is a non-profit organisation, run wholly by volunteers, providing support for military personnel, veterans, and their dependants living with Multiple Sclerosis.
- Phoenix Heroes CIC Phoenix Heroes CIC has helped over 600 veterans and families since its foundation, committing over 32,000 voluntary hours to a community that stretches across the UK.

Healthcare and Rehabilitation Award in partnership with Redwood Technologies Group

An award to honour a person or team that has demonstrated a major commitment and contribution in support of the physical or mental welfare of serving or former members of the armed forces community.

This may be through healthcare, therapeutic treatment or rehabilitation services and support.

- Blind Veterans UK Brighton Centre After over 80 years of care and rehab, transforming the lives of tens of thousands of people, Blind Veterans UK Brighton Centre will be moving to a new home along the Sussex coast.
- Col (Retd) Anthony Gauvain, PTSD Resolution On leaving the Army, Tony Gauvain wanted to widen the access to treatment for mental health and trauma therapy for veterans, reservists and their families, and established PTSD Resolution.
- Dr Aamer Khan Dr Aamer Khan is a skin specialist who provides free-of-charge medical treatment, including reconstructive surgery, to severely wounded veterans, particularly those with facial disfigurement or burns.

Defence Inclusivity Award in partnership with Landmarc

An award to honour the commitment and achievements of an individual, team or organisation in delivering greater diversity and inclusion within UK defence and the Armed Forces community.

- Jodie Evans and Natalie Maddox-Hussain Jodie Evans and Natalie Maddox-Hussain (Defence Women's Network) came together to tackle both diversity and inclusion in Defence in a collaborative, open, and imaginative way.
- Fighting With Pride Despite the immense challenge of starting a charity during a pandemic, Fighting With Pride has given a voice to the LGBT+ community, making its case with dignity and respect.
- Talula Grey Talula Grey, the pen name of Bianca Robbins, coped with her husband's deployments by penning a children's book inspired by her son to support the emotional wellbeing of children with a parent in the Navy.

Inspiration Award in partnership with NatWest (Public Vote)

An award to honour a person that has overcome significant challenges, injury or disability, and whose ongoing or past outstanding achievements are an inspiration to others within the Armed Forces community. The judging panel will select a shortlist of three entries to progress to the final public vote.

- Mark Harding Mark Harding was shot by a sniper in Afghanistan but after three years of intensive hospital treatment, he undertook challenges to raise thousands of pounds for ABF The Soldiers' Charity.

- Jacqui Swan-De La Maziere Jacqui Swan-De La Maziere was dismissed from HM Forces for being gay in 1992. Since then, she has been a passionate campaigner for restorative justice, taking a legal test case to the European Court of Human Rights.
- Natasza Telfer Natasza (Tash) Telfer lives with unimaginable pain after injury in Iraq but has an unwavering determination to take the label 'disabled' and turn it into 'enabled' by using her indestructible will to inspire others.

Sporting Excellence Award in partnership with Amazon (Public Vote)

An award to honour a person that has overcome challenges in pursuit of sporting excellence, demonstrating outstanding achievement in the field of sport and contributing to the endeavours and advancement of the Armed Forces community.

- Glyn Barrell Glyn Barrell was medically discharged from the Army due to multiple complex injuries but refuses to let his limitations limit his options and adventures. Sport is now his passion with the Purple Warriors Charity.
- Sgt Jade Ives Sgt Jade Ives is an Army medic and member of the Army Medical Services Ladies Football team. Despite a severe back injury, she defied the odds to get back to playing the sport she loves.
- Scott Meenagh Former Para Scott Meenagh was widely tipped for a successful professional rugby career but lost both of his legs after stepping on an improvised explosive device in Helmand Province. He lives his life to honour the courage of those who saved him.

Working Together Award in partnership with Forces in Mind Trust

An award to honour a group of people, team or organisation that has demonstrated an enduring commitment to a collaborative approach, engaging with others to support the sector within the wider armed forces community.

- Battling On Battling On was established in 2012 to provide wrap around care and support to veterans struggling in civilian life. They also support other charities, on average provide over 5000 volunteer hours.
- Help for Heroes Recovery College Help for Heroes Recovery College works with

medical professionals, charity partners, as well as veterans and their family members with lived experience, to co-produce and co-deliver courses.

- RE:ACT Technical Team NHS Team RE:ACT have achieved so much in the 29 Months they have been together, growing to a group of 148 veterans working in support of the NHS and raising over £1.8m for veteran causes.

Business Start Up Award in partnership with GKN Aerospace

An award to honour an individual or group of individuals linked with the Armed Forces community who have started a successful new business venture within the last two years (since January 1st, 2021) and who still retain a minimum of 50% interest in the venture.

- AlphaOne Electrics Daniel Sylvester started AlphaOne Electrics in response to the growing demand for sustainable energy and is now making a huge impact in Cornwall through electric vehicle and solar panel installations.
- Carma Earth Jim Holland founded Carma to remove 1bn tonnes of CO2 from the atmosphere by enabling consumers to buy packages where trees are planted by veterans with PTSD.
- The Chocolate Soldier Phill Jones' company The Chocolate Soldier provides high quality handmade chocolates using ethically sourced raw ingredients and, to date, has produced over 12000 individual chocolates.

Business Scale Up Award in partnership with LSEG Foundation

An award to honour an individual or group of individuals linked with the Armed Forces community who have started a successful new business venture more than two years ago (before January 1st, 2021) and who still retain a minimum of 50% interest in the venture.

- Crimsham Farm Shane Glasspool and Craig Pinkney run Crimsham Farm CIC, which provides safe access to green space and therapeutic services and is now looking to register with OFSTED.
- Sir Fix-a-lock Paul Montgomery founded Sir Fix-a-lock whilst serving in the Army and by the time his military career ended, he had three years profit within the business.
- Tin Trousers Tin Trousers Limited started out providing

striping up and alterations to uniforms working from married quarters - now it has the tailoring contract for HMS Excellent.

Business Community Impact Award in partnership with Cisco

An award to honour an individual or group of individuals who have started and are still running a business, charity or social enterprise that has made a significant positive impact on the lives of people within the Armed Forces community.

- Crimsham Farm Shane Glasspool and Craig Pinkney's Crimsham Farm provides specialist alternative support for children with Special Educational Needs and peer to peer support for veterans and families.
- Helen Massy, Medical & Health Writer Helen Massy publishes Career Pursuit, a non-profit magazine providing employment and business support to British military spouses and partners.
- South Coast Commercial Cleaning Group Simon Poland runs the highly successful South Coast Commercial Group but has still found the time to raise thousands of pounds for community projects.

