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SOLDIERING ON AWARDS 2024

Opens nominations, unveiling
new 'Employee Champion'
category. The Armed Forces
Community Awards. **P14**

SERVICE LEAVERS IN DEMAND

The digital infrastructure
industry, encompassing the
network infrastructure and data
centre sectors, is growing. **P30**

CHARTERED INSTITUTE OF LOGISTICS AND TRANSPORT

The chartered body for professionals
involved in the movement of goods
and people and their associated
supply chains. **P32**

THE ELC SCHEME

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



For personal pension guidance in Resettlement, join us. Job done.

Armed Forces Pension Schemes are highly complex. Your personal pension needs are equally varied. And right now, there's the added complication of the AFPS15 Remedy (McCloud) to consider.

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“ Against all odds, you've actually managed to get me to understand what's going on, and what I need to do next. It all makes perfect sense now and I do appreciate your time in explaining fully, my individual personal circumstances. A great experience from the Forces Pension Society. ”

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ADV M P1 0016- 08/23

Contents...

10 INCREASED FOCUS ON SKILLS, TRAINING AND RECRUITMENT AT UK CONSTRUCTION WEEK

UK Construction Week, London has announced an even stronger focus on skills development, apprenticeships and training at this year's show.

12 NEW RESEARCH REVEALS FEMALE MEMBERS OF THE FORCES COMMUNITY FACE MORE EMPLOYMENT CHALLENGES THAN MEN

Forces Employment Charity hosts flagship 'Women into Employment' event.

16 THE MILITARY PROVOST GUARD SERVICE

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

22 STEPPED UP SUPPORT FOR SERVICE LEAVERS TRANSITIONING TO CIVILIAN LIFE

Personnel leaving the military are to receive stepped up support for finding jobs in civilian life thanks to a new contract agreed between the Ministry of Defence and Reed.

30 SERVICE LEAVERS IN DEMAND ACROSS DIGITAL INFRASTRUCTURE INDUSTRY

The digital infrastructure industry, encompassing the network infrastructure and data centre sectors, is growing at an exponential rate.

34 HAVE WHAT IT TAKES TO BECOME A RESIDENTIAL BUILDING SURVEYOR?

5 transferable skills that make surveying the perfect post-military career move.

36 FIRE SAFETY

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

44 THE BRITISH FRANCHISE ASSOCIATION'S GUIDE TO THE PROS AND CONS OF FRANCHISING

helping you to make the right decision if a franchise is right for you.

46 DISMANTLING THE STIGMA OF SUICIDE ONE BRICK AT A TIME

Support provided by SSAFA, the Armed Forces charity comes in many forms.

50 A CIVILIAN LIFE OF PURPOSE WITH SCREEN RESCUE

Why not own and operate a trusted and valued business in the Commercial Automotive Industry.

52 EX-MILITARY TRAVEL FRANCHISEE MARCHES TOWARD BEING A MILLIONAIRE

A former Royal Engineer staff sergeant has swapped the military for the Travel Franchise.



32 CHARTERED INSTITUTE OF LOGISTICS AND TRANSPORT

The Chartered Institute of Logistics and Transport is the chartered body for professionals involved in the movement of goods and people and their associated supply chains.

40 THE BEST CAREER OPTIONS FOR FORMER MILITARY SERVICE MEMBERS

Some great information from Security Cleared jobs.



COVER IMAGE CREDITS

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MAGAZINE IMAGE CREDITS

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Soldiering On Awards 2024 Nominations are open!



06 STEP INTO A DIFFERENT WAY TO EXCEL

Ex-Military career opportunities with MBDA.

08

"THE FUND WERE JUST AMAZING. I DON'T KNOW WHAT WE'D HAVE DONE WITHOUT THEM."

For over 100 years, those who serve in the Royal Air Force have been ready to protect us and those we cherish. But who will protect them and their families, in their hour of need?

Be part of the Heart with



Welcome...



Welcome to the Spring 2024 issue of Easy Resettlement magazine...

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.

As always we feature companies that are offering various recruitment opportunities for service leavers and also veterans, the companies we feature already see the value in employing service leavers and veterans and many of these will have already signed the armed forces covenant and be Employer Recognition scheme award winners. We also feature numerous resettlement training providers who offer a wide range of MOD approved training courses, as well

as information from the British Franchise Association known as the BFA, whose members recognise the value that service leavers and veterans bring to franchising.

In addition to the above, we also 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, explaining your entitlements and how to apply.

Many of our readers may have already seen and spoken with the (CTP) Career Transition Partnership. We attend their events which enables us to speak to our readers and find out about your resettlement process and answer any questions you may have. So 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



STEP INTO A DIFFERENT WAY TO EXCEL.

EX-MILITARY CAREER
OPPORTUNITIES

Here at MBDA, we value the skills and experiences of those who've served. And we share many of the same values too. Which means with us you'll be supported to explore a wide range of purposeful career pathways that all share the same commitment – to protect the nation.

Start the next chapter in your career.
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MBDA



"The **Fund** were just amazing. I don't know what we'd have done without them."

For over 100 years, those who serve in the Royal Air Force have been ready to protect us and those we cherish. But who will protect them and their families, in their hour of need?



Since 1919, the RAF Benevolent Fund has been supporting members of our RAF Family through thick and thin. Thanks to the support of gifts in Wills, we will always be there for people like Stephen Pratley and his wife Paula in their hour of need.

Stephen and Paula both served in the Royal Air Force throughout their lives, while based at RAF Whittle in Cambridgeshire. In fact, they even met during service and both enjoyed long and successful careers in the RAF. However, everything changed for Stephen, Paula and their family in 1996, when Stephen was diagnosed

with muscular dystrophy – a rare genetic disease that weakens muscles and has no cure. In 1996, after 18 years of service, Stephen was medically discharged.

"It was like our whole world was caving in," Stephen told us. "RAF doctors told me I'd be in a wheelchair within five years. Our son was only about two or three years old at the time. And you're thinking, how am I going to pay the mortgage? Will we be able to keep the house? It was really tough."

It was when Stephen attended a muscular dystrophy meeting that he first considered reaching out to the RAF Benevolent Fund. Someone at Stephen's meeting mentioned the Fund's Housing Trust to him, and from there, we were able to support Stephen and Paula with securing a new home, better suited to their needs.

"The Fund were just amazing. They got an occupational therapist round to see what sort of property we needed, understanding that I was going to be in a wheelchair soon. They helped us find a new place to live – all level access, wet room, wide doors to fit the wheelchair I'd need. They thought of everything, all the adaptations we might need too. I don't know what we'd have done without them."

Incredibly, Stephen refused to give in to his diagnosis and was able to walk for many more years before needing a wheelchair. When the time eventually came, the Fund were able to step in again and provide him with a specially adapted chair through our mobility scheme. But sadly, the family's struggles were far from over, as the cost-of-living crisis took its toll last year. With Paula unable to work and household bills rising so quickly, the home was no longer suitable for Stephen and Paula, and they soon found themselves struggling to make ends meet.

"Paula got poorly... and you know, the cost of fuel at the time, we were paying hundreds per month just on heating the house. So I spoke to the Fund again, and of course, they were there."

When the Fund heard of the changes in Stephen and Paula's circumstances, we were quick to help them secure a more suitable place to live. With their children now grown and no longer living with them, we were able to help Stephen and Paula downsize to a smaller bungalow – and as it was still under construction at the time, our team were able to liaise with the builders to make sure that it was fully accessible as it was being built. For instance, we advised on installing an accessible wet room, making doorways wide enough to fit a wheelchair, and levelling out the garden so that it could be accessed without stairs.

"We couldn't believe how much they helped us. We've both now decided to leave gifts in our own Wills to the RAF Benevolent Fund, so they can keep doing their amazing work in the future. It's not much, and we'll never be able to repay them fully. But I think it's so important that the Fund exists. And even though we can't give to them right now, in future we want to show our appreciation for everything they've done for us."

None of this support for Stephen and Paula, or many other families like them, would be possible without the gifts supporters leave us in their Wills. These gifts help bring certainty and reassurance to RAF people's lives – whether they are currently serving, have served in the past, or might serve in the future. It is a wonderful way to show your support for the RAF and the sacrifices they have made for us in their lifetimes.

Your donation could offer many forms of highly-tailored support to the RAF Family – such as tackling loneliness amongst elderly veterans through our telephone friendship groups; securing housing through financial assistance for discharged personnel; or perhaps simply giving a serving family a respite break to create quality time together. However gifts in Wills are used, they are always at the heart of the Fund's work. If you choose to leave a gift in your Will to the RAF Benevolent Fund, you'll be at the heart of the RAF Family for years to come.

We want to make sure we are always there to provide practical, emotional, and financial support to anyone in the RAF Family that needs us. But as an independent charity, we receive no government funding and rely entirely on the

generosity of our wonderful supporters. Gifts in Wills support over 60% of all the work we do to support the RAF Family.

We truly believe that everyone should have an up-to-date Will, no matter their age or circumstance. It is so important for making sure that your loved ones are looked after in the future, and it can bring peace of mind to know that this is all arranged in advance. But after you have provided for your loved ones in your Will, a gift to the RAF Benevolent Fund is an easy way to make sure you are always part of the heart of the RAF Family.

Every gift is valuable to us, no matter the size or the reason why you choose to leave it. In today's uncertain world and long into the future, you could help ensure that the RAF Benevolent Fund will be there for everyone who needs us, no matter what. If you are able to, please do consider leaving a gift in your Will to the RAF Benevolent Fund. Your kindness will help to look out for the futures of our brave RAF Family for generations to come.



Royal Air Force Benevolent Fund

BE PART OF THE HEART

For more information or to discuss any questions you may have, please do get in touch with our friendly Gift in Wills team and request your FREE guide to leaving a lasting gift in your Will to the RAF Benevolent Fund. Just call 0333 355 1081 or visit rafbf.org/heart



Increased focus on skills, training and recruitment at

UK Construction Week London



UKCW's own research has shown that careers advice, training and education are fundamental to encourage more young people to the construction industry - and to retain those already working in the sector.

A survey of over 1,100 people across the sector revealed that key barriers to young people pursuing a career in construction were seen as the industry being perceived as 'dirty job' (23%), lack of careers advice (19%), and the sector being seen as male-dominated (15%). The main barriers to people's own advancement in construction were lack of training support from their employer (18%); poor careers advice (18%); and lack of funding (17%).

Features, events and new areas at this year's UKCW London with a focus on skills development and training include: The Worldskills BIM challenge will run across all three days of UKCW London (7-9 May 2024 at ExCeL) and feature Isabelle

UK Construction Week (UKCW) London has announced an even stronger focus on skills development, apprenticeships and training at this year's show, including a live challenge featuring some of the world's best in BIM digital construction; a new collaboration with the CITB (Construction Industry Training Board); and new show zones focused on skills, training, careers and recruitment.

