

**ER**

Winter 2025 £Free

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

**magazine**

From Forces  
to Franchising  
with  
**ChipsAway**

Like cars? Like the idea of  
running your own business?  
You'll love this opportunity.



**2025 ERS  
GOLD AWARDEES**

More than 200 UK employers  
have been recognised through the  
Defence Employer Recognition  
Scheme (ERS) Gold Award. **P10**

**CAREER TRANSITION  
PARTNERSHIP**

Providing comprehensive personal  
support for Service leavers who  
are transitioning from their military  
career into civilian life. **P20**

**BFA HSBC UK BRITISH  
FRANCHISE AWARDS**

The BFA (British Franchise  
Association) held its annual awards  
event, recognising the best in  
British franchising. **P44**

**THE ELC  
SCHEME**

Promotes lifelong learning and  
financial support in an upfront  
payment amongst members of  
the Armed Forces. **P56**





## 80 years on we're helping more people than ever to make better pension choices. Join us. Job done.

Today we're supporting more service people than ever. That's not just because our membership is growing but because there is increasing recognition of the AFPS15 pension as a highly valuable asset. For many, it's second only to the value of a home.

At today's values, a £20k pa income requires a pension pot of c£400k. And when you consider the average civilian pension pot for over 50s in this country is less than £100k, you can see why we say that AFPS15 is among the very best of the public sector pension schemes.

By making the best pension choices throughout your career (and even when you're in Resettlement), you can make a significant difference to your pension income.

Our Forces Pensions Consultants, the experts at the Forces Pension Society, are here to provide personal guidance throughout your career. Access to our experts is included in your annual membership subscription and the earlier in your career you take an interest in your pension, the better.

**IT PAYS TO UNDERSTAND THE VALUE OF YOUR PENSION**

**Forces Pension Society**

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

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

### Independent, not-for-profit

As an independent, not-for-profit organisation, our membership subscriptions help to fund our support for the Veterans' Community, our Roadshows and Webinars, our attendance at CTP Employment Fairs, plus our vigilance in challenging governments whenever we spot unfairness or injustice in the system.

### Visit: [forcespensionsociety.org/join-now/](https://forcespensionsociety.org/join-now/)

Annual membership for you and your spouse/partner is just **£47**. You will have exclusive access to our Forces Pensions Consultants, our informative Members' Webinars and you'll receive our bi-annual enewsletters and our magazine, Pennant.

You'll also have access to our wide range of membership benefits from discounts on new cars to insurances, including our latest range of travel policies.



Resettlement



## Continue to serve with purpose

## A career at BAE Systems awaits

At BAE Systems, our advanced defence technology protects people and national security and keeps critical information and infrastructure secure.

We search for new ways to provide our customers with a competitive edge across air, maritime, land and cyber.

With a significant presence in the United Kingdom, the United States, the Kingdom of Saudi Arabia and Australia we work in more than 40 countries, employing a skilled workforce of 110,000 people who work closely with local partners to support economic development by transferring knowledge, skills and technology.

We are a Forces Friendly employer and have been a Gold Winner of the MOD's Employer Recognition Scheme since its inception in 2012. BAE Systems was also awarded joint 1st Prize in the category of Veterans Employer of the Year, in the Ex-Forces in Business awards 2025.

In the United Kingdom, we deliver a wide range of leading edge defence and security capabilities for our customers; from space to subsurface, we need people to help build submarines, aircraft, ships, information systems, cyber networks and join our functional support roles in engineering, project management, safety, HR, commercial and finance.

In 2025 we hired one veteran every day and we currently have 152 reservists in our UK business whose values and behaviours are already closely aligned to those at BAE Systems and have knowledge, experiences and skills which are uniquely beneficial and transferable to roles in the defence sector.

In addition to attracting service leavers, veterans and reservists who have had medium to long term careers in the military, we are also keen to attract those who have served for a shorter period, who may be able to take advantage of our apprenticeship programmes.

If you are leaving the military, looking for a real challenge and want to support your former colleagues then a role at BAE Systems may be for you. Our aim is to find you the right role with real purpose, and to fully utilise your commitment, skills

and experience. We are extremely proud that many of our veterans describe joining BAE Systems as 'coming home'. Our business is built on our amazing people and welcome service leavers, veterans and reservists and the unique experience and skills they bring.

Take the next step, protect the world you know, join our community and have a fulfilling second career.

To search our opportunities or to find out more, visit: [baesystems.com/veterans](https://baesystems.com/veterans)







# Contents...

**06 THE MILITARY PROVUST GUARD SERVICE**

We look at four personnel from the military, that have joined the MPGS.

**08 FINDING PURPOSE BEYOND THE UNIFORM**

How Marshall helps veterans build second careers.

**10 GOING ABOVE AND BEYOND 2025 ERS GOLD AWARDEES**

Celebrating Employer Excellence in Armed Forces Community Support.

**12 2025 "ELIZABETH" STEEL SOLDIER STANDS PROUD ACROSS THE UK**

With thousands raised for Army Charity.

**13 A COMFORTABLE RETIREMENT**

Mary Petley of the Forces Pension Society looks at what a comfortable retirement might look like.

**14 VETERANS HOUSING SCOTLAND ENDS 110TH ANNIVERSARY YEAR ON A HIGH**

Veterans Housing Scotland has ended its 110th Anniversary year with a Civic Reception at Edinburgh City Chambers.

**20 CAREER TRANSITION PARTNERSHIP**

Providing comprehensive personal support for Service leavers who are transitioning from their military career into civilian life.

**28 FROM BATTLEFIELD TO FIRE SAFETY**

How WFST is Turning Military Experience into High-Demand Civilian Careers.

**32 FIRE SAFETY**

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

**34 CERTIFICATE IN EXECUTIVE COACHING**

A Coaching Accreditation Programme for Experienced Managers and Leaders.

**44 BFA REVEALS NAMES OF WINNERS AT THE 2025 BFA HSBC UK BRITISH FRANCHISE AWARDS**

The BFA held its annual awards event, recognising the best in British franchising.

**48 DYNO-ROD**

Two Powerful Pathways to Your Next Career.

**50 AUTOMOTIVE FRANCHISING**

Finding employment can be a challenge for many military personnel as they transition from active duty.

**52 SCREEN RESCUE**

Why not own and operate a trusted and valued business in the Commercial Automotive Industry with an award-winning Screen Rescue Franchise?

38

**THE UNIQUE BENEFITS OF EMPLOYING VETERANS**

A look at the unique benefits and transferable skills that veterans bring to the work-place.



46

**GAS-ELEC**

Gas-elec was established in 1996 to meet the ever expanding range of regulations within the private rental sector.



15

**MILITARY TALENT CHAMPIONED THROUGH WORK EXPERIENCE AT POWER NETWORK**

UK Power Networks proudly hosted its latest Military Work Experience Programme reaffirming its commitment to the Armed Forces Covenant and inclusive workforce development.

30

**FROM SERVICE TO SECOND CAREERS**

How Just IT Is Supporting Military Personnel into Digital and People-Focused Roles



**COVER IMAGE CREDITS**

© Shutterstock

**MAGAZINE IMAGE CREDITS**

© Shutterstock.com, MOD Defence Imagery unless otherwise stated.