Lifetime Achievement Award in partnership with Oracle

An award to honour a person whose lifetime of dedicated service has provided a significant contribution in support of the Armed Forces Community.

- Capt Carol Betteridge OBE Captain Carol Betteridge joined the Queen Alexandra's Royal Naval Nursing Service in 1990 and was ultimately appointed as the Commanding Officer of the Hospital Regiment for Operation HERRICK 14. On her retirement in 2015 Carol became the first Veterans Clinical Advisor for Help for Heroes.
- Khumi Burton Khumi Burton was born in Manipur, India, in 1948. Supporting her community and charities has been a big part of Khumi's life both in India and in the UK, where she was appointed as Deputy Lieutenant of Greater Manchester in 2003 and the East Cheshire County Poppy Appeal Coordinator in 2013.
- Reg Charles Reg Charles served in Normandy, Belgium, The Netherlands, then in the Ardennes for the Battle of the Bulge, back into the Netherlands, into Germany for the Reichswald Forest battle, and crossed the Rhine to Hamburg just before VE Day!

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/thedevelopmentinitiative)



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/





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

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

A pioneering programme that attracts, selects, trains and places talent from the Armed Forces into employment in cyber jobs, aims to develop new ways to help employers access new talent pools and fill their skills gaps - and to remove some of the barriers facing people from the military community.

SaluteMyJob has teamed up with Abertay University and the Scottish Cyber and Fraud Centre to deliver an 'Ethical Hacking'

pathway, part of SaluteMyJob's innovative Cyber Jumpstart programme. This is designed to support members of the Armed Forces community on their journey towards a promising and exciting career in roles where employers face a significant skills shortage.

Currently, there are 50+ members of the Armed Forces community taking part in the 'Pen Testing' Pathway course due to graduate this month (June), with more applicants waiting for future Pathways courses, keen to learn



new skills to springboard them into their new careers. SaluteMyJob is proving that demand is high for programmes such as these, helping people from the military community into employment in cyber jobs with our biggest cohorts to date.

Having acquired the sought-after skills through the training, the biggest barrier faced by this unique talent pool is practical and commercial experience. To overcome this, from summer 2023 onwards, the social enterprise is looking for employer partners



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



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

to provide paid work placement opportunities and entry level employment opportunities.

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

Reservist veteran hoping to embark on exciting cyber career thanks to pioneering programme



Joe Coulter served in the Army Reserves for 23-years, retiring as a Warrant Officer Class 2, from the 253 Medical Regiment based in Belfast, in May, 2017. He is currently on SaluteMyJob's Ethical Hacking Course, a pioneering pathway, designed to support members of the Armed Forces community on their journey towards a promising and exciting career in roles where employers face a significant skills shortage. SaluteMyJob chats to Joe about his time as a Reservist, how he is finding the course - and why he believes ex-military personnel are well-suited to a role in cybersecurity.

RESERVIST LIFE AND DISCOVERING CYBERSECURITY

Joe's 23-years as a reservist included one tour in Bosnia and one tour in Afghanistan, where he designed, developed and installed an in-theatre digital casualty evacuation command and control system used in the Med Group HQ and Joint Helicopter Force Afghanistan. As well as operational tours and numerous other accomplishments, Joe honed the transferable military skills needed to begin a career in cybersecurity. His civvy job was an IT role as a systems analyst and programmer, but it was while undertaking SaluteMyJob and IBM courses (IBM QRadar SIEM and IBM i2 Analyst Notebook in 2018), where his interest in cybersecurity developed.

Joe said: "Many of the skills attained or honed in the military are transferable into the cybersecurity arena, the use of standard procedures and methodologies used is akin to the military drills that we are all used to. The cybersecurity environment fits well with the military environment. I believe that a veteran would fit in well and quickly into a cybersecurity environment."

ETHICAL HACKING AND ABERTAY UNIVERSITY

Joe wanted to further his cybersecurity knowledge and the Penetration Testing pathway, through SaluteMyJob and Abertay University has been a great way to do so: "I have found the course to be very good, I have learned a completely new box full of tools and skills that only serve to increase my employability. I would definitely recommend the course for others as long as they have an interest and some understanding of cybersecurity and computer networking." He believes pen testing is a good place to start in cybersecurity, because 'pen testing and using the applicable tools and methodologies gives us a very good in-depth knowledge of all things cyber, systems, networks, protocols etc. It also opens the door to many other aspects and roles within cybersecurity'.

FINDING A CAREER IN CYBERSECURITY

After the Abertay University course, Joe hopes to attain

CompTIA Security+ certification and is looking for roles in Penetration Testing. He believes the transferable military skills that will help him stand out from the crowd in finding these types of roles, are:

- Innovator (Thinking outside the box)
- Problem solving
- Management
- Team worker/builder
- Presentation and Training
- Communication skills

"Military personnel are a great fit for cyber roles as they are all well-trained and adept at both attack and defence tactics and drills. We are taught and drilled to always think as your enemy, to enable the speedy development of plans to counter the threats prior to the potential facing of such a threat," Joe said. "Never underestimate your enemy (attacker) and never be complacent, be alert and be on one's guard, we all from day one in the military are taught such values and they become part of our daily lives,

like an automatic instinct without need of conscious thought."