Barron - who won gold at last year's EuroSkills competition in Gdańsk, Poland - alongside competitors from China, Korea, Hong Kong, France and Ireland, many of whom will be competing in the Worldskills World Finals in Lyon in September.

The new Skills and Training Hub at UKCW London is a first-

time collaboration with the CITB (Construction Industry Training Board), which will address the Skills Shortage head-on with a three-day programme featuring a myriad of talks and workshops to support skills development within the industry and ultimately, build better.

While Days 1 and 2 will have a skills/training focus, Day 3 will focus on careers and be aimed predominantly at students. Events and workshops will cover a myriad topics including:

- Future-proofing skills
- The Human influence on Sustainable Organisations
- Innovation and creativity in construction culture
- Apprenticeships and vocational training
- Diversity and inclusion in construction
- Future trends in construction careers

Danny Clarke, Head of Engagement at the CITB, commented: "Having attended, exhibited and spoken at UK Construction Week over the past few years, it is the natural fit for me to continue to showcase all that the CITB has to offer construction companies and

educational partners to support their people with skills and training.

"The CITB is the industry training board for the construction sector in England, Scotland, and Wales. It's our job to help the construction industry attract talent and to support skills development, to build a better Britain and this event is part of that strategic delivery."

Another new area at UKCW London will be the Careers and Recruitment Zone - created in response to exhibitor and visitor feedback, this will not only be a focal point for all those working in recruitment, or simply looking for that next new role. Visitors will have face to face access to specialist recruiters from the construction sector, with discreet interview rooms allowing candidates to have onsite consultations.

Confirmed exhibitors include national accreditation body UKAS (United Kingdom Accreditation

Service), Government of Western Australia, Anglia Ruskin University and UCAS (The Universities and Colleges Admissions Service).

Sam Patel, UKCW event director, commented: "Skills development, training and recruitment are all fundamental to the future of the construction sector - and that includes changing perceptions and highlighting the breadth of opportunities available.

"Our increased focus on these areas at UKCW London reflects the need for career advice, training and development that are so vital

to both those already working in the sector and those who are looking to begin their careers."

UKCW London this week announced Barbour ABI as its Intelligence Partner. The market-leading provider of construction intelligence and building project leads will also be sponsoring the main Barbour ABI Stage at the show, which is once again co-located with Concrete Expo and The Offsite Show, as well as the UK's premier event for the self-build sector, Grand Designs Live. UKCW London is complemented by its sister event, UKCW Birmingham, which takes

place at the NEC from October 1-3.

The NEC was the birthplace of UK Construction Week in 2015 and the trade show has grown to become the UK's largest built environment event.

Details on the Birmingham programme of events and speakers will be announced in due course, but exhibition space is already filling up - to enquire for your business, contact **Info@ukconstructionweek.com**



To find out more about both shows and to register for Concrete Expo and UKCW London for free, visit **www.ukcw-london-2024.reg.buzz/cab-pr**



New research reveals female members of the forces community face more employment challenges than men



Forces Employment Charity hosts flagship 'Women into Employment' event

Forces Employment Charity is committed to supporting all members of the Military community, spanning all those who have served, as well as their loved ones. In order to ensure that female members of the community are sufficiently supported to succeed, the charity is holding its annual Women into Employment Event (WIE24). Entry is free and will be hosted at UBS in London on Tuesday 26th March, from 10:00 - 18:00.

Research shows that women who have served are more than twice as likely to be economically inactive (20% compared with 9% for male veterans) and face more barriers to employment than men.

New research by the Forces Employment Charity reveals that female veterans suggest their biggest barrier to finding civilian work is recognising their own transferable skills they have to offer. 62% of female ex-Forces commented that they sometimes underestimated the skills they developed during their military career, compared to only 56% of male veterans. Further findings reveal that women are also more likely to deselect themselves from roles they could be suitable for.

Sadly, 72% of female veterans said they had found their transition to 'civvy street' harder than they expected it to be (compared with 63% of men). Moreover, 65% of women who had served, reported to have felt a loss of identity since leaving their Forces role behind them.

When female partners and spouses of serving personnel were asked, 1 in 6 stated that the impact on their career was the hardest thing about being in the Forces community, with the top barrier to employment being frequent house moves (25%), closely followed by not having close networks nearby (22%).

Female partners were also significantly less optimistic about

their employment opportunities, with only 20% of women stating that they thought things were improving for military partners, compared to 36% of male partners.

This year's WIE24 event focusses on helping women to recognise their worth and harness their full potential. It also offers valuable and unique access to employment opportunities from across a variety of industries, with companies who recognise the talent the military community has to offer.

Chaired by former BBC senior political reporter and BFBS journalist, Sian Grzeszczyk, the event has a full programme including:

- Interactive sessions on how channel potential and structure the steps to advance career pathways
- Top tips from industry speakers and HR Teams to help maximise job applications
- Breakout sessions with expert panellists
- Opportunities to meet with talent teams from around 20 companies including:
 - UBS
 - Centrica
 - QINETIQ
 - Amazon
 - Jacobs
 - BNY Mellon
 - National Cyber Forces
 - Complimentary photography session with professional photographer to update headshot for LinkedIn



For more information visit:
www.forcesemployment.org.uk



Forces Employment Charity client, Ingrid Rolland, found a new career after attending the Women Into Employment event.

Army Reservist, Ingrid Rolland, was seeking a career change and attended last year's Women into Employment event, following a recommendation from her Military Women Programme Employment Advisor at the Forces Employment Charity.

After hearing a presentation from one of the speakers, a representative from Centrica, Ingrid was inspired to investigate job opportunities within the company and successfully secured a role of Offshore Operations Supervisor.

When speaking about her decision to attend the event, she says:

"It's the best decision I ever made. If I'd missed that opportunity, I don't think I'd be where I am today. The event was targeted at all levels - whether you want to be a smart gas engineer or a CEO, there was a range of opportunities. It's a really great event."

Commenting on her new role and career prospects, she concludes:

"I've got a huge and exciting future ahead of me, in an industry I didn't really know existed, in a role I definitely didn't know was possible to do. I genuinely couldn't have found anything more perfect. Thank you!"



Forces Employment Charity CEO, Alistair Halliday, says the impact of the Women Into Employment event can be 'life-changing'.

Alistair Halliday, Chief Executive at the Forces Employment Charity, says:

"We have known for some time that female veterans face additional challenges in finding employment and this new research bears this out. We need to improve our support for the female members of the Forces community, whether that be those who have served, or those whose partners are members of the Military, so that employers can benefit from harnessing the talents of this remarkable group."

"The Forces Employment Charity is there to support every member of the Armed Forces Community with more than 10 unique programmes dedicated to offering support, tailored to each individual's goals and needs. As part of our services, we are proud to offer a suite of programmes and events that are led by women who are either ex-Military, or are partners of those who are serving. Therefore, everything we do to support our female community is rooted not only in exceptional expertise, but also lived experience."

"We are delighted to continue to offer WIE24. For some who have attended the event in the past, the impact has been life-changing."

Soldiering On Awards 2024

Opens Nominations, unveiling New 'Employee Champion' Category

Soldiering On Awards is delighted to announce the opening of nominations for 2024.

This year brings an exciting addition to the lineup – the introduction of the 'Employee Champion Award'.

This category aims to shine a spotlight on those individuals who actively support members of the Armed Forces community in civilian careers and champion the employability of service leavers, reservists, veterans, spouses, and family members.

Now in its 14th year, the Soldiering On Awards remains steadfast in its commitment to recognising exceptional achievements within the Armed Forces community. Dubbed by Jeremy Vine as the 'best awards ever', Soldiering On Awards is much more than a single ceremony. This year-long celebration fosters positive storytelling, brings together esteemed judges from the community, honours the shortlisted finalists across the UK and culminates in a spectacular grand finale, Awards Night, in October.

Nominees can be celebrated in twelve diverse categories, ranging from Family Values and Animal Partnership to Defence Inclusivity, Inspiration, Business, and more. The nomination process is open to everyone, inviting the public, peers, and colleagues to nominate deserving candidates.

Nominations are officially open, starting at 09:00 on 15th January 2024, and will continue until 23:59 on 2nd April 2024. Visit the Soldiering On Awards website - soldieringon.org - to submit your

nominations and be part of this celebration of excellence within the Armed Forces community. Together, let's honour those who go above and beyond.

Patron of the Soldiering On Awards, the Rt Hon Earl Howe PC said: "In our 14th year, Soldiering On Awards remains committed to shining a spotlight on remarkable individuals, projects and organisations that exemplify passion

and unwavering commitment to progress and excellence, embodying the core values that our Armed Forces are known for. Many in the community remain unrecognised for their efforts, so I invite everyone to ask themselves: "Who do you know that deserves recognition?" If shortlisted, nominees will gain national exposure, and what's unique about the Soldiering On Awards is that the nominator is also

invited to join in the celebrations at the House of Lords."

Mark Neill, Managing Director at Landmarc, partner of the new Employee Champion Award said: "Landmarc has been a proud supporter of the Soldiering On Awards for seven years, and for 2024 we are thrilled that a new category we have worked to co-create over an extended period has now been introduced. The Employee Champion Award will highlight individuals who excel in advocating for the Armed Forces community in the civilian workforce. We know there are individuals working in organisations, large and small, around the UK who support others to apply their skills, maximise their careers and find new connections and opportunities. We invite employers to nominate these champions and share their stories as shining examples to others."

Lt Col Ren Kapur MBE, CEO of Soldiering On Awards added: "Soldiering On Awards brings together the whole of the Armed Forces community and draws engagement from the MOD, military charities and a wide range of corporate partners that share the programme's mission to shine a light on those that make a difference. Soldiering On Awards is more than an event; it's a collective effort to honour those who make a lasting impact in the lives of our Armed Forces community, and society as a whole. We can't wait to hear the 2024 stories that will serve us inspiration to us all."



Military Provost Guard Service (MPGS)

RECRUITING NOW

"Custodem Custodire"

Guarding the Guardians



ARMY JOBS
WEBSITE



FACEBOOK
GROUP



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	
£24,238	

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



RECRUITING NOW

To be considered for a role in the MPGS our criteria for joining includes the following;

A minimum of 3 years prior military service in the regular or reserve forces, 3 SJARS of at least grade B-, a full driving licence with no more than 8 penalty points, be currently serving or left your previous service up to 10 years ago.