**EDITORIAL**

EDITOR

E: editor@easyresettlement.co.uk

**DESIGN & PUBLISHERS**

DESIGNER

Rowena Wilson

E: rowenawilsondesign@gmail.com

PUBLISHER:

Easy Resettlement Ltd

**ADVERTISING**

SENIOR SALES EXECUTIVE

James Atkins

E: james@easyresettlement.co.uk

T: 01733 205 938

EXECUTIVES:

E: darren@lancemediagroup.co.uk

T: 01536 680414

E: jayne@lancemediagroup.co.uk

T: 01536 334219

ACCOUNTS

Marie Smith

E: accounts@lancemediagroup.co.uk

**PRINTING**

MICROPRESS LTD

Reydon Business Park,

Fountain Way, Reydon,

Southwold, IP18 6SZ

**SUBSCRIPTIONS**

For queries regarding your subscription to Easy Resettlement please contact:

E: subscribe@easyresettlement.co.uk

**DISCLAIMER**

This publication is copyright Easy Resettlement Ltd and may not be reproduced or transmitted in any form in whole or in part without prior written permission of Easy Resettlement Ltd. While every care has been taken during the preparation of this magazine, Easy Resettlement Ltd cannot be held responsible for accuracy of the information herein or for any consequence arising from it. Views Expressed in this publication are not necessarily those of Easy Resettlement Ltd or the editor.

# Welcome...



## Welcome to the Winter 2025 issue of Easy Resettlement Magazine...

For any new readers taking a first look at our magazine, you will be pleased to read that Easy Resettlement magazine is produced on a quarterly basis, each issue contains various employment, resettlement training and franchise opportunities specifically for service leavers and veterans.

This year, more than 200 UK employers have been recognised through the Defence Employer Recognition Scheme (ERS) Gold Award for their exceptional support of the Armed Forces community. The Gold Award is the highest badge of honour for organisations which champion reservists, veterans, the cadet movement and military families in the workplace. Originating in 2014, the ERS provides a three-tier approach (Bronze, Silver, Gold) to recognising employer commitment to the Armed Forces Covenant.

In addition to the companies looking to employ service leavers and veterans, we also have numerous companies offering resettlement training, as well as information from The CTP about your resettlement process.

Finally the British Franchise Association (BFA) share information about their award winning franchises, showcasing the opportunities that available if you wish to invest in your own franchise and have the support and advice network on hand whilst running your own business.

The need for an annual, smaller sized Directory has been requested for a couple of years now and we are happy to be able to deliver this to you. The ER Directory is a pocket sized A5 Guide that is an additional publication with even more opportunities to assist you in your next career path.

If you have not already done so, then please do subscribe for free [www.easyresettlement.com/subscription](http://www.easyresettlement.com/subscription) to receive each quarterly issue of the magazine by email as a PDF. By subscribing you will also keep you up to date with any additional opportunities and lots more relevant forces news and information.

We are always looking for new ways to reach our readers, as well as include any relevant information to assist service leavers and veterans. We attend various recruitment and resettlement events where you can receive hard copies. If you wish to receive hard copies in future please speak with your CTP resettlement and education centre to collect each quarterly issue.

When applying for any of the opportunities that are featured in the Easy Resettlement magazine or directory, please be sure to mention where you found out about them, as this helps us to keep working alongside the advertisers that we feature. If you have already been trained by, or found employment through any of our advertisers, we would love to hear from you and possibly even feature you and your resettlement story in a future issue.

To ensure you never miss a copy of the new Easy Resettlement directory or magazine, you can subscribe for free by visiting our website [www.easyresettlement.com](http://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](mailto:James@easyresettlement.co.uk)

**PHILIPPA DAVENPORT**  
**EASY RESETTLEMENT EDITOR**





### MY JOURNEY LCPL BIZERAY. MPGS RAF COSFORD

I am LCpl Bizeray and I would like to share my Military/MPGS Journey with you. I come from a working-class family from Wolverhampton with no previous links to the Armed Forces and with few qualifications, I had no real aspirations for my future. I found myself working temporary jobs and not being happy where my life was going. At the age of 22, I made the decision to join the RAF to make something out of my life and get the opportunity to travel the world.

The things that drew me to join were the stability, as well as educational courses to develop myself academically, and the opportunity to work with a diverse culture of people from various backgrounds which I would never have done, had I chosen to remain in civilian jobs at home. I enjoyed 12 wonderful years in the RAF and made some great lifelong friends as well as the opportunities to see the world. I was deployed to both Iraq and Afghanistan and proud to of served

## The Military Provost Guard Service

my country, I enjoyed the best of what the forces could offer me.

I then became a mother and I found that my priorities had changed, and I wanted more for my family. I had become a single parent and I no longer wanted to go out of area or to be posted to a new unit and lose my support network, but I still wanted to be in the Forces. A colleague informed me about the MPGS, which I discovered offered everything that I was after. The shift patterns are 4 on and 4 off, allowing me to work around my ex-partner, with caring for my children and having half the year off was a bonus, with 30 days leave on top. What more could you ask for? It allowed me to stay in the area I wanted, and I would never be sent out of area. Also, you get all the benefits of having a military housing and getting free medical and dental care. Transferring into the MPGS was the best decision I have made, for myself and for my family.

I have now been in the MPGS for 10 years and have been promoted to LCpl managing to stay at the same unit. This would not have happened in the RAF, and I am happy that the MPGS have given me this opportunity to develop myself and I cannot wait to develop myself further for the next step in my career. So, if you are like me and don't want to go out of area or be posted away from your family and still want to be in the military then join the MPGS. What are you waiting for? Your future is in your hands.

Good luck with your journey.

### MY JOURNEY LCPL SELLWOOD MPGS RAF VALLEY

My journey in the military commenced at the age of 23 when I joined the Royal Air Force (RAF) as a Logistic driver. Initially feeling adrift after struggling to secure employment after university, I found myself in a role as a care assistant for 12 months, which failed to resonate with me. However, upon delving deeper into military life, I found my calling in the RAF. I relished the opportunities it presented, particularly the chance to travel extensively with postings to 2 MT Sqn, a deployable logistics squadron within the RAF. Serving on 2 MT Sqn took me to Al-Udeid in Qatar, Bari in Italy, and Audeid in Qatar, Bari in Italy, and afforded me significant time in France. Additionally, I participated in exercises across Scotland, Portsmouth, and Germany. Following my tenure with 2 MT Sqn, I secured a position as a CO's driver at MDHU Peterborough, where I spent two fulfilling years.

Unfortunately, as my grandparents' health declined, they required considerable assistance at home. Consequently, I made the transition to the Military Provost Guard Service (MPGS) in pursuit of a role closer to home. The transition from the RAF to MPGS was seamless, given my prior service, facilitating a smooth shift from one day serving in the RAF to the next under the MPGS cap badge. Stationed at RAF Wittering for three years while awaiting a transfer to station closer to home, I eventually received an

offer for a position at RAF Valley.

Being closer to home not only allowed me to provide essential support to my grandparents but also enabled me to purchase my own home. With a schedule that permits me to be home every 4 days, I now have the freedom to plan holidays for the entire year without concern for sudden deployments or extended exercises. Moreover, my time in the MPGS has been enriched by participation in numerous challenging yet enjoyable Adventurous Training activities,

which have not only bolstered my physical fitness and resilience, but also fostered personal growth and camaraderie among fellow soldiers.