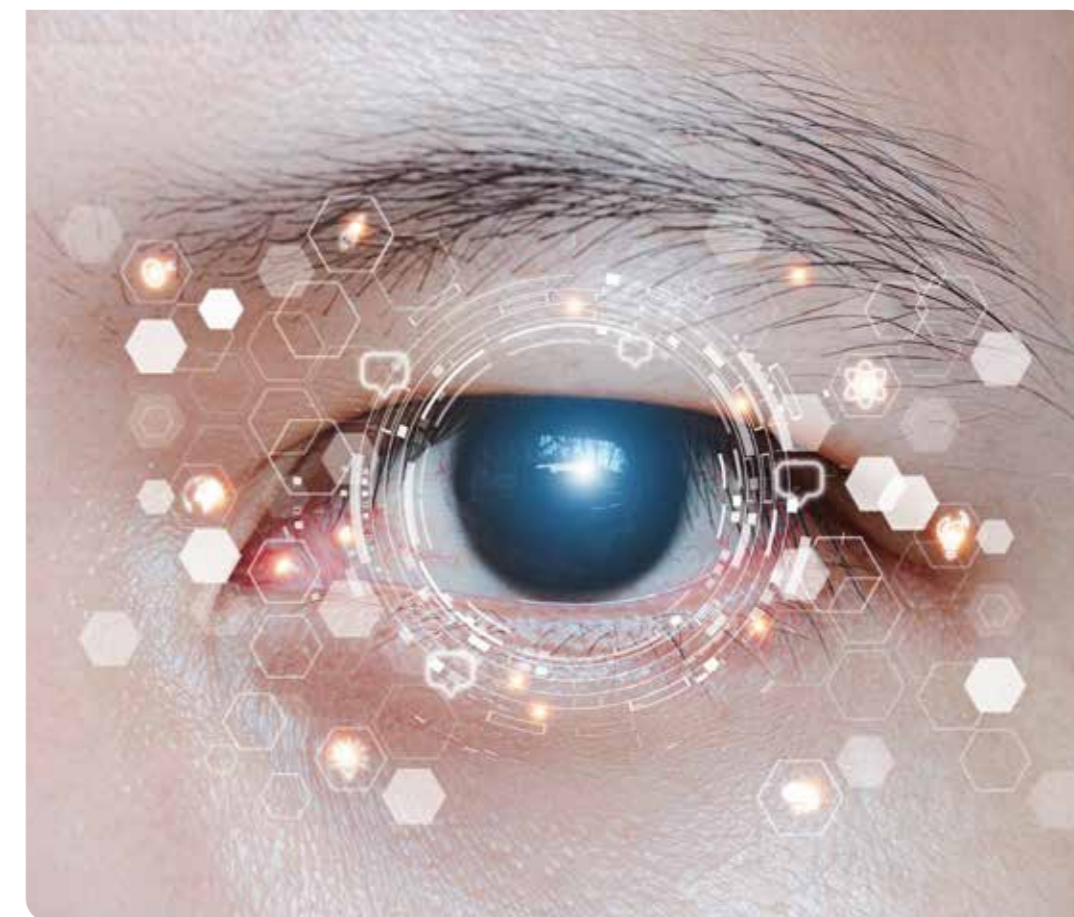
WHAT ADVICE WOULD YOU GIVE TO TRANSITIONING AND EX-MILITARY PERSONNEL IF THEY ARE LOOKING TO GET INTO CYBERSECURITY?

"Look for as many opportunities as you can, there is plenty of support out there, contact support groups and companies like SaluteMyJob. Self-learn, YouTube for instance has a vast array of free learning videos and online courses. Most general computing qualifications, even basic stuff, can enable movement towards a career in cybersecurity."

LOOKING FOR MORE INFORMATION ON OUR PATHWAY PROGRAMME?

SaluteMyJob's Cyber Jumpstart 'pathways' programme attracts, selects, trains and places talent from the Armed Forces into employment in cyber jobs. The Pathways programme is developing new ways to help employers access new talent pools and fill their skills gaps, and to remove some of the barriers facing people from the military community. SaluteMyJob has teamed up with Abertay University to deliver a pioneering 'Ethical Hacking' pathway - and hopes to run further courses in the future.

SaluteMyJob





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

You can make a difference

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."

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
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**Join our Force
with a difference**

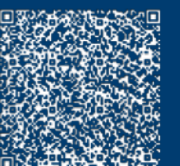
YOUR EXPERIENCE
PASS IT ON AS A CADET LEADER

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



www.mod.police.uk





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:

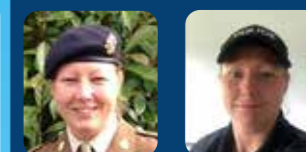
- Counter Terrorist Armed policing that meets national standards and contributes to the UK's strategic armed policing response to major incidents
- Nuclear policing, providing specialist armed policing services to support protection of the UK's strategic nuclear deterrent
- Specialist armed policing 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.



Fire Safety

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

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

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

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

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

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

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

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

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

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

FIRE SAFETY RISK ASSESSMENT LEVEL 3, 5-DAY COURSE

Who is this 5-Day Course For:

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

Typically, such persons would be

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

Why choose us?

- Our courses encompass the principles of fire safety risk assessment.
- Delegates will learn how the fire risk assessment process 'pieces' together with this course covering all of the necessary basic elements of a fire risk assessment.
- This course contains an update on building cladding types.
- This course aligns to the elements of the 'Fire Risk Assessment Competency Council Framework
- 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)

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



GUIDANCE WHEN YOU NEED IT MOST

Family Entitlements

Have you thought about what your family entitlements would be if the worst happened to you? In this article, Mary Petley of the Forces Pension Society outlines family entitlements scheme by scheme, and any criteria that apply.

Adult benefits

AFPS 75 normally limits adult pensions to the member's spouse/civil partner.

Where the pension is in payment the family will receive the member's full pension for the first 91 days (if there are no eligible children) or 182 days (if there are). This is called the Short Term Family Pension (STFP), after which the adult's pension reduces to 50% of the member's entitlement.

For a preserved pension, the adult's entitlement is 50% of the member's pension entitlement (so, no STFP entitlement). They would also receive a lump sum of three times the member's pension. If there is no spouse/civil partner, it is paid to the children or, if none, to the estate.

AFPS 05 and AFPS 15 pay adult pensions, normally worth 62.5% of the member's entitlement, to the spouse, civil partner or eligible partner.

If the member dies within 5 years of the pension commencing, the balance of 5 years' worth of pension benefits will be paid to the entitled adult or, if none, to the deceased's estate.

If the member's pension is preserved/deferred a lump sum of three times their pension will be paid to their nominee or, if none, to the spouse, civil partner or eligible partner or, if none, to the estate.

Children's pensions

AFPS 75 - the child must be:

- under 17; or
- under 23 and in full-time education or vocational training.

The child (natural, adopted or stepchild) must be the child of a marriage which took place before the member left service and must be born within 9 months of the member's death. A child born outside marriage but during the member's service would also have an entitlement.

AFPS 05/AFPS 15

- the child must be:

- under 18; or
- under 23 and in full-time education or vocational training.

The child must be a natural child or a child who is financially dependent upon the member. An unborn child must be born within 12 months of the member's death.

For **all schemes**, a child's pension is only payable beyond age 23 if the child is unable to undertake gainful employment due to mental or physical disability suffered before age 23.

When an adult pension is in payment, 50% of the member's **AFPS 75** entitlement is available for children's pensions. For **AFPS 05/AFPS 15**, the available amount is 37.5%. In **all schemes**, no child can receive more than 25% of the member's entitlement.