The MPGS are recruiting now for sites across the UK. If it's something you feel you may be interested in then please get in touch;

Email – ArmyPM-MPGS-Recruitment@mod.gov.uk
Search online "Join MPGS"
Social Media – Facebook "MPGS Recruitment"
Website –



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/



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!

Stepped up support for service leavers transitioning to civilian life

Personnel leaving the military are to receive stepped up support for finding jobs in civilian life thanks to a new contract agreed between the Ministry of Defence and Reed.



Under the contract the number of courses for service leavers will be doubled, and they will have the opportunity to learn new skills in areas such as cyber security.

The Career Transition Partnership has supported those leaving the Armed Forces for over 25 years, as they transition from the military into civilian life.

With approximately 15,000 service leavers benefitting from these services annually and 87% of those using the system gaining employment, the partnership will improve the advice on offer for service leavers around the country.

Services, which will be a combination of face to face, online and instructor led, will also be tailored to those living in devolved nations. Courses will be geared towards future careers in areas like engineering, cyber security, healthcare and renewable energy.

Minister for Defence People and Families, Rt. Hon Dr Andrew Murrison MP said: "It is vital that service leavers are given the correct tools to have the best possible start in their new lives. From career counselling to vocational training, this new partnership will give individuals the confidence and skills to find employment and increase their opportunities."

"I am thrilled to announce this new partnership, which will

continue the award-winning work to support Armed Forces personnel and their families as they transition to civilian life."

"This collaboration reinforces our commitment to providing the best possible opportunities for those who have bravely served our country."

All service leavers will benefit from enhanced transition support from specialist advisors and careers consultants under the new contract, to meet their chosen outcomes which typically range from seeking civilian employment, re-entering Higher/ Further Education or retirement.

The transition from the current contract with Right Management Ltd to Reed in Partnership will be complete in October 2024, starting with a phased approach to ensure that the services offered to current service leavers are not disrupted.

Over the previous 25 years the award-winning CTP has supported over 310,000 service leavers to transition into civilian life, the new partnership with Reed will build on the excellence of the current contract.

CEO and Chairman of Reed in Partnership, James Reed CBE said:

"Reed in Partnership has a long history of supporting people to achieve their goals through employability, education, training and career transition services. This includes many veterans

and reservists, whose unique skills and experiences can be so greatly utilised in civilian life."

"As an Armed Forces Covenant signee, we are committed to ensuring that people who serve or have served in the armed forces and their families are treated fairly and supported appropriately. Our delivery of the CTP service will be informed by this commitment. Our extensive range of employer relationships and community partnerships means we are well placed to continue the success of this important service."



Where could a career with the MDP take you?

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



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

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



Ministry
of Defence
Police

Join our Force
with a difference

Follow us



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:

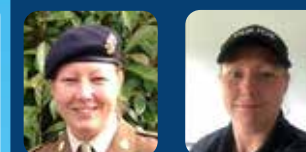
- Counter Terrorist Armed policing that meets national standards and contributes to the UK's strategic armed policing response to major incidents
- Nuclear policing, providing specialist armed policing services to support protection of the UK's strategic nuclear deterrent
- Specialist armed policing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



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

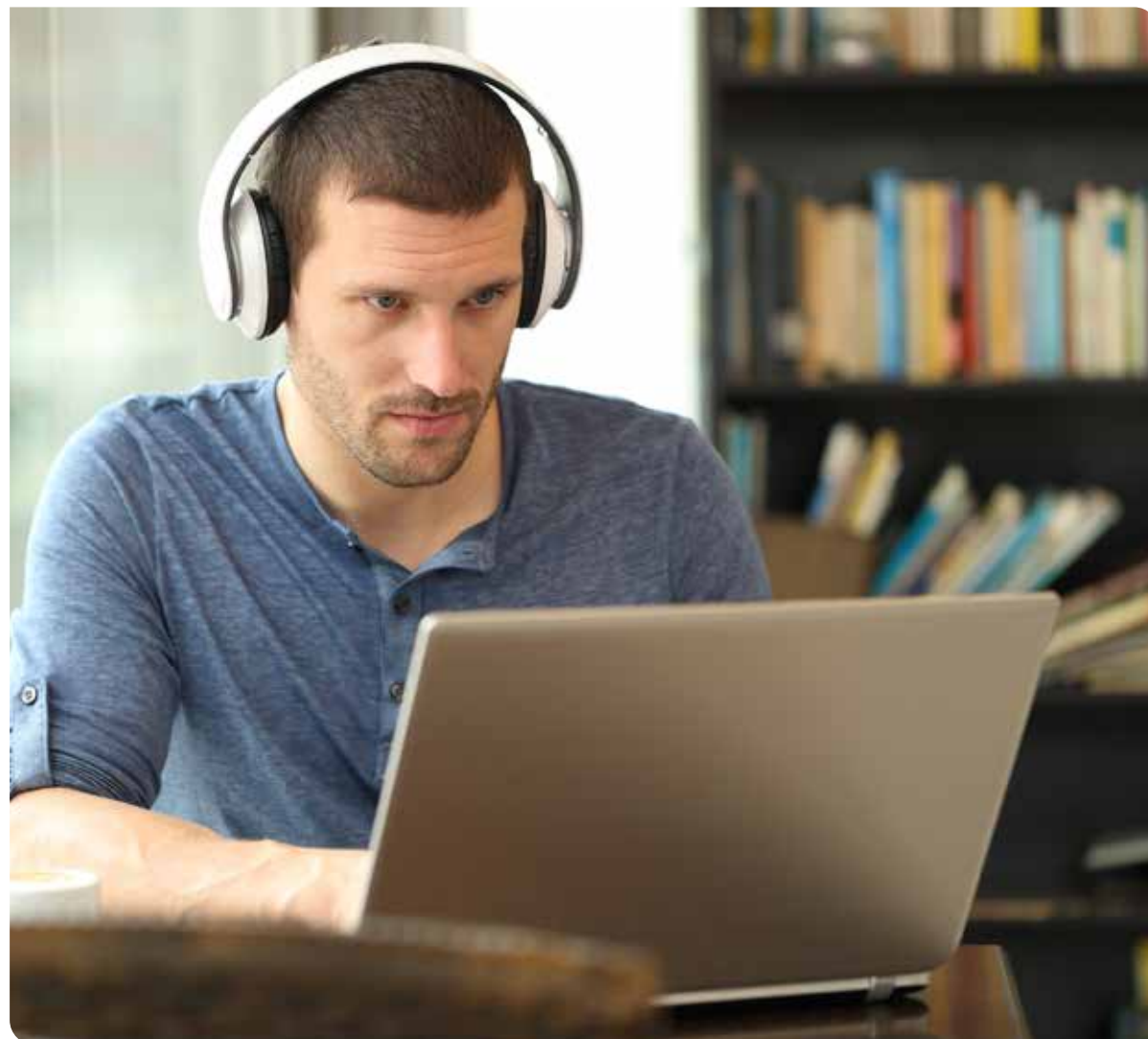
achieving your desired outcome upon leaving the Armed Forces. A range of additional workshops and briefings are available, including Financial Aspects of Resettlement, Business Start Up, Networking and Interview Techniques.

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.

Service leavers' employment rate reaches record level

The employment rate of Service personnel who have left the UK Armed Forces, six months after leaving service, has reached a record high of 89% according to new data published for 2022/2023 by the Department of Defence Statistics Health within the Ministry of Defence, for resettlement provided by the Career Transition Partnership (CTP).

The data recorded by Defence Statistics reported a lower rate of economically inactive Service leavers – reducing from 9% to 7%, of which the majority (40%) are recorded as having gone into education, training, or volunteering, with 26% not seeking employment, and 12% going into retirement. The remaining 22% were split across a variety of reasons; medically unfit to work, or they made the choice to have a career break, to care for family, travel, re-join the military, or were awaiting a visa/citizenship, or chose not to declare their reason.

CTP, in partnership with Right Management, has to date helped more than 310,000 Service leavers make their move into civilian life over the past 25 years, supporting thousands of organisations with the recruitment of ex-military personnel.

Other achievements reported by the CTP over the same period include:

- 2,500+ registrations from Early Service Leavers
- An average of 950+ job placements per month
- Almost 100,000 vacancies posted on the CTP's dedicated employment platform, RightJob
- More than 3,000 new employer registrations
- Delivery of more than 400 Vocational Training courses for 4,500+ Service leavers, with 94% reporting overall course satisfaction
- More than 100,000 client touchpoints with 13,000 new client registrations and the delivery of 677 core workshops for 9,000 attendees
- 12 UK-wide Employment Fairs



Adrian Peters, Operations Director, CTP, said:

"Making the transition back to life on 'Civvy Street' can be a daunting experience for military personnel and our programmes exist to give them the training, guidance, and tools to upskill, make informed decisions and better understand what they offer future employers if that's their chosen pathway. I'm incredibly proud of the positive

outcomes reported by Defence Statistics, which demonstrates the high quality of support CTP provides. Another example of this is that 99.5% of Service leavers who attended our Career Transition Workshops say they would recommend CTP to other Service leavers.

CTP contacts 100% of Service leavers post discharge and due to increased efforts between 2022-2023, the outcomes of Service leavers known by the CTP, increased by almost 14%.

Peters adds:

"Service leavers offer transferable skills and experience which is invaluable for thousands of organisations and is especially important just now, with 80% of UK businesses reporting challenges in finding the right talent. We know from those organisations, how much value is placed on the Armed Forces pool of talent, and those individuals bring their own exceptional skills and characteristics into the UK workforce."

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 310,000 Service leavers make their move into civilian life.



Global Leading Technical Education
for the **Digital Infrastructure Industry**

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.

NETWORK CABLING

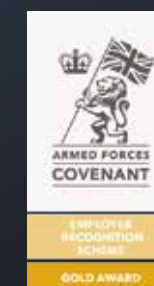
COPPER

FIBRE

DATA CENTRES

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.

resettlement@cnet-training.com | +44 (0)1284 767100
cnet-training.com/resettlement





Service leavers in demand across digital infrastructure industry

The digital infrastructure industry, encompassing the network infrastructure and data centre sectors, is growing at an exponential rate due to the ever-increasing demand for digital connectivity across the globe, and therefore the requirement for professionals to choose to pursue careers in the industry is at an all-time high.

Ollie Day is Resettlement Adviser for CNet Training, the global leader in technical education for the digital infrastructure industry. Ollie is passionate about helping individuals achieve their career goals upon leaving the Forces and he is CNet's main contact for all resettlement and ex-Forces related queries – he also manages work placements for Service Leavers. Here he shares the answers to some of the most commonly asked questions.