During my shift period, I reside in Single Living Accommodation (SLA) on camp, utilising on-site amenities such as the gym and learning centre to enhance my current skillset with the courses available. Additionally, I benefit from financial support to pursue civilian accredited courses. The Adventurous Training opportunities through the Station Gym at RAF Valley are abundant, ranging from caving in Cornwall to hiking in the Highlands. Detachment-level force development / cohesion days further enrich our experiences, with activities like paintballing, go-karting, zip-lining, and mountain climbing fostering teamwork and camaraderie.

As a female soldier, I've found the MPGS to offer substantial benefits. Encouraged to leverage my leadership qualities, I've been rewarded with a promotion to Lance Corporal, and the increased confidence gained from this role has positioned me for further advancement. With a decade dedicated to the MPGS, I'm now pursuing further progression, eager to continue learning and recently applying to start my Award in Education and Training (AET) course. The MPGS has instilled in me newfound confidence, and my role as a Junior Non-Commissioned Officer (JNCO) has honed managerial skills, paving the way for future progression within the MPGS.

### MY JOURNEY PTE WIDDOWSON MPGS HMS SULTAN

My military journey begun when I was just 11 years old, and I was introduced to the R.M.L.I.C.M in Gosport. I had an ex Royal Marines Bugler that taught me as much as I could soak up. I then went onto join HMS Sultan Volunteer Band where I had opportunities to mix, parade and travel with serving and ex men and women, this grew my thirst to join the military and at 16 I auditioned for the Royal Marines Band Service as a Bugler, unfortunately 2 auditions, 2 basic trainings and a lot of heart ache the decision was made that the RMBS was not right for me. Dreams shattered I took a job in Wetherspoons which I hated, so I went onto train as a gym instructor. My time in the leisure industry was short lived and I went onto work in a warehouse. After a couple of years I felt myself hungry for another go at military life so I applied for the Royal Air Force, I joined as a steward (AGS) and although I had family challenges I had a 9 year career where I gained my trade knowledge in the Officers Mess, and later as the Station Commander's Steward, I then applied for 3MCS (field Catering) where I travelled extensively and was fortunate to

have a 4 month tour on HMS Queen Elizabeth where I worked in the Wardroom and Bridge Mess. On return to my home unit, I completed a range of driving qualifications and trade courses and was promoted to Corporal. This brought a new challenge, I was posted to Brize Norton to complete a flying tour, however this wasn't for me and even though I was fully qualified, my transfer to the MPGS was accepted and I was fortunate enough to get my preferred posting to HMS Sultan, Gosport.

Since being a part of the AGC, I've found that it's the best decision I've made. I can plan my life up to a year in advance, enjoy my hobbies which are performing with the Volunteer Band and teaching the Corps of Drums for the RMVCC Band Gosport. I also get to see my family and friends so much more. Like the mainstream regular Services, I'm entitled to many of the same benefits, including free healthcare and reduced cost meals, with the bonus of not deploying. The four-on-four shift pattern is great for holidays without necessarily having to book annual leave. The 30 days leave entitlement doesn't go unnoticed either, as I'm able to be take this at times that suit me rather than the demands of the wider military and operations across the globe.

### MY JOURNEY CPL SPICER MPGS RAF CRANWELL

I joined the Army as a driver in the RLC in 1997, I have been to many places including Bosnia, Sierra Leone, and Cyprus. I did love it but as many people do, I thought the grass is greener in civilian life and left. While out of the Services, I found that I missed the camaraderie and banter of military life.

In 2005 I found out about MPGS and decided it was the career for. My first posting to an MPGS Detachment, was to RM Poole, Dorset, where I was stationed for 12yrs. While at RM Poole, I completed a Military Skills Competition for the MPGS. While working a regular shift pattern, I also gained valuable experience in the Passes & Permits office for 3yrs and achieved the Train the Trainer qualification on the site booking system (SISYS), before gaining promotion to Cpl, and being posted to RAF Cranwell, Lincolnshire. During my time in the MPGS so far, I've taken part in Adventurous Training (AT), including a hike up Mount Snowden and mountain biking. Since being at RAF Cranwell I've completed a Range Management



Qualification where I can now plan, prepare, and deliver range packages to ensure personnel are competent, current & meet the legal requirements with their military shooting skills. While at work, my role has extended to Guard Commander, deputising in the absence of Detachment Sgt when they are away including the management of a team of 5 Soldiers.

I met my husband in MPGS and now have 2 beautiful children. We live in SFA now but will take the leap of faith and get our own house soon, I hope. My family can use the Medical Centre if they are ill which is a god send and is only a short distance away.

The shift pattern of 4 on 4 off enables me balancing a busy home life with my family and still training for 2 Marathons which I've since completed.

The next step in my Career path is to reach the rank of Sgt and carry on enjoying the lifestyle the MPGS allows me to do.

**“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, transerees 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 28 years ago	Strength 2500+
Guard 120+	Maximum age for joining 57
Serve until 60	Locations across the UK 57
Starting Salary £26,849	Days Annual Leave 30

**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**



# Finding Purpose Beyond The Uniform

## How Marshall helps veterans build second careers

Morson is a proud holder of the Gold Award from the Ministry of Defence's Employer Recognition Scheme, reflecting our dedication to supporting ex-forces personnel as they transition to a life beyond the uniform.



since 1966, when they were appointed as the UK's designated technical centre for the Royal Air Force's fleet of 65 aircraft. Within 10 years, they became the world's first authorised Hercules Service Centre, opening up export work that has remained at the heart of their MRO and engineering operations.

At Morson, we're proud to partner with Marshall in supporting recruitment vital programmes to keep C-130 fleets mission-ready. Marshall is an organisation with a long-standing reputation for engineering excellence, but what truly sets it apart is a culture that resonates strongly with those who have served in the armed forces.

For many veterans, the transition into civilian life is one of the toughest battles they'll face. The structured, purposeful environment of the military can feel a world away from the complexity and ambiguity of civilian industry. Yet at Marshall, many ex-service personnel are finding not just jobs, but a renewed sense of belonging.

With the business soon to embark on a large recruitment drive for Aircraft Fitters to support a major upcoming C-130 MRO programme, we spoke to key ex-forces personnel across the business about their experiences.

One such veteran is Chris Platt, now Director of Airport Operations and Flight Test at Marshall. His story is a powerful example of how military experience can seamlessly translate into success in the aerospace sector, and why Marshall has become a natural home for those leaving uniformed service.

### A CAREER FORGED IN THE MILITARY

Like many who serve, Chris knew from an early age that the Army was his calling.

"I joined the Army's Sixth Form College Welbeck at 16, went through the Royal Military Academy Sandhurst at 18, and was commissioned into the Corps of Royal Electrical and Mechanical Engineers (REME) at 19."

Over the course of his career, he served across the UK, Germany, Canada, Oman, Kuwait, Iraq, and Afghanistan. His service culminated in commanding 7 Air Assault Battalion REME, responsible for supporting 16 Air Assault Brigade and the entirety of Army Aviation—a role that encompassed maintaining everything from rifles to Apache Attack Helicopters.