In **all schemes**, where there is no adult pension in payment, and the children are not living with a parent/step-parent, the member's whole pension is available for the children, with no child receiving more than 33.33% of the member's entitlement.

Remember, if you have membership of more than one scheme, your family could have more than one entitlement!



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



Forces Pension Society can you help identify a Veteran with an unclaimed pension?



Maj Gen Neil Marshall, CEO, Forces Pension Society

As part of a campaign to encourage Veterans with unclaimed pension benefits to come forward with their claims, the Forces Pension Society encourages you to help identify anyone you think might qualify. We know there are thousands of Veterans who have not yet made their claims. Our recent Freedom of Information request showed that during the 24-month period alone, between 1st June 2020 – 31st May 2022, over 4,000 Armed Forces pensions went unclaimed.

The AFPS Annual Report (July 2022) identified a larger total of 16,518 unclaimed benefits, with some Veterans having more than one entitlement.

Maj Gen Neil Marshall, CEO of the Forces Pension Society said:

"We can all play our part in encouraging Veterans we know, to come forward if they have not claimed their preserved pensions or preserved lump sums. These can be significant amounts of money. For example, a preserved pension of £1,500 for someone who left in April 1985, would now have a value of £4,500 pa.

Anyone serving after April 1975, now aged 60 or over, could have an unclaimed pension. AFPS pensions earned before April 2005 are payable at age 60 but will not be paid automatically – they have to be applied for.

"We urge you to encourage anyone who might be eligible, to visit the Veterans' Gateway website without delay: https://support.veteransgateway.org.uk/app/answers/detail/a_id/395/c/49/Finances/War-pensions-and-compensation/Unclaimed-Service-Pensions.

"Of course the Government also has a role to play in signposting the issue to the Veterans' community, and we continue to encourage them to do just that."



SCAN ME

The Forces Pension Society is an independent, not-for-profit organisation that acts as a pension watchdog for the entire military community. If you would like to find out more about our work and how we empower our Members to make the best pension choices, visit our website www.forcespensionsociety.org



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.

Part-time training to become a professional Residential Surveyor

- ✓ Vocational qualification delivered by industry experts
- ✓ Leads to direct entry into the Royal Institution of Chartered Surveyors
- ✓ Options to be self-employed or work for a firm
- ✓ Part-time training delivered over 24 months
- ✓ Training locations across the UK

The Sava Diploma in Residential Surveying and Valuation

01908 442244 | hello@sava.co.uk | www.sava.co.uk/resettlement/

Sava
MAKING BUILDINGS BETTER

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.



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

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.

If you would like to attend one of these please simply book here: www.calendly.com/tombattye/certificate-in-executive-coaching

Full information about the programme is available on our website: www.tombattye.co.uk

Alternatively, you can contact lisa@tombattye.com to request a brochure.



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



CNet Training

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 (fibre optics and copper cabling) and data centre sectors, that make up the digital infrastructure industry.



Today, CNet is the only industry dedicated education provider in the world to provide both internationally recognised qualifications and official certification for its programs.

Kevin Matless has spent 24 years as an Instructor at CNet Training, following a 22 year career in the Royal Air Force as an aerial erector. He shares the challenges he faced transitioning between his two careers, along with advice for anyone leaving the services.

When I left school, I started a lift maintenance engineer apprenticeship and although it aligned with my mechanical interests, I'd always known I wanted to join some sort of military service and flying fascinated me. As a spotty faced seventeen-year-old, I walked into the RAF recruitment office with aspirations of becoming a fast jet fighter pilot. I subsequently spent 22 years in the RAF in the (not so glamorous but equally vital) field of antenna engineering. I did travel however, with postings to Gibraltar, Cyprus and Hong Kong, and even when UK-based, we were always on the road and I ticked off visits to most of the NATO countries.

After my basic training, I graduated from aerial erectors school and was mostly installing antenna systems from the very low frequency range all the way up to radar frequencies. There were constant opportunities to further yourself, from basic literacy and numeracy skills to more advanced training, which I undertook in order to be promoted to Corporal. We had regular product familiarisation training with each new antenna system or technological advancement that came into service, so I was continuously acquiring new skills.

I progressed through the ranks to Sergeant and, in the last few years of my service, I became an Instructor for the training school based at RAF Digby near Lincoln. The air force then began replacing all the airfield to radar cables with fibre optic cabling and, at the same time, the MOD were just starting to realise that the people they employed for many years would leave the military with great skills but no recognisable qualifications. The unification of those events meant that we started to run City and Guilds training courses in fibre optic cabling at the training school, and so I became qualified in that area.

Approaching the end of my military career, I heard about some training companies that specialised in fibre optics. When I left in 1996, I spent a very brief spell at a company in Yorkshire that I didn't like very much at all, before joining CNet Training less than a year

later. I was born in Norwich so I'm from East Anglia, where CNet is based. From the first conversation I had with a very nice chap there who invited me to the office for a look around, I immediately liked what I saw. Fortunately, CNet made me an offer, and I was packing the lorry to move down from Yorkshire straightaway.

At that stage, CNet was known as CableNet Training, and had only been in business for a few months. There were already around 15 employees, 5 or 6 of whom were Instructors, and believe it or not, a few familiar faces who are still at CNet now which is testament to the kind of place it is to work. There were other ex-forces members of staff and, in fact, the company itself was established with the idea of providing resettlement training for service leavers.

I was brought in as a City and Guilds fibre optics Instructor but, in the way I was accustomed to in the military, CNet also prioritised upskilling their employees, and I very quickly learned how to teach other programs. CNet's focus on network cabling and fibre optics expanded to include education programs for the data centre sector and, as well as continuing to deliver education to the service leavers, CNet began to deliver programs to organisations across the world.

In terms of the way we communicate, the advancement is astonishing. I can remember the RAF giving us 'mobile' phones, so team leaders could be contacted by their base at all times. They were basically handsets connected to a car battery and it spent most of its life in my car boot because it was far too heavy to carry, so when I returned to base, my bosses would say "I've been trying to call you all week!". Nowadays, the iPhone in your pocket has over 100,000 times the processing power of the computer that landed man on the moon 50 years ago; that advancement in technology has opened up a huge amount of lucrative career opportunities for suitably qualified individuals.

From that first generation mobile to what we have today, moving into 5G and able to carry



out almost every aspect of our lives from a device we can hold in one hand, we've seen massive growth in data centre presence around the world to build the infrastructure needed to support all that functionality. Data centres are purpose-built facilities where servers and critical IT equipment is housed (in simple terms, they are bigger, more advanced versions of server rooms that most office building used to have in-house), with network cable infrastructure providing the connections from the data centre to end user locations.