WHAT IS THE DIGITAL INFRASTRUCTURE INDUSTRY?

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

and we offer technical education for roles throughout both sectors.

WHAT WILL I GET FROM A WORK PLACEMENT?

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

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

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

such as experience working in mission critical environments, a built-in determination and total 'can-do' attitude, and they really value having ex-forces personnel as part of their teams and actively seek to employ them.

DO YOU WORK WITH TRI-SERVICE MILITARY MEMBERS?

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

CAN I USE MY ELC FUNDING FOR YOUR EDUCATION PROGRAMS?

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

HOW SECURE IS A CAREER WITHIN THE DIGITAL INFRASTRUCTURE INDUSTRY?

About as secure as it gets! Our world totally relies on digital

connectivity to communicate, share data, control processes – basically, the majority of industries in the world need this connectivity to enable them to operate successfully. Some examples of this are air traffic control, operating theatres, building entry systems, traffic lights and contactless payments – and this is without our billions of daily emails and general reliance on the internet. Technology is also developing at a rapid pace with more mobile devices and smart, internet-connected devices in our homes. This is one industry that is forever evolving and will always be needed. Even in times where other industries can suffer, the digital infrastructure industry needs to be active 24/7/365 in order to keep the world working.

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

Whatever your job role, you will be able to find a program to suit you. To help people planning careers in the industry, we have developed the Global Digital Infrastructure Education Framework which has since become recognised and respected all over the world. The framework is like a career map that matches our programs to the skills and knowledge requirements of those actually working in different areas of these vibrant and fast-moving sectors. This isn't based on guesswork; we regularly get together with a panel of industry-leading companies to review the evolving skills requirements

and update our programs to ensure they provide learners with exactly the right skills and knowledge that is in demand. You can enter the education framework at any level and choose just one program or follow the path with the programs flowing perfectly from one to another as you progress. I'm always happy to talk through which is the best program or path for you.

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

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

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

Although this is variable depending on where you are located and the role that you undertake, the industry is experiencing an ongoing skills shortage which is driving up salaries, especially for those with recognised qualifications and certifications. As a guide, network cable installers can expect to earn between £30-35K per annum and data centre



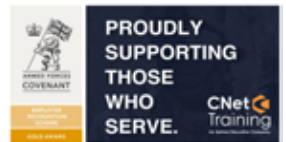
CNet Training has pledged to support the armed forces community by signing the national Armed Forces Covenant and proudly holds the gold award from the Defence Employer Recognition Scheme (ERS). CNet has a longstanding commitment to support the Armed Forces during their time in service and throughout their resettlement. Since 1996, CNet has educated thousands of Service Leavers, providing them with the skills, hands-on experience and sought after qualifications to enter the lucrative network cable and data centre sectors. Today, CNet is the only industry dedicated education provider in the world to provide both internationally recognised qualifications and official certification for their programs.

CNet is proud to be the originator of the Global Digital Infrastructure Education Framework which forms the benchmark for industry education across the world. It maps professional education programs to actual career routes and

progression throughout the industry allowing learners to enhance their skills, knowledge, industry recognised qualifications and official certifications as they progress. And, of course, many programs are eligible for ELC funding allowing Service Leavers extra help to continue to progress their careers.

Every CNet technical education program has been carefully designed to blend technical knowledge with essential hands-on skills that are needed for the industry. CNet regularly reviews the content of each program alongside major companies throughout the global industry to ensure education reflects the very latest changes in technology, in order to prepare students for new and emerging industry trends.

CNet believes that it's the combination of program design, alongside the quality of expert instructors, many of whom are ex-Forces themselves, that forms the secret of its ongoing success.



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

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

The fibre rollout is all about putting in place the infrastructure to achieve the Government's commitment of delivering nationwide (at least 99% of premises) gigabit-capable broadband by 2030, that is a download speed of at least 1 gigabit-per-second that would allow a high-definition film to be downloaded in under 1 minute. CNet specialise predominantly in the internal fibre environment although we do have an external fibre course – our Certified Outside Plant Technician program. Although opportunities are vast within the external environment at the moment due to the rollout, we recommend the Certified Network Cable Installer (CNCI®) program, which enables you to demonstrate the highest levels of knowledge, skills and competency in network cable infrastructure, both copper

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

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

Absolutely not! I'm always happy to chat with anyone planning their career outside of the Forces to see if a future in digital infrastructure is right for them. If you aren't ready to talk to someone, our digital infrastructure briefing events (link/more info) are a great way to learn a bit more and get a feel of whether you're interested in this field of work. It's never too early to find out your options and work out what's important to you moving forwards. At CNet, we also continue our support for Service Leavers post-resettlement, in order to help you make the best decisions to develop your career further down the line. We are here to help you at any stage of your resettlement journey.



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

Chartered Institute of Logistics and Transport

WHAT IS THE CHARTERED INSTITUTE OF LOGISTICS AND TRANSPORT IN THE UK?

The Chartered Institute of Logistics and Transport (CILT) is the chartered body for professionals involved in the movement of goods and people and their associated supply chains.

We bring together the five distinct communities of Logistics and Freight Movement, People Mobility, Planning in Transport, Operations and Supply Chain Management and Sustainability and the Global Community and provide specialist activities and multi-sector engagement through their associated forums and policy groups.

First established in 1919, The Chartered Institute of Logistics and Transport in the UK is a registered charity and part of the CILT international family with over 33,000 members in countries across the world.

OUR VISION

A transport, logistics, operations and supply chain profession recognised and celebrated for its quality, expertise and value.

OUR PURPOSE

To promote, encourage and co-ordinate the study, planning and advancement of the science and art of transport, logistics and supply chain operations in all their branches, to extend, increase and disseminate knowledge and exchange ideas and information and to assist and further in all practicable ways the development and improvement of transport, logistics and supply chain operations in the higher interests of society.

In this purpose transport means the movement of goods and people by air, sea, road and rail inclusive of administration, management, planning and operations.



OUR MISSION

Our mission is to drive innovation, excellence and value-creation for individuals and organisations by:

- promoting the value of professionalism, innovation, learning and the sharing of knowledge and best practice;
- providing class-leading learning solutions, networking, thought leadership, qualifications and accreditation services;
- encouraging and supporting the professional development of all our members.

HOW WE DO THIS

The Chartered Institute of Logistics and Transport in the UK provides members with:

Connection

Networking and sharing of good practice and innovations with professionals from across multiple sectors and modes through regional and national events, our Young Professionals and special interest groups.

Professional voice

Representing and promoting the membership and profession

through our publications and policy.

Professional Recognition

For members to be recognised as professionals by attaining and retaining membership, including chartered status.

PERSONAL DEVELOPMENT

Career advancement through Continuing Professional Development,



education, qualifications, networking, mentoring and knowledge sharing. Many service leavers are able to use funding through their MOD elcas entitlements, however we are aware this isn't the case for everyone or some veterans, so Aspire may be able to help.

THE CILT CAREERS FOUNDATION

Aspire is the charitable careers foundation within The Chartered Institute of Logistics and Transport UK which provides funded opportunities for education, training and development to UK and international applicants.

It helps people who have a desire to further their careers in transport and logistics, but who have difficulty

funding their own development. By creating opportunities, our goal is to help them discover and develop their talents and fulfil their potential at any stage of the career.

DELIVERING QUALIFICATIONS AND CPD COURSES

Across Logistics, Transport, Supply Chain and Ops Management. The CILT(UK) Learning Centre is designed for busy professionals, wanting to boost their career opportunities. Our globally-recognised qualifications not only develop knowledge and skills across a variety of professional areas, but provide access to CILT professional networks and other membership benefits.



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Take Charge Of Your Professional Development



Build on your skills as a current or ex-serving member of the Armed Forces with the **CILT(UK) Learning Centre**.

Part of **The Chartered Institute of Logistics and Transport**, our Qualifications provide skills, confidence and recognition to build an exciting career in the logistics, transport and supply chain professions.



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Have what it takes to become a residential building surveyor?

5 transferable skills that make surveying the perfect post-military career move.

For most serving in the military, returning to civilian life is an inevitability, but the shift from the demands of military service to the often-unfamiliar landscape of everyday society can be both exhilarating and disorienting. Finding a new career is just one of the many challenges faced by military leavers and having a plan in advance is crucial, if only to ease the anxiety felt during the transition period.

In this article, we focus on one career – that of a **residential building surveyor** – and explore the 5 transferable skills acquired in the military that seamlessly translate into this exciting profession, making it a compelling choice when considering your next career move.

FIRST OF ALL, WHAT IS A RESIDENTIAL BUILDING SURVEYOR?

Residential building surveyors perform a vital role in the property market, keeping it moving by providing homebuyers

and homeowners with crucial information on the condition of their current or dream home. Using their property and surveying expertise, they inspect homes to uncover risks, defects and opportunities, and report their findings back to the client.

WHAT DOES IT TAKE TO BE A GREAT SURVEYOR?

Surveyors come from all walks of life, but what binds them is a passion for property. Beyond technical know-how, military service instils a range of skills that lend themselves perfectly to the surveying profession. Here are our top 5:

1. Problem-solving

This fundamental skill enables service members to think critically and make informed decisions in a dynamic and challenging military environment. For example, during your career you may have had to gather and assess new information quickly, troubleshoot problems, adjust

tactics or repair equipment under pressure.

As a residential building surveyor, you'll use your problem-solving skills in a less pressurised environment, following evidence trails during property inspections, identifying and assessing issues and defects, and evaluating the severity of these issues, before reporting your findings. You might have to make quick decisions at a property and adjust your surveying technique – for instance, if an area is inaccessible or unsafe to inspect.

2. Time management

Time is a precious asset during military operations. It's the backbone of mission success, resource optimisation, and discipline. The military values time management as a crucial factor in ensuring personnel readiness, and this skill is equally as important as a residential building surveyor.

Whether working independently or through an established firm,

residential building surveyors have clients to serve and a schedule to keep. The role of a surveyor is multifaceted, involving desktop research, property inspections, report writing and, throughout the entire journey, providing excellent customer care, so great work ethic and the ability to manage your own time is paramount.

3. Effective communication

In the military, effective communication can make or break a mission. It is essential for ensuring success, safety, and unity among personnel. The same can be said about communicating effectively as a residential building surveyor.

Clear, concise and regular communication is crucial, both in your survey reports and when speaking to clients directly. If carrying out a pre-purchase survey for a homebuyer, your expertise could make or break their purchase decision, so clarity is key. By prioritising effective client communications, you will ensure they are well informed, and encourage repeat business and recommendations.