"Being a regular battalion Commanding Officer was the greatest privilege of my working life and I loved it... I certainly had many 'good days' than 'bad days'."

But after two decades, the demands of military life were beginning to take their toll—not on him, but on his family.

"My family lived in one quarter for 8 months but I don't remember it. I only lived in it for a couple of weeks. Whilst I enjoyed the excitement and sense of purpose on operations, my family were struggling with the instability and turmoil as they followed the flag. I knew my time to transition out of the Army, and give them the stability they needed, had come."

### TRANSITIONING TO CIVILIAN LIFE

The decision to leave was clear. The process of adapting to civilian life, however, was not.

"If I'm honest, I actually found the transition quite difficult and it

did take me a couple of years... In civilian life the unifying purpose of everyone working together to a clear objective is not always there, and the strong values and standards of the military aren't consistently applied—I found that frustrating initially."

Like many veterans, he also found the job market overwhelming. Military training produces highly adaptable generalists, but civilian recruitment often seeks narrow, technical matches. It was only through the power of networking—conversations with friends and contacts—that he found his first role at Lockheed Martin. That experience eventually led him to Marshall.

"The lesson I took from this is that networking can be vital in securing the right civilian job and should maybe be something that the military's Career Transition Workshop plays a more active part in."

### LEADERSHIP AT MARSHALL

Today, his dual role as Director of Airport Operations and Flight Test keeps him at the heart of Marshall's mission.

In one capacity, he oversees the airport, aviation security, and air traffic control, accountable for safety and regulatory compliance. In the other, he leads Marshall's flight test capability—a team of test pilots, flight engineers, and loadmasters, many of whom are also ex-forces.

"The professionalism and knowledge of my aircrew (largely ex-RAF), continues to impress me even after 5 years with them. The thing I enjoy most is watching my team develop, gain confidence and then succeed on their own merits."

That sense of camaraderie, purpose, and mission focus is what makes Marshall such a strong fit for veterans.

"Being an Aerospace and Defence company, Marshall understands the military. Veterans are respected for what they've done and used accordingly. You can continue to be part of the wider force that enables the military to operate and be a force for good—that gives me job satisfaction as my output is not purely to feed the bottom line of a spreadsheet."



### WHY MARSHALL STANDS OUT

At Morson, we've seen how veterans bring unmatched skills and resilience into the workforce. What sets Marshall apart is how it values those qualities—not as a box-ticking exercise, but as a genuine driver of business success.

Within Marshall's teams, veterans are finding new ways to apply their leadership, discipline, and technical expertise. They're discovering that leaving the forces doesn't mean leaving behind purpose or pride. It means finding a new mission that continues to support those who serve today.

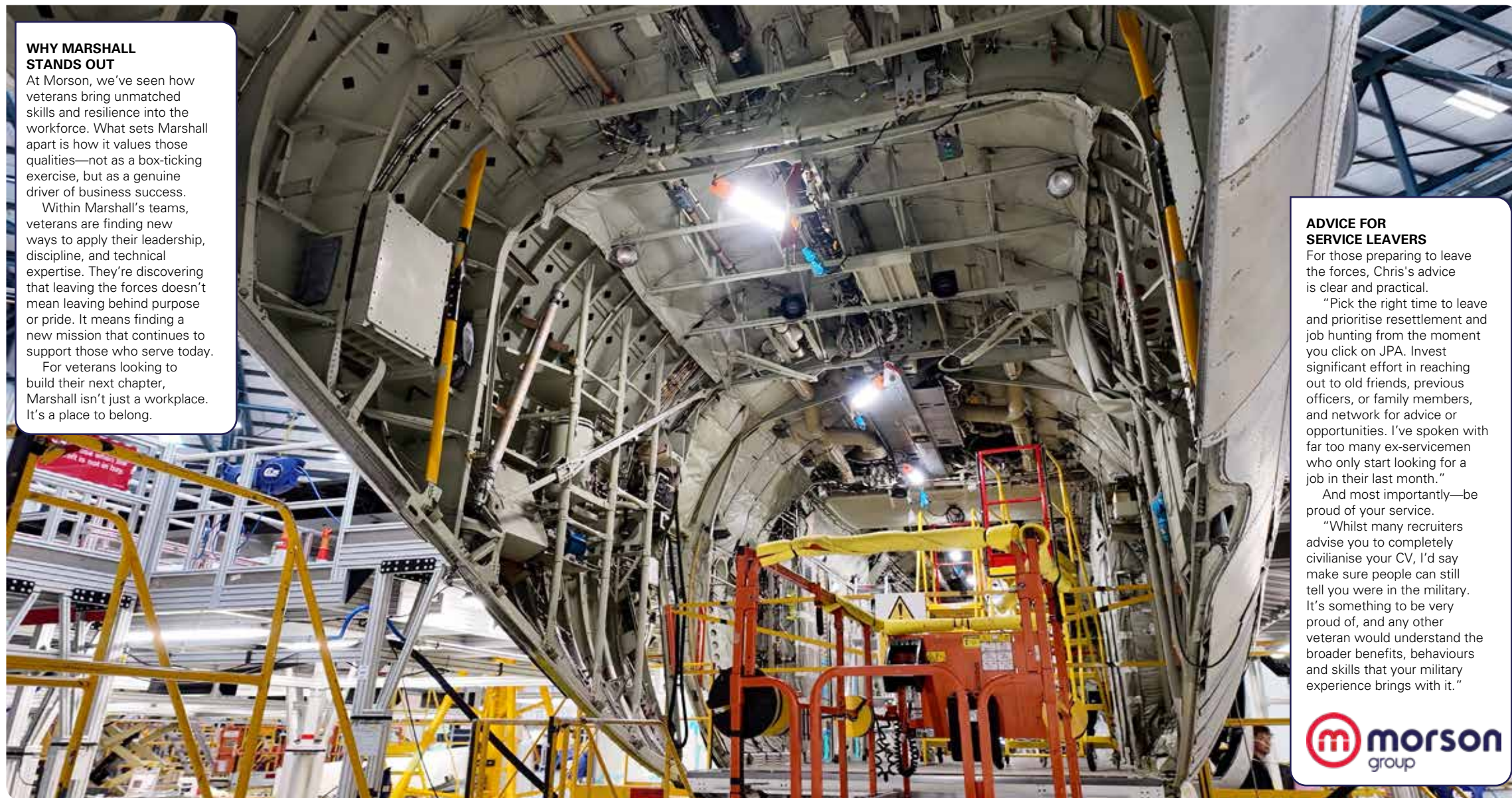
For veterans looking to build their next chapter, Marshall isn't just a workplace. It's a place to belong.

### WHAT VETERANS BRING TO BUSINESS

Twelve years on from leaving the Army, Chris has a clear view of the value that veterans offer.

"Ex-servicemen bring loyalty, discipline, teamwork, and above all—resilience. In my 12 years in civilian industry, I've never once had an ex-serviceman say, 'That's not my job'. When things get difficult, veterans are more likely to make a bad joke, roll up their sleeves and get stuck into fixing a problem, whereas some others may start negative rumours or jump ship."