The main challenge coming out of a career in the military to a civvy career is that in the Forces, you get told what to do and then you get an AP (air publication) book that tells you how to do it. There's a procedure for everything. A bit like in a data centre, you can't just let people do things when and how they feel like it. There is a particular order of events, and I found that quite comfortable. I knew exactly what was required of me every single minute of the day. Transferring my leadership skills was also tricky, because as a leader in the military, you've got all those books behind you which gives you confidence. In civvy street, you've got to use your personality, your knowledge and your memory as well. I'd been used to an 'everything by the book' mentality, and because of that, I found it uncomfortable at first to oversee a team of people without having those procedures set in stone.

Coming into civvy street, although I was in a similar role, I sometimes struggled to know where to start because I didn't have that AP book. I sat down and

thought, how do those publications present the information? How do they tell you how to do things? When you develop training in the RAF you start at the end. You begin by thinking, what does a person taking this training need to have, in terms of skills and knowledge, to become that technician, or to become the aerial erector, or whatever it is - and then you work backwards from that. I've drawn on those skills I learned in the military throughout my civvy career, approaching new challenges from that perspective and I still use that mindset today. The other transferable skill I've relied on is problem-solving. In the military problems can be life and death so it was essential that we learned how to solve them and, whilst the problems are thankfully not so severe in my civvy career, those skills have proved invaluable.

There's always something new in the digital infrastructure industry and that's held my interest over the years, along with the fact that CNet is so adept at changing with the industry needs - there's never a dull moment!

KEVIN'S TIPS

- Choose something that you like doing and get as much information about the industry as you possibly can
- Take full advantage of all the resources that are thrown at you to get useful qualifications
- Although the seminars on writing CVs, interview techniques, etc. may not sound interesting, go along as they really do help

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If you're in search of a career that is rewarding, challenging and lucrative, with the added job security of working within a fast-growing industry that the world relies upon, look no further than the digital infrastructure industry.

The digital infrastructure industry comprises the data centre and network cable infrastructure sectors, which together form the backbone of the world's digital activity and global connectivity. Data centres are purpose-built facilities where servers and critical IT equipment is housed, with network cable infrastructure providing the connections from the data centre to end user locations.

Data centre operators are looking for individuals who can help them to meet with the global demand for data and provide business continuity, with job roles like data centre technicians who help keep each facility running at its optimum and therefore continue to meet the increasing demands of the sector. Service leavers are highly sought after by data centre operators, who recognise that veterans already possess many of the required skills such as attention to detail, ability to learn and a 'can-do' attitude, and can quickly gain other essential technical talents and the knowledge to succeed in mission critical facilities.

CNet Training is recognised globally as the leading technical education provider throughout the digital infrastructure industry and awards internationally recognised qualifications and professional certifications that are in demand and specified in job roles worldwide. For over 26 years, CNet has been assisting service leavers, understanding each person's career goals and providing quality education from network cable installation through to many data centre education programs delivered by expert Instructors, many of whom are ex-forces themselves.

As part of CNet's network cable installation resettlement offering, the Certified Network Cable Installer (CNCI®), service leavers gain the knowledge and skills to undertake copper and fibre optic cabling installation, termination and testing to the highest quality and are given a two-week work placement following completion of the program, providing them with immediate connections within the industry and, frequently, a job offer at the end of the placement.

Contact Olly Day, CNet's dedicated Resettlement Adviser, to learn more: resettlement@cnet-training.com

Resettlement Support from CTP



Here to support your resettlement journey

INTEGRATED SUPPORT FOR ALL SERVICE LEAVERS

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

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

In addition to the face-to-face courses, workshops and one-to-one career guidance we deliver throughout our centres, many of our courses, facilitated sessions and events are also available virtually, making our provision more accessible and flexible than ever. Read on for a reminder of the wealth of support available to you as you make the transition from the military to civilian life.

WHERE DO I START WITH RESETTLEMENT?

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

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

Step 2: You should then contact your Service Resettlement

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

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

WHAT SUPPORT AM I ENTITLED TO?

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

Less than 4 years service or administratively discharged: CTP Future Horizons programme

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

4 – 6 Years service: Employment Support Programme (ESP)

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

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

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

CTP ASSIST PROGRAMME

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

Employment Consultants. Individuals are referred to the programme prior to Medical Discharge.

HOW CAN CTP HELP ME?

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

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

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

TRANSITION

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

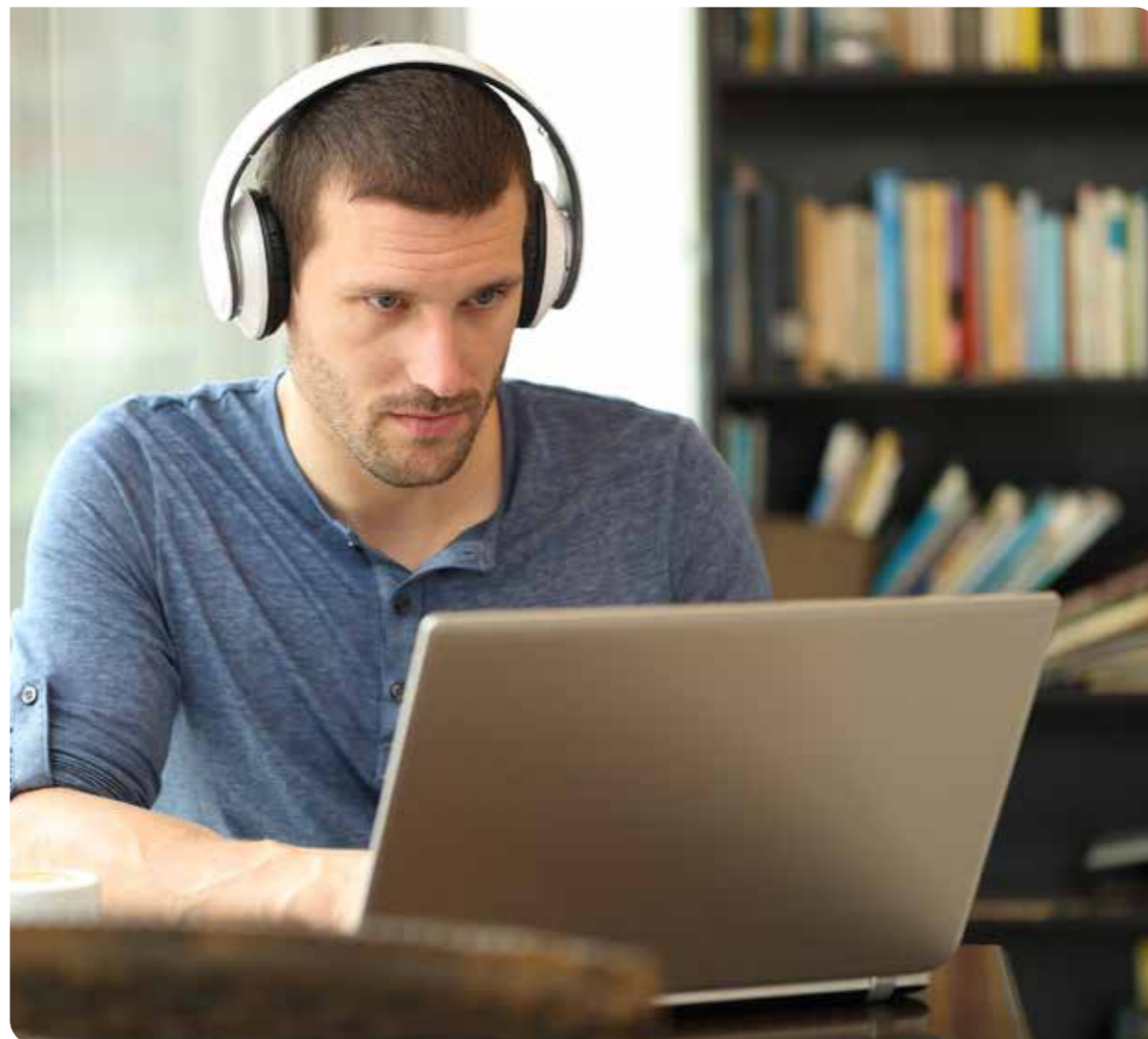
achieving your desired outcome upon leaving the Armed Forces. A range of additional workshops and briefings are available, including Financial Aspects of Resettlement, Business Start Up, Networking and Interview Techniques.