HEAR FROM A MILITARY LEAVER TURNED RESIDENTIAL BUILDING SURVEYOR

"I had a house and a family, and I couldn't afford a drop in

pay. It was great to be able to complete the Level 6 Diploma in Residential Surveying and Valuation alongside my career in the Army.

"I don't think there's any greater honour than to have ordinary, hard-working people relying on you for your professional advice before they make the largest purchase they might ever make." Lee Dowdall, Independent Residential Surveyor and former First Line Manager, Corp of Royal Engineers

4. Adaptability

Military service demands quick thinking, versatility, and the ability to pivot at a moment's notice. Frequently faced with unpredictable scenarios, changing environments and rapidly evolving technologies, adaptability has become a core competency of military personnel, ensuring they can tackle any challenge that comes their way.

For a residential building surveyor, being adaptable under pressure is an essential skill. No two properties are the same and each comes with its own story and challenges. Whilst desktop research about the property will help to prepare you for your inspection, a house that seems

straightforward on paper can be any but when you get there. In that respect, every inspection is a journey of discovery and requires an agile and adaptable approach.

5. Professionalism

Part and parcel of serving in the military is respecting the chain of command and showing a level of professionalism towards those with whom you interact every day. As a residential building surveyor, you'll be eligible for memberships with respected professional bodies such as the Royal Institution of Chartered Surveyors (RICS) and the Chartered Association of Building Engineers (CABE). Each professional body has its own expectations regarding the behaviour and professionalism of its members, with a code of conduct to follow, so your military experience will stand you in good stead.

For as long as homes are bought and sold, the expertise of residential building surveyors will always be needed. If you're a problem solver with a curious mind and an interest in property, here at Sava we offer the only vocational route into the residential surveying



profession through our industry-recognised and ABBE accredited Level 6 Diploma in Residential Surveying and Valuation.

The diploma is focused on residential property and designed for those without a relevant degree or experience. During this part-time programme, you'll learn everything you need to become a competent and successful residential building surveyor in just 24 months.



To find out more about the role of a residential building surveyor, the rewards, training to enter the profession and ELCAS funding opportunities, please get in touch with a course advisor at hello@sava.co.uk, call Sava on **01908 442158** or scan the QR code below for further information.

READY TO RETRAIN AS A RESIDENTIAL SURVEYOR?

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"A fantastic course. Some excellent tutors and a great way to get into the surveying industry."
Christopher Moran, Google review

★ ★ ★ ★ ★

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SCAN ME

Quote **Easy Resettlement** for £250 off course fees

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

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
- 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)



SCJ
SecurityCleared
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

Aerospace
Biometrics
Communications

SC

Cyber Security
Defence
Engineering

CTC

Forensic
Government
Information Technology

NATO

Intelligence
Nuclear
Telecoms



CONNECTING THE ARMED FORCES AND INDUSTRY AT

VETERAN UK
LONDON. MANCHESTER.

The EXPO is hosted to provide those that are leaving the armed forces the opportunity to engage with companies looking to hire candidates with transferable skills.

The Attraction

The EXPOs are run in London and Manchester, attracting hundreds of leavers from the armed forces to each event. If you are looking to hire candidates that have served within the armed forces and the skills that come with recruiting from the military, the EXPO will provide you the opportunity to network with candidates face to face.

Working Together

Veteran UK is delivered alongside our three other recruitment EXPOs, Security Cleared EXPO, Cyber Security EXPO and Police Resettlement EXPO. These three events are industries leaders and attract a high number of attendees, year in, year out.

All attendees have free access to all the EXPOs, adding an additional footfall of 1,000+.

Exhibiting

Companies that should exhibit include:

- Private companies looking for skills acquired in the armed forces
- Government departments
- Specialist Veteran recruitment agencies
- Reservist units looking to grow intakes
- CV and LinkedIn profiling
- ELCAS Training providers
- Franchising opportunities.



“THE EXPOS PROVIDE US THE OPPORTUNITY TO REALLY GET TO KNOW PEOPLE AND DISCUSS OUR ROLES IN DEPTH.”
COUNTER TERRORISM
POLICING

4 EXPOS.
1 GREAT DAY.

VETERAN UK

PR POLICE
RESETTLEMENT
EXPO

EXXPO SECURITY
CLEARED

EXXPO CYBER
SECURITY

15 YEARS
CONNECTING
CANDIDATES
& CLIENTS



The Best Career Options for Former Military Service Members

Leaving the armed forces isn't an easy task for many people.

Whether your formal engagement has come to an end, or your time in the forces has been cut short by a health issue or other circumstances - a return to civilian life is a big adjustment for many veterans.

If this sounds familiar, you're not alone; around 15,000 military personnel leave the forces

each year, with the majority rejoining civilian society each year. While everyone's struggles are different, one of the key concerns for ex-military personnel is finding a new career.

Transitioning into a brand new job with a different structure and new responsibilities can feel like starting your life all over again. However, with the right career move, you can

make the whole process much less of a dramatic shift, easing yourself into your new role.

At SecurityClearedJobs we specialise in careers for people with a security clearance, meaning you can find employment in an area that makes the best use of your existing skills. We know exactly what employers are looking for, so we help connect them with ex-military personnel in search of a new career.

TYPES OF JOBS FOR FORMER MILITARY MEMBERS

What types of jobs are appropriate for people once they have left the armed forces? Anything is theoretically an option, especially if you're willing to take on an academic or professional qualification, but are there any careers for which ex-servicepeople are particularly well-suited?

To understand this, it is a good idea to understand what skills veterans have that employers can make use of. You might be surprised at what the armed forces taught you that can help you out in civilian situations. Of course, your military experience is also a valuable skill in itself.

WHAT DO CIVILIAN EMPLOYERS LOOK FOR IN EX-MILITARY APPLICANTS?

Civilian employers in a range of different industries can benefit from the skills veterans develop during their military careers. Most industries are facing significant skills gaps that can be addressed with your talents and experience. Research by the Royal British Legion found that skills related to IT, engineering, security, transport and logistics are some of the most in demand right now.

A Mind Trust study found that employers are particularly interested in six skills that are often gained by military personnel. These are:

- Active listening
- Time management
- Critical thinking
- Speaking
- Judgement and decision making
- Complex problem solving

WHAT JOBS ARE AVAILABLE FOR EX-MILITARY?

If you think about the skills you have gained in the military, you might be surprised at how qualified you are for a wide range of other jobs. While working as a contractor within the wider military sphere might still be an option, there is a plethora of other career paths available to you.

For example, someone who was in the army might have gained skills in transport, logistics, construction or medicine. They could find work managing similar projects in the civilian world. Someone from the navy could continue to work offshore in the oil and gas industry, or even use their experience in intelligence to work in research or market analysis.

WHAT SKILLS DOES MILITARY SERVICE TEACH YOU THAT CAN BE APPLIED TO CIVILIAN JOBS?

In addition to the skills mentioned above, military service can teach you a wide range of useful abilities. For example, most veterans will have plenty of experience with teamwork and working under pressure. You might have developed strong IT skills, or have leadership experience.

Then there are the personal qualities a military career can bring out in you. Reliability is one that is often mentioned, and many ex-servicepeople have reputations for being dependable and keeping a cool head in a crisis. Think about all the different things you learned in the military and how they could apply to civilian life.

HOW TO USE FREE CAREER PLACEMENT SERVICES FOR FORMER MILITARY OFFICERS

Ex-military officers have a few options available to them that can help with finding jobs after the armed forces. One of these is career placement services, which temporarily pay the salaries of ex-officers to give businesses an incentive to take them on.

There are several different types of this service. One of the most common is civilian work attachments, which can be undertaken at any point in your last two years of service. Talking to your chain of command is a good way of getting this process started.

WHAT ARE THE SPECIAL HIRING OPTIONS FOR EX-MILITARY?

There are a few options available to you as an ex-serviceperson. Civilian work attachments, for example, can be undertaken through the Career Transition Partnership (CTP), an organisation formed through a partnership with the Ministry of Defence and Right Management.

Other organisations can also provide help and support. For instance, charities such as the Royal British Legion run programmes specifically designed to help, from general career advice to financial support to help with retraining. Make sure you take all of your options into account to ensure you're not missing out on any potentially helpful programmes that could ease you into civilian life.

WHERE CAN YOU GET HELP LOOKING FOR A JOB AS EX-MILITARY?

Before your career in the armed forces ends, you will be able to access support from the military in the form of Transition Individual Planning and Personal Development, or IPPD. This programme exists to provide veterans with support so the move into civilian life doesn't happen too suddenly.

Completing IPPD is ultimately your personal responsibility, and you should be undertaking it throughout your military career. Of course, there are plenty of other options once you leave the armed forces, such as specialist recruitment sites. SecurityClearedJobs can match you up with jobs looking directly for people with the kind of security clearance you will have.

WHY SHOULD YOU USE CAREER PLACEMENT SERVICES FOR EX-MILITARY OFFICERS?

While many employers would love to hire ex-military personnel, often the barrier to this is the officers themselves. Years or even decades spent in the military can leave you with little experience of the world of civilian jobs and you might have to relearn things like how to put a CV together or interviewing skills.

Career placement services can help you with this, as not only can they provide support in areas with which you might need help, but they also provide a direct line of communication between employers and ex-members of the armed forces. For example, at SecurityClearedJobs.com, we specialise in providing employers with candidates who have a security clearance, so you can find companies looking for someone with your exact skills.

BEST WAYS TO FIND JOBS FOR EX-MILITARY

Once you leave the armed forces, what are the best options when it comes to finding employment? You will have plenty of useful, marketable skills and great experience in a career for which people have a lot of respect. How can you transfer all that into the perfect civilian career?

There are a few steps that can make the hunt for a job easier. Veterans should consider their career options as early as possible, so they don't end up reaching the end of their term in the military without a good idea of what to do next.

HOW CAN YOU MAKE YOUR TRANSITION TO CIVILIAN LIFE AND EMPLOYMENT MORE SEAMLESS?

As mentioned above, IPPD is one excellent way to ensure your transition into civilian life goes smoothly. The armed forces should support you with the move away from your military role, and IPPD is one way it does this. Career placements are another option, providing you with valuable civilian work experience before your term in the armed forces ends.

It's a good idea to get as much done as possible before your military service ends. For example, creating and updating a CV is a good idea, as well as researching the career areas

you would like to go into as a civilian. This will enable you to hit the ground running as soon as you leave the armed forces.

WHAT ARE SOME TIPS FOR GETTING BETTER RESULTS FROM JOB POSTINGS FOR EX-MILITARY?

When applying for jobs as an ex-serviceperson, you will need to think about what employers are actually looking for. While many businesses are interested in taking on veterans, some still struggle to understand what transferable skills ex-military personnel actually have.