He also points out that while veterans often have advanced technical skills, they don't always hold civilian licences or certificates to match. Companies like Marshall, who understand the calibre of ex-military talent, are uniquely positioned to bridge that gap.



### ADVICE FOR SERVICE LEAVERS

For those preparing to leave the forces, Chris's advice is clear and practical.

"Pick the right time to leave and prioritise resettlement and job hunting from the moment you click on JPA. Invest significant effort in reaching out to old friends, previous officers, or family members, and network for advice or opportunities. I've spoken with far too many ex-servicemen who only start looking for a job in their last month."

And most importantly—be proud of your service.

"Whilst many recruiters advise you to completely civilianise your CV, I'd say make sure people can still tell you were in the military. It's something to be very proud of, and any other veteran would understand the broader benefits, behaviours and skills that your military experience brings with it."







# Going above and beyond 2025 ERS Gold Awardees

## Celebrating Employer Excellence in Armed Forces Community Support.

This year, more than 200 UK employers have been recognised through the Defence Employer Recognition Scheme (ERS) Gold Award for their exceptional support of the Armed Forces community. The Gold Award is the highest badge of honour for organisations which champion reservists, veterans, the cadet movement and military families in the workplace.

Originating in 2014, the ERS provides a three-tier approach (Bronze, Silver, Gold) to recognising employer commitment to the Armed Forces Covenant. To achieve Gold status, organisations must go above and beyond: providing at least ten days' additional paid leave for reservists, implementing inclusive HR policies for veterans and Cadet Force Adult Volunteers, and actively advocating for the defence community across their networks.

This year's cohort of awardees spans sectors from finance, manufacturing, retail, education and healthcare to local government, emergency services and small regional employers. Their diversity underlines the fact that supporting the Armed Forces community is business-smart, as well as socially responsible.

Former Minister for Veterans and People, Al Carns (DSO OBE MC MP), commented: "Employers are crucial partners in protecting our security and boosting the economy. By backing veterans, reservists, military families, Cadet Force Adult Volunteers and the cadet movement, these organisations build resilient communities and

the innovation Defence needs. I congratulate them and thank them for their outstanding commitment."

Daniel Maguire, Head of Markets at London Stock Exchange Group (LSEG), said: "The Gold Award recognises LSEG's long-term commitment to supporting the defence community. Our veterans, reservists, cadet force adult volunteers and military families within LSEG all bring immense value. Their resilience, adaptability and unwavering sense of duty enrich our workplace and strengthen our culture across the globe, inspiring excellence across our business."

### WHAT BEING AWARDED GOLD LOOKS LIKE

For organisations aiming for the Gold Award, the standards are rigorous. Employers must:

- Offer at least 10 days' additional paid leave for reservists and cadet volunteers.

- Implement and embed HR and workplace policies that support veterans, reservists, cadet volunteers and military-families. Act as advocates for the Armed Forces Covenant and promote Defence-community employment within their supply chains, networks and sectors.
- Demonstrate sustained commitment (rather than just one-off gestures) to the Armed Forces community.

In other words: it's about culture, policy and advocacy. The shift from Silver to Gold is not only demonstrating support but becoming active advocates for the Armed Forces community.

### WHY THIS MATTERS FOR THE RESETTLEMENT COMMUNITY

For service leavers, veterans and their families the fact that hundreds of UK employers are achieving Gold-level status sends a powerful signal: the civilian workplace is increasingly recognising and valuing the skills and experiences of the Armed Forces community. When you see a Gold-accredited employer, you know they have invested in

policies and culture that work in favour of your transition and career.

- From a resettlement perspective:
- **Employers offering paid leave** – this means that the employer understands flexible commitments – a strong indicator of Armed Forces-friendly workplace culture.
  - **Inclusive HR policies for veterans and military families** – these suggest your service background won't just be tolerated, but valued, and you will find a culture of understanding rather than the need to 'explain yourself'.
  - **Active advocacy for the Armed Forces community** – meaning the employer is likely to tap into wider networks, offer mentoring, and promote your transition story internally and externally.
  - **Sector breadth** – since awardees come from manufacturing, education, healthcare, transport, finance, you have many sectors open, making your resettlement options broader than you might assume.

When you spot an employer with a Gold accreditation, you're looking at an organisation with culture, policy and action already in place. That should provide you with stronger confidence as you make your next career step.

### FINAL WORD

The 2025 ERS Gold awardees represent the best of employer practice in supporting the Armed Forces community across the UK. For you, as someone navigating resettlement or recommending employers to service leavers, this year's list is a rich resource — both for direct opportunities and for benchmarking what good looks like. Congratulations to the awardees, and may your next employer be among them.

A full list of ERS Gold Award holders can be found on [gov.uk](https://gov.uk).



### 2025 ERS GOLD AWARDEES

A1 print services limited  
Absolute Enforcement Limited  
Amanet Ltd  
Artemis Media Profile Ltd  
AXIAH Ltd  
Basel Cottage Holidays  
CareerForces Ltd  
DLR Media Limited  
G.H.Q. Spirits  
KwikTip Limited  
LEL Nuclear Ltd  
Military Community Veterans Centre  
Mode Rehabilitation  
Naval Solutions Ltd  
On Hand Training & Security Ltd  
O'NEILL ROSS Ltd  
P Cubed Projects Ltd  
PTSD Resolution CIO  
Symposium IT  
The Standing Tall Foundation CIO  
Tri Services and Veterans Support Centre  
UMBRA International Group Limited  
Veterans Contact Point  
Veterans Outreach Support  
Zero78 Training  
20/20 Business Insight Limited  
AM Specialists Group Ltd  
Amey Briggs Services Limited  
ArB Tree Care (Specialists) Ltd  
Aspire Defence Limited  
Awaking Giants  
Betaris Training Ltd  
BIT Group  
Brigantes Consulting Ltd  
British Chambers of Commerce  
Carlisle United FC

Community Sports Trust  
Cervus Defence & Security Ltd  
CSPM Consultancy Ltd  
CTH Auto Services  
Cumbria Chamber of Commerce & Industry Ltd  
DMi Fire & Security LTD  
Donnington & Muxton Parish Council  
Falkirk Football Community Foundation  
Fife Sport & Leisure Trust Limited  
Foresite Reactive  
Maintenance Services Ltd  
Gallacher Roofing  
Gatewen Training Services Limited  
Glenhead Engineering Limited  
ISafe Homes Ltd  
KH Plant Training  
Manufacturing Technologies Association  
Montpellier Public Relations Ltd  
Nautilus International  
Risk Consultants Ltd  
OAJ Limited t/a Belvoir  
Stafford and Stone PointWire  
PSI Global Group Limited  
Ramboll  
Regent's Park Healthcare Limited  
Resource Management Solutions  
RT Consulting  
Scullion Law Ltd  
Separ International Limited  
Shropshire Chamber of Commerce  
SudoCyber Limited  
Take Point Training Limited  
Taylor Bowls  
The Defence Gardens Scheme  
Community Interest Company (CIC)  
The Mentor Ring Limited  
TMC3 LIMITED  
UK Docks Marine Services  
Veterans Housing Scotland  
Viking Arms  
West Cheshire & North Wales Chambers  
Wurkplace Limited  
A.S. SCAFFOLDING (SERVICES) LTD  
BEC  
Benx Limited  
Bridges Electrical Engineers Limited  
Code 9 Security Ltd  
East Norfolk Multi-Academy Trust  
Edwin C. Farrall (Transport) Limited  
FR Aviation Limited  
Godiva Ltd  
Gogar Services Limited  
Gough & Kelly  
Kays Medical  
Liverpool City Region  
Combined Authority  
MAC Surfacing Limited  
Offshore Energies UK (OEUK)  
RAF Benevolent Fund  
RED Scientific Ltd  
REDS10 UK Limited  
RelyOn Nutec UK  
Rydal Penrhos School  
Saint Catherine's Hospice  
SGC Holdings Limited t/a  
SGC Security Services  
Sirius Analysis Limited  
Somerset Integrated Care Board  
SW Global Resourcing  
The Armishaws Group  
The Phoenix Collegiate  
Triton Risk Management  
Trump Turnberry