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

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

TRAINING

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



ROUTE MAP FOR SERVICE LEAVERS START HERE:



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.

EMPLOYMENT

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

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

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

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

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

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

Served over 6 years or medical discharge?

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

As you transition from the military to civilian employment, you may be asked to make a presentation as part of the selection process – particularly if you're attending an assessment centre. And even for those of you who have plenty of previous experience in presenting, making sure to prepare properly and that you understand the key principles of presenting is essential to ensuring you're able to deliver an engaging account of yourself, in what can be a high-pressure situation.

SO HERE ARE 5 TIPS TO HELP YOU DELIVER AN IMPACTFUL PRESENTATION

Know your audience

First thing's first, you need to understand your audience's expectation and target your communication according to the level you're pitching to. If this is the first phase of the interview process, why not use your presentation to provide initial insight into who you are and what your experiences include. If the presentation is part of an assessment centre for final selection however, you might want to focus more on highlighting your key strengths and transferable skills – really showcasing yourself as the right candidate for the role.

Practise, practise, practise

Once your presentation is structured and written, don't forget to practise it regularly. Whether that's in front of family and friends or recording yourself using your phone. Where possible, ask for feedback and incorporate it into your edits. While you don't have to memorise your presentation, you should run through it enough times so that you're comfortable with it and can easily recall the key points you want to make. The more familiar you are with the content, the more confident you'll appear on the day – and as the old saying goes, "confidence goes a long way".

5. Deliver your key messages in a memorable way

Finally, think about how you can grab the attention of your audience and aim to contextualise your points in a way that helps each audience member understand, relate to and remember key information. Whether you refer to a famous name - "I believe it was Sigmund Freud who once said..." - or utilise rhetorical questions - "Do you know what many older employees struggle with?"; connecting your presentation to the real world will help your audience retain your key points and remember you as being the best candidate for the role.

4. Present yourself well

Delivering a great presentation starts with the basics. Dress smart, carry yourself with confidence and remember to smile – smiling is always a winner in interview situations. Body language is key, so be sure to stand tall and ensure nothing is in front of you as you give your presentation – making you the centre of attention. Speak confidently and clearly, and remember to make regular eye contact with each member of the audience. This will help draw each person in and guarantee that they're engaged with you the entire time.

Define a clear structure

Your presentation should always have a clearly defined structure, and deliver key messages in a way that your audience can follow. To do this, you'll first want to provide an overview detailing what they can expect to learn. Then, deliver the main body of the presentation with a compelling proposition, remembering just how much you have to offer a civilian employer. Finally, summarise your key points, ask if they have any questions and offer handouts to all attendees. This final step will really help prospective employers remember you when reflecting back on all candidates.

5 tips to help you ace an interview presentation



Are you in Resettlement? CTP has launched an exciting new platform full of helpful tools and resources!

The CTP is excited to launch a new enhancement of their resettlement support, to better help any Service leaver registered with them prepare for 'Civvy Street'. myCareerPath is an innovative career platform full of interactive and intuitive tools, designed to structure a learning pathway that supports your decision-making.

GETTING STARTED

Starting with a self-assessment or as the CTP like to call it, your 'Career Pulse', you'll be able to identify the areas where you are most – and least – confident when it comes to your career. Once you've received your Career Pulse report, you'll be able to utilise the learning programmes and career assessments within myCareerPath to build on your strengths and address any areas for development.

To help bridge these development gaps, myCareerPath provides access to hundreds of e-learning courses focussed on developing your career and workplace skills.

JOB SEARCHING

For those of you searching for employment, you'll find a fully-integrated job-search engine containing millions of jobs to help you find a new role. Alternatively, if you're already in a career and looking to progress, the business management, leadership and change programmes will help you enhance your prospects.

Also embedded within the platform is a CV builder, myCV, where you can upload an existing document or create a new one from scratch. From there it will be scored against more than 50 common ATS checks, and you'll then receive a personalised

report and feedback to help instantly improve your CV.

Finally, when you're invited to that all-important interview, whether in a brand-new organisation or for promotion, the Interview Simulator tool available through myCareerPath will help you practise and prepare – ensuring you're well equipped to make a great impression.