Something as simple as listing your main skills on your CV can go a long way towards providing you with better results when job hunting. Using simple terms like flexibility, reliability, IT skills or good communication can help employers understand exactly what you have learned from the military and why it makes you qualified for the role.

You should also think about listing your security clearance, as this can give you an advantage over other candidates, particularly in some sectors. Industries as varied as security, finance and petrochemicals require employees with security clearance, so this could be a great opportunity for you.

WHAT NEXT STEPS SHOULD EX-MILITARY PERSONNEL LOOKING FOR EMPLOYMENT TAKE?

The clear next step for anyone either approaching the end of their military career or having passed that milestone is to create or update a CV. Once at this stage, you can upload it onto a specialised jobs board such as SecurityClearedJobs.com, which is designed for candidates with a security clearance.

We can help get your CV in front of the most relevant businesses that are looking to hire people with your experience. You can also sign up for job alerts, newsletters and career fairs, all designed to help people with a security clearance find the right career for them.

HOW TO APPLY TO JOBS FOR VETERANS

Applying for civilian jobs as a veteran can be a nerve-wracking process. However, it usually involves a few simple steps. You will need to create a CV (or update an old one), upload it to a jobs board or hand it to a potential employer, and hope for an interview. The only difference for members of the armed forces is the skills and experience they will want to mention.

WHAT CAN EX-MILITARY PERSONNEL LIST ON THEIR CV?

As a member of the armed forces, you will have amassed some fairly

unique skills and abilities. Some of these have been mentioned above, but others could include proficiency with vehicles, project management, health and safety credentials or more. Anything you think is a relevant skill can and should be listed on your CV.

You should also make sure you're including any qualifications or credentials you might have gained. This includes security clearances, which not only show you are responsible and trustworthy but also are major advantages for certain careers.

Security clearances you could list on your CV include:

- Developed Vetting (DV)
- Security Check (SC)
- Counter Terrorism Check (CTC)
- Recruitment Vetting (RV)
- Management Vetting (MV)
- Non-Police Personnel Vetting (NPPV)

WHAT ARE SOME TIPS FOR APPLYING FOR CIVILIAN JOBS AS EX-MILITARY?

One of the most useful things ex-servicepeople can do when looking for jobs is to choose specialist recruiters or job boards, such as SecurityClearedJobs.com, to find the most relevant opportunities. Without doing this, you could find yourself trawling through irrelevant jobs for hours.

Specialist job boards not only will provide you with the most relevant positions to apply for, but can also give you useful information about how to apply and inform you of new opportunities in industries looking for people with military experience. They are a great way to give yourself a leg up above the competition when applying for civilian jobs.

WHERE CAN YOU FIND JOB POSTINGS SPECIFICALLY FOR VETERANS?

One specific job board for veterans is SecurityClearedJobs.com. It is the largest job board in the UK that caters for vacancies with a level of security clearance. We specialise in matching up employers with experienced candidates from fields such as the military, who have the skills and security clearances needed to undertake some of the most exciting jobs around.



You can view our latest jobs here or find out more information on how we work at www.SecurityClearedJobs.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



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

THE ONLY REQUIREMENT IS A DESIRE TO STOP DRINKING

0800 917 7650

GO ONLINE AT: alcoholics-anonymous.org.uk

Drinking on the Job...

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

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

Do you want help with a drinking problem?

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

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

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

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

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

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

Former Inspector

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

Former Superintendent



The British Franchise Association's guide to the pros and cons of franchising helping you to make the right decision

If you read our last article in the November 2023 edition of Easy Resettlement, you'll have a good idea about what franchising is, who the BFA are, what sort of person buys a franchise and if it is a safe way to invest your money for your future. If you haven't read it yet, it is available online and is very much worth a read.

BFA FRANCHISOR MEMBERS

To briefly recap, the two most important facts were to visit the BFA website to find full details of our 300+ members and their franchise opportunities, all of whom have met our strict standards and have pledged to run their businesses in an ethical and professional manner.

SPECIALIST FRANCHISE SOLICITORS

Secondly, to only use a specialist franchise solicitor to check over your franchise agreement before

you sign it, we carry a list of them on our website. Regular solicitors don't have the knowledge of the sector and in the case of a dispute, the only thing standing between you and potentially losing a lot of money, will be the strength of your franchise agreement, so make sure you get the best advice from the start.

FUNDAMENTAL QUESTION: IS FRANCHISING RIGHT FOR YOU?

With that knowledge in mind, how do you decide if franchising

is right for you? It isn't like starting up your own business, so you'll need to have an open mind when approaching the subject. Here are a few things to think about before you start:

DON'T BUY A FRANCHISE IF

You find it hard to follow a tried and tested system. Coming from a military or police background one would hope this isn't an issue but maybe that's entirely the reason you left? Maybe you

have had enough of being told what to do and yearn for freedom to do things your own way?

Franchising is based on you following a franchise 'model' to the letter. You will be told how to do absolutely everything, from doing the 'job' itself to the admin, advertising, marketing and sales. There will be a process for everything. If what you really want to do is be creative and do things 'your way' then franchising isn't for you. Although statistically very few franchisees fail, many of the ones that sadly do are those who refused to stick to the model, thought they knew better and ultimately failed or had their agreement terminated by the franchisor.

DO BUY A FRANCHISE IF

You want to build a solid, profitable business that could provide employment for you, possibly members of your family and that ultimately you could hand down on to your children (if you have them) on your retirement. This is quite common in franchising, with families handing the business down through the generations.

The beauty of a franchise is that it comes with full support and training and is run along proven methods. If you have chosen wisely, your franchisor will be with you every step of the way, teaching, guiding and nurturing you and ensuring you build a successful and profitable business. They only make money when you do, so it is in their best interest that you succeed. Make no mistake, if they don't think you can be successful, they won't sell you the franchise in the first place. The last thing a franchisor wants is someone tarnishing the reputation of their brand.

Take for instance Andrew Darby. He has gone from being a Corporal in the Royal Engineers to owning his own Chips Away vehicle repair business. He recognised that franchising would train and support him to make a success of his business, and it has.

There are over 300 franchisors listed on our website covering hundreds of different sectors; if you have the drive, determination and ambition to build your own business, then visit www.thebfa.org to find out more.

If you have chosen wisely, your franchisor will be with you every step of the way, teaching, guiding and nurturing you and ensuring you build a successful and profitable business.



Your name
Andrew Darby

When did you join the forces?
1989

When did you leave the forces?
2000

What regiment/unit/division were you with?
Royal Engineers

What role did you play?
Main roles were: Combat Engineer, Unit Physical Training Instructor, Phase 1 Depot Instructor, Small Arms Weapons Instructor.

What rank did you leave at?
Corporal

What attracted you to buying a franchise?
The ability to start a career in something completely different, knowing I had the training and support to be successful.

How did you find your franchise?
The British Franchise Exhibition.

Which franchise did you buy?
ChipsAway

How did you know it was the right franchise for you?
I was blown away with the results achievable, plus everyone has a car so I thought it would make sense to be involved with repairing them. It also helped that I like cars, so I would be working at doing something I enjoyed.

How did you finance your purchase?
Part savings and a bank loan.

Why do you think ex-service/military people make good franchisees?
What are the transferable skills? They have high standards, are highly motivated and are good team players. Service personnel develop confidence and good communication skills whilst in the forces, which stand them in good stead when working for themselves.

What are some of the best things about being a franchisee?
I never feel like I am on my own, I have a whole team at head office behind me, along with a network of Franchisees who are always keen to help.

What advice would you give to someone about to leave the forces/police and thinking of buying a franchise?
Spend some time with existing franchisees to get a feel for the franchise you are considering.

Dismantling the stigma of suicide one brick at a time

Support provided by SSAFA, the Armed Forces charity comes in many forms.

Simply, it supports personnel – serving or retired, Regulars or Reserves – and their families of UK Armed Forces. People supported range from the last few WWII veterans and their spouses to those of more recent or forgotten conflicts, as well as those serving at home or abroad in 2024.

But “support” is a vague term. Essentially, SSAFA aims to improve and change lives. This includes everything from getting a veteran support with debt, addiction and housing advice, or training volunteer mentors to guide a service leaver into Civvy Street.

Help SSAFA gives also extends to the families of servicemen and women who have died, regardless of the cause of death.

As the headline suggests, this article contains references to suicide.

Ten years ago, Angela's husband, Robert, took his own life while serving in the British Army.

Lieutenant Colonel Robert Shaw had served for 30 years, with tours in Northern Ireland, Iraq, and Kosovo.

At the time of his death, aged just 52, he was deputy commander of the Land Warfare Centre at Warminster, Wiltshire.

“There are no words to describe anything to do with finding my husband after his death,”

Angela says. After Robert's death, Angela's focus went to her children. In addition to the stress of caring for her grieving family, she also saw and felt the stigma attached to suicide and the lack of support for those bereaved by suicide.

In 2019 Angela heard about SSAFA's Bereavement Support Groups and reached out to us.

SSAFA's support group for military families affected by suicide gave her the opportunity to share a space with others who, like Angela, have walked their own paths of grief, bereavement, and trauma.

“It was incredible. I was astonished,” Angela recalls.

“Within the first couple of minutes, I heard the thing that I'd never heard in all those years before: ‘We're here for you and if we can help, we will, and if we can't we'll direct you...’ I was completely blown away.”

Give or take, around 185,000 men and women serve in the UK Armed Forces, at home and overseas, helping to keep our nation and allies safe. Of those, around 16,000 leave every year after finishing their military service. The vast majority come out better for the experience and go on to lead happy and fulfilling lives.

However, some struggle during and due to their service, or when making their transition into civilian life; in some cases, reaching the lowest levels of despair and loneliness, feeling they have nowhere to go.

Tragically, we weren't able to help Robert. But for as long as the men and women who serve or have served our country and their families need somewhere to turn to for help and support, our work must continue.

If you, or someone you know within the UK Armed Forces family has been affected by bereavement, then support from SSAFA is available.

In addition to Forcesline (listed below), SSAFA offers three support groups, providing events which facilitate peer support, a safe space to grieve and an opportunity for respite.

SSAFA's support groups provide a network of people who have been through a similar tragedy, giving you the opportunity to talk through your emotions with an understanding compassionate group.

Each support group runs one or two day events throughout the year, where beneficiaries can meet up together and receive peer-to-peer support, facilitated in a safe environment.

Bereaved Support Group

This group is for anyone in the family unit (18+) who has suffered a bereavement of a veteran or Serving Armed Forces Personnel.

Military Families Affected by Suicide

For anyone in the family unit (18+) who has been affected by

the loss of a loved one through suicide of a veteran or Serving Armed Forces Personnel.