Universal Tanker Solutions Ltd  
Wigley Investment Holdings Limited  
Avoce  
Bridewell  
Buffaload Logistics Limited  
Cheshire West Recycling  
City of Glasgow College  
East Renfrewshire Council  
GEV Wind Power  
NHS Lincolnshire  
Integrated Care Board  
North Northamptonshire Council  
Nutanix  
RAF Museum  
Ready Construction Limited  
RS Integrated Supply  
Sunderland AFC and Foundation of Light  
Wings for Warriors  
A & P Group Ltd  
Adler & Allan  
AESSEAL  
American Express GBT  
Andron Facilities Management  
Argyll & Bute Council  
BCG  
Beyond Housing  
Birmingham Community  
Healthcare NHS Trust  
Bolton Council  
Boots  
Brighton & Hove City Council  
Cambridge University Hospitals  
NHS Foundation Trust  
Cambridgeshire Community Services NHS Trust  
Carmarthenshire County Council  
Ceredigion County Council  
CityFibre Holdings  
Colas Rail  
Crieff Hydro Family of Hotels  
Cumbria Constabulary  
Cumbria Fire & Rescue Service  
Cummins  
Datamir  
Derbyshire Constabulary  
Dwr Cymru Welsh Water  
East Sussex Healthcare NHS Trust  
G4S  
Galliford Try Construction Limited  
George Eliot Hospital NHS Trust  
GI Group Holding  
Graham  
Great Ormond Street Hospital  
Heidelberg Materials UK  
Henderson FM  
Impellam Group  
Janes Group UK Limited  
Kent and Medway NHS and Social Care Partnership Trust  
Kettering General Hospital  
KIRKLEES METROPOLITAN COUNCIL  
Lincolnshire Partnership  
NHS Foundation Trust  
London Stock Exchange Group  
Maidstone and Tunbridge Wells NHS Trust  
Marine Society and Sea Cadets  
Micro Focus Software UK Ltd, part of OpenText  
Mid and South Essex NHS Foundation Trust  
Midlands Partnership University  
NHS Foundation Trust  
Ministry of Defence Police  
Modality Partnership  
Morgan Sindall  
NHS Cheshire & Merseyside Integrated Care Board



NHS Fife  
NHS Humber & North Yorkshire Integrated Care Board  
Norfolk & Suffolk NHS Foundation Trust  
NORSE Group Ltd  
Northampton General Hospital NHS Trust  
Northern Trains Ltd  
Northumbria Police  
Oldham Council  
Oracle Corporation (UK) Ltd  
Ordnance Survey  
Phoenix Group  
Preston City Council  
Ramsay Health Care UK  
Rathbones Group Plc  
Rotherham Doncaster and South Humber NHS Foundation Trust  
Royal Berkshire NHS Foundation Trust  
Savills  
Skipton Building Society  
South Ayrshire Council  
South East Coast Ambulance Service NHS FT  
South Lanarkshire Council  
South Wales Fire & Rescue Service  
The Shrewsbury & Telford Hospitals NHS Trust  
Together for Children Sunderland  
UGLE  
VGC group  
Vision West Nottinghamshire College  
VIVO  
Wakefield Council  
West Yorkshire Fire & Rescue Service  
Willmott Dixon  
WSP



For regular updates, follow  
DRM on social media:







## 2025 "Elizabeth" Steel Soldier Stands Proud Across the UK With Thousands Raised for Army Charity

The fifth annual Steel Soldiers Remembrance campaign is bringing communities together nationwide, with a poignant new silhouette inspired by Queen Elizabeth II now taking pride of place in hundreds of gardens, schools, and public spaces across the country – raising a total of £5,978.25 including Gift Aid, in charitable donations so far.

The campaign, created by Yorkshire-based manufacturer ACS Stainless Steel Fixings with logistics support from DX Group, invites individuals, schools, and community groups to donate to the Army Benevolent Fund (ABF) – the national charity of the British Army. In return, supporters receive a steel silhouette of the late Queen, delivered directly to their chosen location, with proceeds helping soldiers, veterans, and their families.

This year's design was created by aptly named student Elizabeth, 13, from Lawnswood School in Leeds, as part of a design competition held by ACS. The final silhouette is based on her winning entry which reflects this year's theme of Service. Sacrifice. Legacy.

With a final push for donations underway, ACS is aiming to double this year's donations by Remembrance Day, as Managing Director David Flannery

explained: "This campaign is about more than creating a beautiful steel figure – it's about bringing communities together in reflection and support for those who serve."

"We've been incredibly moved in recent weeks as those who have donated have sent us their pictures; seeing these silhouettes in gardens and local spaces across the country is incredibly moving, and a real reminder of the impact we can have when we come together."

"We're now on one final push in the weeks ahead, in the hope that we can further support this fantastic cause."

Queen Elizabeth II, who succeeded her father as Patron of the ABF in 1953, supported

the Army's national charity throughout her reign. The 2025 design honours her contribution during World War II and continues the campaign's tradition of celebrating service and sacrifice.

Lt Col Barney Barnbrook, Regional Director, North East and Yorkshire, Army Benevolent Fund, added:

"The Steel Soldiers campaign is incredibly important to the ABF. It helps us support soldiers, veterans, and their families for life – last year alone, we supported over 80,000 people across 52 countries. This year's design is truly poignant, and we are enormously grateful to ACS, DX Group, and everyone involved for helping to keep the spirit of service alive."

Since the campaign first launched in 2021, ACS has produced over 780 steel soldiers distributed across the UK. Silhouettes are available in four sizes – 150mm, 310mm, 600mm, and 1500mm – and can be ordered online until Wednesday 5th November 2025. A suggested donation applies to most orders, with free silhouettes available for low-income families, schools, and community groups.

Beyond Steel Soldiers, ACS demonstrates ongoing support for the Armed Forces community. Having signed the Armed Forces Covenant in 2021, the company guarantees a face-to-face interview for any applicant with UK military service, helping veterans transition successfully into civilian employment.

ACS is the UK's leading masonry façade solutions partner, delivering innovative, high-performance systems. From masonry support to modular brick-slip systems, ACS provides efficient, compliant, and sustainable solutions. The 96-strong team operates from a state-of-the-art facility in Yorkshire, exporting high-quality, British-made solutions across the UK and beyond.