IN SUMMARY, MYCAREERPATH PROVIDES

- A wide variety of career assessments to better understand your motivations, preferences and values.
- Access to hundreds of e-learning courses focussed on career development and personal and workplace skills.
- Flexibility for you to use it in your own time and at your own pace.
- An updated CV Builder and a new CV Reviewer tool where you can upload your CV to be scored, using AI technology, against more than 50 checks aligned with Applicant Tracking Systems (ATS) which are frequently used by employers. Once you've built and/or uploaded your CV, you'll then receive a personalised report and feedback. Further review can also be done in conjunction with a CTP Career Consultant once registered with their support.
- Cover letter builder to create compelling letters quickly and easily.
- LinkedIn networking tool to research companies by location and access employer profiles.
- Assessment centre tool to find out how they work and how to prepare for attending one.
- Elevator pitch builder to help create an engaging 60 second pitch about yourself.
- Plus much more!

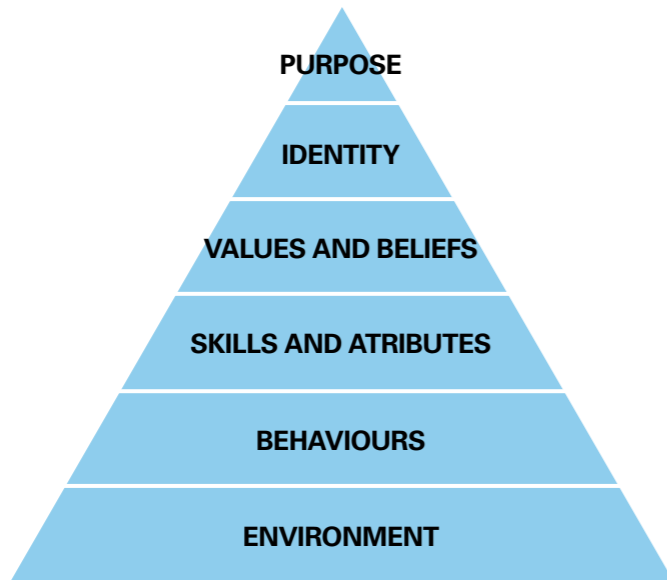


Are you ready to manage, lead, coach or mentor others in a new job role in 'civvy street'?

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

There are two compelling reasons for achieving a professional qualification:

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



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

Environment – when you study, what type of environment would

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

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

Skills and attributes – have you analysed your skills and strengths and identified areas for development?

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

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

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

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

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

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

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

ABOUT US
We were established in 2002 and are based in Devizes, Wiltshire. Our flexible learning programmes are serving clients across all sectors. This includes military personnel across non-commissioned and commissioned ranks, based in the UK and on deployment overseas. Our highly experienced and qualified team, including ex-military, have been delivering CMI management & leadership and ILM coaching & mentoring qualification programmes for many years. We take quality very seriously and are proud to be

MINI CASE STUDIES – YOU CAN SEE MORE AT WWW.INSPIRED2LEARN.CO.UK
Sergeant, RAF
Reason for enrolling on your course with us: Flexible learning with direct access to CMI learning tools and resources, flexible payment options and a civilian recognised qualification.

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

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

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

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

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

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

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

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

developing my ability as a coach. This has allowed me to develop a variety of new skills and move towards a portfolio career model.

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

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

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

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

Telephone: **01380 609313**
ILM coaching & mentoring qualifications –
E-mail: **clare@inspired2learn.co.uk**
CMI management & leadership qualifications –
E-mail: **nina@inspired2learn.co.uk**
More about us:
www.inspired2learn.co.uk

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



inspired2learn
TRAINING & DEVELOPMENT

Tel: **01380 609313**
Email: **enquiries@inspired2learn.co.uk**

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

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

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

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



Band of Hope and Glory

SSAFA, the Armed Forces charity is tuning up for another summer of music, Prosecco and next-level entertainment at the annual Battle Proms, an iconic series of parties in the parks of some of the most beautiful and historic houses in the UK.

Don't get Straussed out! You can definitely Handel it. Especially since there are four venues to choose from, with concert dates running right the way through July. There's no Bach-ing out. This year's Battle Proms season features concerts at Burghley House, Highclere Castle, Blenheim Palace, and Hatfield House.

Burghley House in Lincolnshire is famous for its grand Elizabethan architecture, with Battle Promenaders being offered up a stunning view of this beautiful 16th century stately home from the elevated position of the concert area.

Highclere Castle in Hampshire, now world famous as Downton Abbey, shows off its glory to the full. The Battle Proms take place on the lawns directly in front of the castle affording wonderful views of this now iconic building.

Blenheim Palace in Oxfordshire, birthplace of Sir Winston Churchill, now a World Heritage Site, gives visitors some world class history and architecture. The concert ground is situated right next to the historic Column of Victory.

Hatfield Park in Hertfordshire, hosts the Battle Proms in the leafy surrounds of the Queen Elizabeth Oak Field. This beautiful area of parkland is said to be where the young Queen Elizabeth I heard the news of her sister Mary's death and her accession to the English throne.

It doesn't matter if you are interested in history, music, atmosphere or simply having a great time, there is a venue to suit everyone.

On a serious note, for SSAFA, the Battle Proms Picnic Concerts are an extraordinary lifeline. Since they started to support the charity

in 2018 they have raised over £200,000, which is an extraordinary feat, especially since they had to be cancelled due to covid in 2020.

Jonathan Sandall, Director of Fundraising, Marketing and Communications at SSAFA, the Armed Forces charity, said: "We are extremely grateful for the generosity of the audiences at the four Battle Proms concerts across the summer."

"This money will help SSAFA support the Armed Forces community, including serving personnel, veterans and their families. And it's through the generosity and support of the British public and events like Battle Proms that we can continue."

Not only does buying a Battle Prom ticket help support a very worthy cause, there's outstanding music, cavalry displays, Spitfire fly pasts, evening gun salutes, cannons, the Red Devils, Battle Prom Belles and fireworks. Quite simply put, this is the best, most British way to spend a glorious afternoon and evening with friends.

ssafa | the Armed Forces charity

Find out how to get your tickets and more by visiting ssafa.org.uk/challenge-events.

DID YOU KNOW

Beethoven composed his 'Battle Symphony' to celebrate Wellington's victory over the French at the Battle of Vittoria, which included in the score 193 shots from live cannon. Not something you can see performed in your average concert hall of course, but a spectacular addition to an open air concert! It is a performance which requires a very specialist 'percussion' section to be reproduced as Beethoven intended.



NOT IN TUNE WITH MUSICAL SPECTACULARS?

Fundraise: You don't have to love music to support SSAFA.

How about a desert trek to the ancient site of Petra? You could get on your bike and Ride the Plain with your pals. Or organise a good, old-fashioned tea party – SSAFA's Big Brew Ups are legendary, with lashings of tea and mountains of cake.