Families of Wounded Injured and Sick Personnel (FISP)

The FISP support group is for a spouse/partner/parent or carer (18+) of Armed Forces personnel who have been wounded or suffered an injury, or sickness.

To learn more – and to join – please visit ssafa.org.uk/get-help/mental-wellbeing/bereavement-support-groups.

These and other services provided by SSAFA – in 2022 alone, SSAFA helped nearly 60,000 serving and former UK Armed Forces personnel and family members – while free to those who need them, cost money to deliver.

You can play your part in helping former, current, and future generations of the military family by donating to make this possible, from operating our helpline, Forcesline, to mentoring service leavers and running the crucial family support groups as detailed above.

ssafa the Armed Forces charity

To donate, please visit ssafa.org.uk/life-matters or call us on **020 4566 9140** (Mon-Fri; 9.00am to 5.00pm). Your support for everyone in the military family will make a difference today and tomorrow for them – and for good.



From left: Lt Gen Sir Andrew, SSAFA CEO; Charlotte Offord, Communications Business Partner Vistry Group; Earl Sibley, Chief Operating Officer Vistry Group; and Kyle Munden, Regional Build Director.

Corporate Partnerships

In addition to the battalions of individual supporters and donors SSAFA has, help also comes from Corporate Partnerships.

Corporate Partnerships are incredibly valuable to SSAFA. Organisations raise funds for us through donations or employee fundraising, promote our volunteer opportunities or donate their resources and skills. We aim to build bespoke and long-lasting relationships so SSAFA can continue to provide life-changing support to the Armed Forces community.

The latest Corporate Partnership has recently been formed with Vistry Group.

The partnership into 2024 reflects the synergies that exist between the company and the charity as Vistry Group also has strong ties with serving members and veterans of the Armed Forces.

The company recognises this commitment through being a long-term signatory of The Armed Forces Covenant and retaining the Gold standard. The company became the first major housebuilder to earn the Gold Award from the Ministry of Defence as part of its Employer Recognition Scheme in 2019.

The company will also celebrate Armed Forces Week, with Reserves Day on June 26 and Armed Forces Day on June 29.

On the partnership, Earl Sibley, Vistry's Chief Operating Officer, said: “We have a large number of veterans and reservists working in all areas of the company, as well as colleagues who have friends and family who have served or are serving.

“We are looking forward to getting involved throughout the year in a range of fundraising and awareness-raising days in aid of SSAFA.”

Lieutenant General Sir Andrew Gregory, SSAFA's CEO, commented, saying: “SSAFA is immensely proud of the help we provide, in many different ways, to around 60,000 serving members of the British Armed Forces, veterans and their families each year and so we're honoured and delighted that Vistry Group has chosen SSAFA to be its charity partner for 2024.

“Vistry Group is also a great supporter of the military community, not least by reskilling and employing veterans and reservists; It rightly holds an Armed Forces Covenant Employer Recognition Gold Award, and our values and commitments strongly align.”

So, if your business or the company you work for would be proud to support the Armed Forces community, contact SSAFA today at corporate@ssafa.org.uk or on **020 4570 0322**.

Vistry Group



December Deliberations

Embrace Change in the New Year with Franchising Success!

As December, not only a time for Christmas festivities (shifts and deployments allowing), and time spent with family, but also a time to look back at the past year and reflect on the highs and the lows and ask yourself if you'd be happy to do the same again next year, or if it's time for something new?

TIME FOR A CHANGE? OR IS RETIREMENT LOOMING?

After years, maybe decades in the Police Force or Military, contemplating retirement or simply stepping out of your uniform for a change of career can be daunting; maybe even so daunting you keep pushing it to the back of your mind telling yourself 'Better the devil you know?' But if you are seriously thinking about leaving, or retirement is on the horizon, we're here to tell you about one possible option for your next career path, franchising.

WHAT IS FRANCHISING?

Franchising is a legal agreement between two parties, a franchisor (the company owner) and a franchisee (you), to allow you to run effectively a 'branch' of their business, with their full support. The franchisor has chosen the franchise route to expand their business and, for a price (the franchisee fee) they will let people like you buy one of their franchise territories to be run to their exact specifications and standards and with their full support. Although you won't actually 'own' the business, you own the franchise agreement to trade in that area, you will be offered the chance to renew your contract every five years and you can sell it on as a going concern when you decide to leave. If you break the terms of the franchise agreement the franchisor has the right to cancel the agreement and take the business back. We

cannot emphasise enough how important it is that you stick to the franchisor's model and seek independent expert franchise legal advice before you sign anything.

WHO ARE THE BFA?

We, the BFA (British Franchise Association), are the hub for franchising in the UK. We are a self-regulatory body, set up in 1977 to raise the standards of franchising in the country. Think of us as your 'friend in franchising'. We have extremely strict entry requirements and if franchisors break our code of ethics, their membership is revoked. We currently have over 300 franchisor and 1200 franchisee members. Our tag line of 'Discover your Tomorrow' will give you an idea of what we're about. We are passionate about ethical franchising and having seen thousands of franchisees make huge successes with their franchises and we hope you will consider buying a franchise

as your next career move. Visit our website to see all 300 franchise opportunities available and if you have any questions, please contact us via social media, send us an email or give us a call.

WHO BUYS FRANCHISES?

It doesn't matter if you are retiring as a General in the Army, an Airman in the RAF, a Mid Shipman in the Navy or a PC in the Police Force (and we've had most of them), there's a franchise out there for everyone. They range in size, price and sector. From dog walking to career coaching. From erecting estate agent's signs to quick service restaurants.

Examples of other kinds of people who buy franchises are social workers, post office owners, doctors, teachers, interior designers, accountants, admin staff, marketeers, designers, mum's returning to work or, sometimes, young people coming straight from school and university.

REGAIN CONTROL OF YOUR LIFE

As you can see, there is no common denominator, except for one thing, all franchisees want to take back control of their working lives, be able to see more of their families, set their own working hours and build a business to support them for the future. Sound familiar?

IS FRANCHISING SAFE?

It absolutely can be yes. If you 1) buy from a BFA member Franchisor (check their membership is up to date via our website www.thebfa.org), 2) question ALL their franchisees thoroughly, and 3) make sure you get independent legal advice from a franchise specialist solicitor (not the firm who did your house sale) before signing the franchise agreement, then yes, it can be safe.

If, however you decide to ignore any of this advice, then you are potentially swimming with sharks and we'd advise you to think very carefully before parting with any money. Our standards are high, if brands are not a member you have to ask yourself why? Can't they meet our professional standards? If so, you have to ask yourself if this is a business you want to hand over your cash to?

We are delighted to introduce you to Steve Gaskell, a former RSM who is smashing life as a business coach with ActionCOACH.

Case study

Steve Gaskell, ActionCOACH



YOUR NAME

Steve Gaskell

WHICH FRANCHISE DID YOU BUY?

ActionCOACH

WHEN DID YOU JOIN THE FORCES?

I joined the army in 1985 and 22 years later became the Regimental Sergeant Major of the Princess of Wales's Royal Regiment, ending my career as a commissioned Captain.

When I left the army, I hope that I would be able to spend more quality time with my family.

WHEN DID YOU LEAVE THE FORCES?

In the run up to leaving the army, I carried out 18 months of extensive research into what to do and kept coming back to ActionCOACH. I went to The Franchise Show at ExCel in London and met the ActionCOACH team and things fell into place. I left the army in August 2013 and began training with ActionCOACH in September 2013. I had done some really cool courses in the military, including attempting

SAS selection, which was by far the hardest, most challenging and the best. ActionCOACH training came a close second – it was life changing!

WHAT ATTRACTED YOU TO BUYING A FRANCHISE?

Coming from a military background, community and belonging were key; when I met the team at ActionCOACH and some of the franchise partners, it was clear that I'd be a valued partner and also would be able to contribute to others too. I can say with confidence being part of the ActionCOACH team for 10 years now, that's still very much the case... oh and it's getting better.

HOW DID YOU FIND YOUR FRANCHISE?

I came across an advert in Pathfinder Resettlement publication during NAFFI break, that led me to London Excel and the rest is history.

HOW DID YOU KNOW ACTIONCOACH WAS THE RIGHT FRANCHISE FOR YOU?

They made me feel part of the team before I'd even paid my license fee.

WHY DO YOU THINK EX-MILITARY PERSONNEL MAKE GOOD FRANCHISEES? WHAT ARE THE TRANSFERABLE SKILLS?

I firmly believe that ex-military personnel are highly qualified for life outside the services. Personally, I bring all my military experience to my business and similarly, former service people have transferable skills. From logistics to human resources, systemisation to team building, equality and diversity to health and safety. It is these skills, combined with the ActionCOACH franchise system, that has allowed me to deliver my services, to my growing client base.

WHAT ARE SOME OF THE BEST THINGS ABOUT BEING A FRANCHISEE?

The business very quickly allowed me to become part of the hub of my business community. I not only direct my local Business Network International Chapter, but I also became the Chairman of the Chamber of Commerce committee.

Through discipline and focus, I now own a successful business with great growth aspirations for the future. Whilst I have autonomy in the delivery of my coaching, I have the support of a national and global support team. Being a franchise owner has been a fantastic way to help me get underway in business and be master of my own destiny. It has given me the freedom and flexibility to live my life in a truly abundant way with my family, friends, and great clients.

I won the inaugural Nationwide Resettlement Awards as

Franchisee of the Year for 2015, beating off many other entrants and two other worthy finalists.

The business that I initially started from home has now moved into spacious offices where I offer one-to-one coaching and group sessions. The business has gone from strength to strength. Sometimes I have to pinch myself. It's been hard work, but I am proud of what has been achieved and we have some exciting plans for the future.

It sounds like a cliché but none of this would have been possible without my wife's unbelievable support. Sam has been my rock, looking after our family during my absence on deployment, always placing her needs second and always there for me and the kids.

My new office is now very close to home, so I don't have to miss out on family events. My son has learned and developed a career thanks to the business and my daughter has followed in my footsteps into the armed forces.

WHAT ADVICE WOULD YOU GIVE TO SOMEONE ABOUT TO LEAVE THE FORCES AND THINKING OF BUYING A FRANCHISE?

Do your due diligence, dig deep into the franchise, meet other franchise partners, make sure you look at a plan (I'm always happy to assist any would-be franchisee in their plan by the way) and once you are certain... go for it, be committed, resilient, know that business is a roller coaster but also know it is so rewarding in the long run. One final bit of advice in any franchise is: follow the system, that's why it's a franchise.