Find out more about this year's Steel Soldiers campaign:  
[www.acsstainless.co.uk/blog/steel-soldiers-2025](http://www.acsstainless.co.uk/blog/steel-soldiers-2025)



## What a comfortable retirement might look like



Usually, we tell you about various aspects of Armed Forces pension benefits but, in this item, Mary Petley of the Forces Pension Society looks at what a comfortable retirement might look like.

You have been paying National Insurance Contributions during your service and, if you pay 35 years' worth of contributions, you will qualify for the full state pension which, for 2025/26, is £230.25 per week.

On top of this, providing you have given 2 or more years reckonable service (RS), you will have earned an Armed Forces pension. All of you who have 2 or more years RS will have AFPS 15 benefits and some of you will have benefits in AFPS 75 or AFPS 05. When you leave you will receive a statement setting out the amount of your pension award(s) and the ages at which they may be claimed.

So, on top of the above, what do you need to save?

According to the Retirement Living Standards website (<https://retirementlivingstandards.org.uk/>) retirement costs are estimated as:

- 'minimum' lifestyle - enough money to live on, plus entertainment and a holiday - £13,400 for one person or £21,600 for two. If there are two of you and you both qualify for the full state pension (almost £12k per year each) this minimum is achieved but without much wriggle room.

- 'moderate' lifestyle - extra security and money for more holidays and entertainment - £31,700 for one person or £43,900 for two.
- 'comfortable' lifestyle - enough money so you can cover most things you want to do - £43,900 for one person or £60,600 for two.

However, these figures are for costs rather than income – so they illustrate how much money is required after tax. Further, they assume that you own your home and have no mortgage. If this is not the case, you need to add in your rent or mortgage costs.

So, what is considered a 'moderate' lifestyle for a two-person household?

Retirement Living Standards envisages:

- £104 a week for groceries
- £84 per week for eating out/take aways
- £106 for taking others out for a monthly meal
- a small 3 year old car
- £22 per month on taxis
- £104 per year per person for rail fares
- an annual fortnight's all-inclusive 3\* holiday in the Med and an off-peak weekend break in the UK.

Study these assumptions (more examples appear on their website) and ask yourself whether this would suit your aspirations and, indeed, whether the costs they quote measure up to your own experience of the current cost of living.

The message from this article is that retirement is expensive and you need to think ahead and save to provide for the level of comfort and security that you want for yourself and your family.



SCAN ME

If you are a Member of the Forces Pension Society and have pensions 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 know more about us, visit [www.forcespensionsociety.org](http://www.forcespensionsociety.org)



# Veterans Housing Scotland ends 110th Anniversary year on a High

Veterans Housing Scotland has ended its 110th Anniversary year with a Civic Reception at Edinburgh City Chambers.

Hosted by Lord Provost Robert Eldridge, the guests heard how the charity has grown since it began in 1915 to become the leading provider of homes for disabled veterans in Scotland.

For more than a century, the charity has provided safe homes and steady support for those who served our country. Scottish Veterans Garden City Association as it was known then began in 1915 when returning soldiers faced overcrowded housing, poverty, and few realistic opportunities. A group of people in Edinburgh led by Lord Salvesen, who had lost two sons in the war, decided to act. They raised funds, built homes, created small communities, and gave disabled veterans a chance to rebuild their lives. Their work set the foundation for everything we do today.

Kevin Gray, Chief Executive, said that the legacy continues across Scotland today. 'We now support 630 veterans and their families in homes that remain affordable and stable. These homes matter. They offer security for people who secured our today. Now they need your support to secure their futures.'

'Our history is long however our purpose has stayed the same. We want every veteran in our homes to feel safe, supported, and able to move forward with confidence. That starts with people. Scotland is home to more than 176,000 veterans. Many manage well, but some face real difficulties. Poor health, low income, or long periods of isolation can make life harder. Demand for our homes continues to rise. We received more than 200 applications last year and saw only 19 tenancy changes.

'To meet these needs, we strengthened our tenancy

sustainment service. Our Visiting Officers now cover every region and made more than 700 visits last year. They link beneficiaries to health, welfare, and social care services. Our partnership with the Defence Medical Welfare Service has added extra support for those with complex needs. We also introduced an Income Maximisation Officer to help people secure the help they are entitled to. These small steps can make a real difference to a family's stability.

'We also focus on our properties. We manage 630 homes, most built in the 1950s. Upkeep is challenging and expensive. Our average rent is £316 per month so affordability stays at the centre of our work. This keeps veterans safe, but it restricts our ability to grow and modernise at pace. Last year we spent £2 million on property works. This year it will rise to around £4 million. A full stock survey is underway so we can plan responsibly for the next decade.

'We are creating new routes into housing. Through our 25 by 2025 project, we work with councils and housing associations to secure nomination-rights homes. This gives us more options for disabled veterans without needing to buy each property. It is a practical, workable approach and one we want to expand.

'As we celebrate 110 years, we look ahead with the same purpose that guided those who began this work in 1915. We build lives and build communities. We stand with the men and women who protected our country. Now we ask you to stand with them.'

For further information on Veterans Housing Scotland please visit [www.vhscot.org.uk](http://www.vhscot.org.uk).



## Military talent championed through work experience at power network

UK Power Networks proudly hosted its latest Military Work Experience Programme reaffirming its commitment to the Armed Forces Covenant and inclusive workforce development.

This two-week initiative was designed to support Armed Forces personnel, including those from the Army, Navy, and Royal Marines, as they transition into civilian careers, offering structured exposure to the energy and infrastructure sectors.

Delivered in partnership with the British Forces Resettlement Service, the programme matched participants with teams across UK Power Networks based on their interests and location preferences. Placements spanned operational sites in Crawley, Colchester, Bury St Edmunds, Tidworth and London.

The initiative contributes to building a future-ready workforce by engaging underrepresented communities and fostering strategic outreach.

The programme's networking event at the Union Jack Club, in Waterloo, featured talks from senior management and participants.

The event recognised the contributions of both staff and attendees, reinforcing the programme's role as a recruitment pipeline for motivated, disciplined talent.

Participants rated this programme an impressive 9.63 out of 10, saying it would help prepare for careers in the energy sector.

Gareth Instone, Staff sergeant in the 1st Military Working Dog Regiment, said: "The whole experience has been invaluable for me as I move through my resettlement and look toward a future career in the energy sector. The exposure to operational sites, substations, safety practices and the people behind them has been eye opening and motivating."

"Spending time with the substation fitters and linespeople on site, seeing their skills and professionalism first-hand, was a real highlight of the programme. They were open, patient and generous with their knowledge, and a genuine credit to UK Power Networks."

Natasha Paramasamy, STEM outreach and development specialist, said: "It's been a privilege to support this programme and witness the enthusiasm and potential of our Armed Forces community. We're proud to play a part in their journey and look forward to welcoming more participants in future cohorts."



UK Power Networks' 2025 military work experience intake ceremony.



Gareth Instone presenting after completing his work experience with UK Power Networks.

**UK Power Networks**  
Delivering your electricity

UK Power Networks remains committed to supporting Armed Forces personnel and looks forward to expanding the programme's reach and impact in future editions.



# HAVE YOU BEEN SECURITY CLEARED?

YES, then join the UK's largest online job board for security cleared professionals...