Volunteer: Time on your hands? Our branch network covers the whole of the UK and always needs Caseworkers to help our veterans. Busy but willing? There are lots of roles you can do online from

home. Still serving? SSAFA's Serving Community Teams need enthusiastic helpers from across the military network.

Follow: SSAFA's website has a news section to keep you up to date on our latest stories. Our Instagram account will keep you entertained with history, our latest updates and news from around the regions, Twitter allows you to join in the SSAFA conversation and Facebook will keep you connected to the SSAFA community.

Visit ssafa.org.uk to find out more.



Leaving the Armed Forces brings with it mixed emotions

Reflecting on years, possibly many years, of service life and the adventure of a civilian life are just two of them.

So, as Armed Forces Day 2023 approaches, SSAFA, the Armed Forces charity looks at the support it offers – and the corporate funding behind it – for those entering Civvy Street and in particular where medical discharge hastens leaving the Armed Forces.

One of SSAFA's Corporate Partners is Boeing, and since 2019, it has supported SSAFA with large donations from its charity grant, and this support now is more vital than ever.

As inflation rose sharply and the cost-of-living crisis began to bite, Boeing gave a £74,000 donation to SSAFA split 60-40 between the Boeing Emergency fund (£44,400) and SSAFA's Mentoring scheme (£29,600).

From January to October 2022, SSAFA's Grants Team supported almost 200 beneficiaries with their welfare needs from the grant award received from Boeing. In addition to this, we have awarded a total of £54,476 from the fund.

One of these is Chris, in his early 20s

Chris served as a Guardsman for six years until he noticed a decline in his health and was diagnosed with Type 1 diabetes. While Chris came to terms with the management of his long-term medical condition, he was also advised that he could no longer remain in service and commenced his medical discharge.

For one that young and with such passion and pride in his regiment and his job, it was devastating for him: his career was at the heart of everything he did and the plans he had made were radically altered.

However, demonstrating the resilience befitting of any member of the Armed Forces, Chris has been very proactive, has demonstrated great ability to adapt, and is now retraining

to become a skilled tradesman in the construction industry.

But then Chris experienced another personal challenge. At first, he thought he could move in with his girlfriend, but doing so would not have allowed him to access his training course.

Chris looked at what support was out there for him, but with no idea of what steps to take to resolve the situation, he approached SSAFA's Mentoring Team and presented himself as homeless.

The Mentoring Team was able to use the generous funding provided by Boeing to provide immediate support for Chris at a Premier Inn near his course until permanent accommodation became available. Support from the Mentoring Team will continue as he pursues his new career and new life.

Sir Andrew Gregory, Controller of SSAFA, the Armed Forces charity said:

"On behalf of the beneficiaries of SSAFA, the Armed Forces charity I am extremely grateful to Boeing for its very generous contribution to our work throughout 2022, in preceding years and going forwards."

"In particular, the Boeing Global Engagement Grant – some £74,000 split 60-40 between the Boeing Emergency fund and SSAFA's Mentoring Scheme – is driving positive, meaningful, and lasting change that benefits every member of the military family in their time of need."

"Put simply, without the support of companies like Boeing the impact and reach of our work – which improves and changes lives – would be hampered, and so we greatly appreciate Boeing's continued commitment to SSAFA."

For more information on SSAFA's Mentoring service, visit ssafa.org.uk/mentoring.



WHAT IS FRANCHISING?

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

The British Franchise Association

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

WHO ARE THE BRITISH FRANCHISE ASSOCIATION?

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

WHAT CONSTITUTES A 'GOOD' FRANCHISE?

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

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

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

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

WHAT CHECKS SHOULD I MAKE BEFORE I JOIN A FRANCHISE?

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

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

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

Ask them detailed questions:

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

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

Speak to existing franchisees:

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

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

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

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

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

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

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



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

WHAT ARE THE BENEFITS OF JOINING A FRANCHISE?

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

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

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

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

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

There are a host of resources available on the bfa website

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

ARE THERE ANY DISADVANTAGES TO JOINING A FRANCHISE?

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

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



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

Screen Rescue Birmingham SETS NEW RECORDS



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 £67bn 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's VFA23 Awards we collected 'Best Franchisee Support' Gold Award Winner and last year 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. 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 franchisee can carry out repairs more efficiently.

Unrivalled gga nvq and 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 GOA 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.



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."

**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**

10-Day in-territory assisted launch with franchisor

Pre-launch social media marketing direct to your lead base is followed 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&C's apply) or if you choose, we'll help you sell your franchise asset later down the line.

Comprehensive training and 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 and 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 is a full member 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 Franchisees.

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



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.



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.



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

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 bring 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





Alcoholics Anonymous

National Helpline 0800 917 7650

www.alcoholics-anonymous.org.uk

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

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

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

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

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

 **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

"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

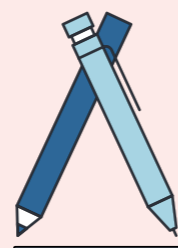
"My wife had left home; I'd been assaulted in the town centre a few days later and hadn't defended myself for the first time; my emotional life was becoming even more unmanageable. I was forced into accepting that I couldn't drink safely. Like a blinding glimpse of the obvious, the answer was 'Don't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

Former Superintendent

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. All ELCAS Submissions must be sent online. Offline forms are only for personnel submitted to MBOS who have not qualified for 6 year's service but have been granted access to ELCAS due to level of injuries sustained.

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%

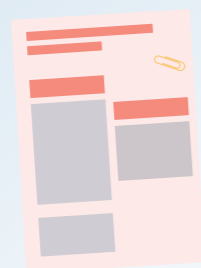


SIX.

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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Jobs.com

The definitive jobs portal for government,
defence & nuclear sectors

Do you have Security Clearance?

Then join the UK's largest online
job board for security cleared
professionals, it's as easy as 1,2,3...

1. REGISTER

now to receive job alerts tailored to your skills.

2. UPLOAD

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

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Communications

Cyber Security
Defence
Engineering

Forensic
Government
Information Technology

Intelligence
Nuclear
Telecoms



ARMY
BE THE BEST



Military Provost Guard Service (MPGS)

RECRUITING NOW

"Custodem Custodire"
Guarding the Guardians



ARMY JOBS
WEBSITE



FACEBOOK
GROUP

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

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

**Register your interest for the Next Digital Infrastructure Industry Briefing
(a virtual event)**

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

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

Email: resettlement@cnet-training.com

Phone: +44 (0)1284 767100

Web: cnet-training.com/resettlement