If you'd like to meet us face to face, plus hundreds of franchise opportunities, come and visit us on our stall at the British and International Franchise Exhibition, 10-11 February 2024 at Olympia, London. Good luck!



Screen Rescue Birmingham SETS NEW RECORD OF: £103,980 T/O in Y1



CASE STUDY: Franchisee, Glenn Bowker

TERRITORY: Screen Rescue BIRMINGHAM

TRADING TIME: 12 Months

TURNOVER Y1: £103,980

GROSS PROFIT MARGIN: 87.2%

OPERATING VANS: 1

A Civilian Life of purpose with Screen Rescue

Why not 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 windscreen and glass repair services to all sectors of the thriving Commercial Automotive Industry, now worth £67bn to the UK economy.

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.

Our clients 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. Even 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 protected 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. The business model is simple to learn; highly profitable and easy to manage with Head Office support from Screen Rescue. Generating repeat business and multiple revenue streams, the rewards for hardworking franchisees really 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. In the VFA24 awards, record breaking franchisee, Glenn Bowker is already nominated for 'Franchisee of the Year'.

We are on a mission to recruit ambitious franchisees with the drive and energy to be their own boss. If you are looking to return to civilian life and want to take up a business with real purpose, owning and operating a Screen Rescue franchise business could be the right resettlement opportunity for you. But don't just take our word for it.

Q1. Why did you decide to become a franchisee and start this franchise business?

I had come to a point in my life where I needed to make a definitive decision as to which direction I wanted my future working life to take and after much thought and soul searching I decided that I wanted to be my own boss and the Screen Rescue business model ticked the boxes that I was looking for in being able to manage my own business alongside the extensive support they provided.

Q2. What research did you do before choosing Screen Rescue?

I performed as much local market research as possible, including looking at the numbers of potential clients in each business sector and trying to find out as much as I could about my local competition to see what kind of market may exist for the commercial screen repair services

Q3. What were the challenges you faced, and how did you overcome them?

Initially it was a big challenge to get enough decision makers to talk to me and discuss my service offering but with tenacity and calling back, I managed to speak with them and once I was able to demonstrate my capabilities I repeatedly signed up new clients for regular fleet checking services over the first 3-4 months.

Q4. How have your daily activities changed now you're in month 12 of trading?

My time is now spent mainly providing my repair services to my current client base rather than selling to new potential clients, because I'm pretty much at full capacity for a single van operation.

Q5. How do your client numbers look now vs when you first started trading?

I currently have around 90 active clients and I'm still adding approximately 1-3 clients per month on average.

Q6. What makes your business unique?

Alongside offering both chip and scratch repair – which no other provider in my area seems to do - I feel my professionalism, my repair quality and my reliability is what really sets my business apart from the competition.

Q7: How do you feel about setting a brand-new Screen Rescue record of £103,980 turnover in your first trading year?

I'm absolutely delighted with how the first year's trading has gone. My original revenue target was for around £50k in my first year so the actual performance being double that has way exceeded my expectations of what the franchise business model could offer so early in the process. The challenge now

is to keep producing consistent results in my second year.

Q8. What do you most enjoy about working for yourself?

I love the flexibility working for myself provides and the lack of any stifling corporate culture and structure.

Q9. What would you say are your top three skills and attributes that helped to get you there?

I really don't think the answer is that complex; just a mixture of hard work, tenacity, delivering high quality repairs and being consistently reliable for your customers while following the proven business model – it does what it says on the tin.

Q10. What is the greatest challenge you now face?

To keep the jobs rolling in and ensure I continue to use my time as effectively as possible. It genuinely does help with the daily support I receive from Head Office – without them I'd be desk bound chasing invoice payments and pushing paperwork.

Q11. What are the qualities of a successful entrepreneur?

Hard work, tenacity, having a good understanding of which jobs and which clients make money and prioritising them accordingly while having a good handle on your P&L on an ongoing basis.



KEITH HARRISON, AWARD-WINNING FRANCHISEE

"I was attracted to the extensive franchise package and the exceptional level of training and ongoing support you get with a turnkey Screen Rescue franchise. Right from the start 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."

"Now three years on, I'm expanding my business portfolio, having purchased my second territory from my own company profits. With award winning franchisee support and the Tailored Franchise Expansion Support Package, I'm recruiting my first Technician and opening Screen Rescue Milton Keynes in New Year."

"I know the Franchise Expansion Plan and the proven systems in place will take me through my multi-van scale-up and I can't wait to get going again!"

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

Q12. What advice would you give to any other franchisee considering joining Screen Rescue?

Do your local market research and understand the local business potential.

Q13. What plans do you have over the next three years?

I plan to consolidate and stabilize the business for the next 6-12 months and then look at possible expansion of a new technician in the Birmingham

area and then also review the possibility of expanding the operation into new postcode areas in the Midlands in the mid to long term.

SCREEN RESCUE

- VFA24 Glenn Bowker nominated: Franchisee of the Year
- VFA23 Gold winners: Best Franchisee Support
- VFA22 Gold Winner: Franchisee of the Year
- VFA22 Silver Winner: Best Franchisee Support



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.



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

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

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

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

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

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

DEMAND FOR TRAVEL FRANCHISE CONTINUES TO SOAR

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Natasha explains:

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

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

Natasha adds:

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

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

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

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

the
travel
franchise

Start a travel business

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

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

Work part-time or full-time



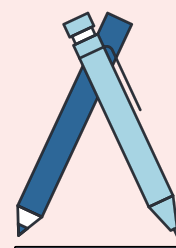
"View your business as helping people have amazing experiences. That's what we really do. We just happen to do it through holidays, and there's a real difference."

SARAH, EX POLICE OFFICER

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.

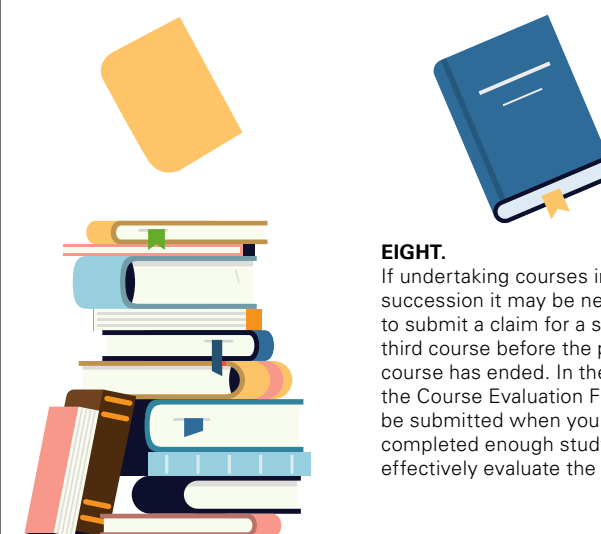
FOUR.

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. ●

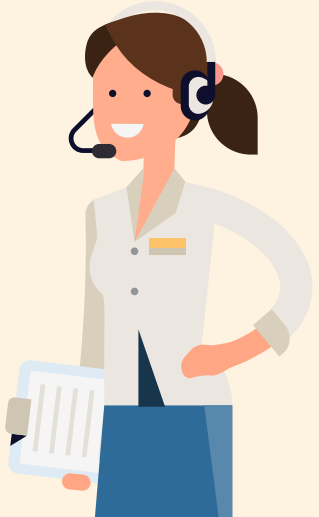
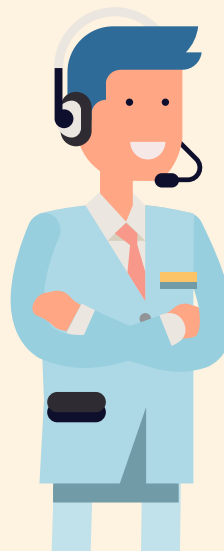
- The key changes to the schemes are as follows:
- All Service Personnel (SP) currently in service will be auto-enrolled to be eligible for both Schemes, as will future SP on completion of Phase 1 training
 - A new ELC payment has been created: an aggregated lower tier payment, a single payment of up 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).

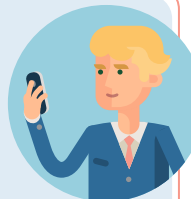
- Or a first foundation degree or first full undergraduate degree or national equivalent. Typically to be eligible for this support, the higher education qualifications would be at levels four-six of the Framework for Higher Education and Qualifications in England, Wales and Northern Ireland (FHEQ) eg: 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**. ●



CONSUMER PRICE INDEX

In his Autumn Statement, the Chancellor confirmed that the Consumer Price Index (CPI) to be applied to benefits from April 2024 is 6.7% so now seems a good time for Mary Petley of the Forces Pension Society to remind you why this traditional link between CPI and public sector pensions matters to you.



The CPI headline rate for the September of the previous year is the rate that determines the official CPI rate which comes into force on the first Monday after the beginning of the new tax year - so, the date for the 2024 increase will be 8 April 2024.

SO, WHY DOES THIS MATTER?

First, AFPS 05 pensions and Early Departure Payments are calculated using the best consecutive 365 days' pay in the last three years, with the two earliest years increased by CPI. This helps protect the member when inflation is high and pay awards are low.

Next, any AFPS 15 Added Pension already purchased increases by CPI each year.

Finally, CPI increases build up from the time you leave the Armed Forces, and this applies whether your pension is paid immediately or preserved/deferred until you are old enough to draw it. These CPI increases are referred to as Pension Increases (PIs). The first PI is paid on a sliding scale depending upon when in the year you leave. The

earlier you leave in the period 1 April – 31 March the more of the increase you will receive in the following April. The full increase is paid in subsequent years. Remember, if CPI is high in the year you retire, the date you leave can impact on the size of your pension.

If you are leaving with an AFPS 75 Immediate Pension (IP) and are not yet aged 55, the PIs are stored for you and become payable at age 55. When the PI is applied (and it happens automatically), it will be based upon your original pension award, not any reduced amount you might be receiving due to Resettlement Commutation.

If you are leaving with a preserved/deferred pension, all the PIs that have occurred since your discharge will be added prior to the pension coming into payment. Once your pension is in payment, PIs will be applied each April thereafter.

PIs are applied early in only three circumstances:

- If the pension is an invaliding pension.
- If you are unable to work full-time due to a mental or physical

disability which is deemed will continue until your preserved/deferred pension age you can claim your preserved/deferred pension (plus PIs) early. If your IP is in payment, you can claim your PIs early in the same circumstances.

- If you die, PIs are applied to your family's benefits, irrespective of your age or theirs.



If you are a Member of the Forces Pension Society and have pension-related questions, please contact us via 'Submit a Question' in the Members' area on the website. If you are not a Member but would like to learn more about us, visit www.forcespensionsociety.org.

BE PART OF THE HEART

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