DV

SC

CTC

NATO

NPPV



SCJ  
SecurityCleared  
Jobs.com



# BE MORE

WITH THE

## » ARMY CADETS «

Interested in inspiring the next generation?  
**USE YOUR PAST, INSPIRE THE FUTURE!**



### YOUR ARMED FORCES EXPERIENCE COULD UNLOCK TOMORROW'S POTENTIAL.

Leaving the Armed Forces and wondering what's next? The Army Cadets offers you the chance to keep making an impact – this time by shaping the future of Britain's youth. With your military background, you can inspire the next generation to push their boundaries, grow, and become the best version of themselves.

Our adult volunteers are at the heart of the action, guiding young people through unforgettable

experiences. No matter your background, your skills will be invaluable. And it's not just about them – we're here for your journey too. Whether you're still "green" at heart or interested in adventure, music, or sports, there's a place for you to thrive with us.

So, what are you waiting for? Volunteer today, change lives, and continue to grow alongside the next generation!

Empower the next generation with your skills and experience as an adult volunteer,  
**SHARE YOUR JOURNEY, INSPIRE YOUNG MINDS, AND MAKE A LASTING IMPACT.**

### OUR ACTIVITIES INCLUDE:

**ADVENTUROUS TRAINING » SHOOTING & WEAPON HANDLING »  
OPPORTUNITIES FOR INTERNATIONAL EXCHANGES »  
PROFESSIONAL & PERSONAL QUALIFICATIONS » MILITARY THEMED TRAINING »  
DUKE OF EDINBURGH'S AWARD » FIELD CRAFT » MUSIC, PIPES & DRUMS » SPORTS »  
COMMUNITY ENGAGEMENT » EXPEDITIONS » RADIO COMMUNICATIONS »  
TRIPS & TRAINING WEEKENDS/CAMPS » LIFE-SAVING SKILLS (FIRST AID)**



What are you waiting for?  
Join today and **BE MORE YOU**



**ARMY CADETS**  
GOING FURTHER



## A NEW CHAPTER IN SERVICE

### DISCOVER THE ARMY CADETS AS AN ADULT VOLUNTEER

After dedicating years to serving your country, the next step can seem overwhelming. Fortunately, Army Cadets UK offers a rewarding pathway for ex-service members to channel their skills, passion, and experience by becoming an adult volunteer. With a vibrant community, countless opportunities, and the chance to make a meaningful impact, joining the Army Cadets is a powerful way to continue serving while exploring new horizons.

#### Why the Army Cadets?

Army Cadets UK stands as one of the nation's largest youth organisations, inspiring thousands of young people to realise their potential. With over 74,000 cadets and more than 11,000 adult volunteers, the Army Cadets create an environment for young people to develop vital life skills, resilience, and self-discipline. Your skills and experience from your time in the Armed Forces will make a lasting impact. But it's not just the cadets who benefit.

For adult volunteers, the experience is an enriching journey, fostering camaraderie, honing leadership skills, and offering a profound sense of purpose beyond military service.

#### A Range of Exciting Activities on Offer

If you're looking for adventure and hands-on activities, Army Cadets UK delivers an experience that's hard to beat. As an adult volunteer, you'll guide young people through a range of outdoor pursuits that foster teamwork, confidence, and skill-building. Some of the thrilling activities you could be involved in include:

- **Fieldcraft and Navigation:** Teach cadets survival and navigation techniques, helping them become confident and self-reliant in the outdoors.
- **Adventure Training:** From mountain biking and climbing to kayaking and skiing, there's no shortage of adrenaline-fueled activities for both adult volunteers and cadets.
- **Shooting:** For those with a background in marksmanship, the Army Cadets offers opportunities to train young people in safe and responsible shooting practices.
- **Drill and Discipline:** Pass down your knowledge of military drill, instilling a sense of pride, attention to detail, and self-discipline in young cadets.
- **International Exchanges:** The opportunity to spread our awareness or make lasting memories abroad may come your way. We've been to places such as India, Cyprus, Kenya, Italy, Malta and many more!

These activities not only provide a challenging, fulfilling environment for adult volunteers but also serve as powerful tools for teaching young cadets valuable skills they can carry forward into their own lives. Your role as a mentor, guide, and trainer allows you to leave an indelible impact on the next generation, helping them develop a strong sense of character, determination, and resilience.

#### The Professional and Personal Benefits of Volunteering

Joining the Army Cadets as an adult volunteer isn't simply about giving back; it's about growing forward. The organisation provides a wealth of training programs that cater to both personal and professional development. As an adult volunteer, you'll have access to a range of accredited courses and qualifications that can be applied beyond your cadet career, from management and leadership programs to first aid and cyber.

"Joining the Army Cadets as an adult volunteer gave me a sense of purpose I didn't know I needed after leaving the Armed Forces." Former Soldier

#### Enhance Your Leadership Skills

Transitioning from a military environment into a civilian role often means that the same leadership skills you developed in the Armed Forces need to be adapted for new contexts. Army Cadet leadership training programs allow you to refine your leadership style, improving skills like communication, motivation, and conflict resolution. Working with young people can be incredibly rewarding yet challenging, requiring a different set of skills to effectively lead them. The Army Cadets' training not only helps you adapt but also strengthens these skills for future civilian roles, enhancing your CV.

#### Gain Recognised Qualifications

Army Cadets UK partners with recognised awarding bodies, offering adult volunteers the chance to earn qualifications that hold real value in the job market. Courses include leadership and management, first aid, cyber, and expedition leadership (alongside a whole host of other sporting and adventurous qualifications). Many of these courses are fully accredited and can be applied directly to civilian life, making the time you spend with the Army Cadets an investment in your future as well as theirs (cadets).

#### Build Life-Long Connections

One of the most profound benefits of volunteering with the Army Cadets is the sense of community. Many ex-service members miss the camaraderie and team spirit of military life. At the Army Cadets, you'll find a group of like-minded individuals who share similar experiences and values.

#### Flexibility and a Role That Fits You

We recognise that everyone's availability varies. The Army Cadets provides various roles and time commitments to suit your personal circumstances. Whether you have the time to commit a couple evenings a week, or can only volunteer on weekends, there's a role that can fit your schedule. This adaptability allows you to balance other aspects of your life while making a meaningful contribution.

From leading training sessions and outdoor activities to handling logistical tasks behind the scenes, there's no shortage of roles that play to different skill sets and interests. Some volunteers work as instructors, while others support with administration, events, and even fundraising. Whatever role you choose, you'll be an integral part of the team.

#### Making Memories That Last a Lifetime

While volunteering with the Army Cadets is a chance to give back, it's also an opportunity to gain something priceless: unforgettable experiences. From weekend camps and adventure training sessions to national competitions and international trips, the Army Cadets offers countless opportunities to create unparalleled memories.

Imagine leading a group of young cadets on an expedition, watching them grow in confidence and capability with every step. The thrill of seeing cadets overcome their fears on the climbing wall, knowing that your guidance helped them achieve something they never thought possible. These moments become part of your own story, a reminder that the spirit of service doesn't end when you leave the Armed Forces — it just takes on a new form.



"The friendships I've built, the skills I've gained, and the impact I've been able to make on these young people's lives are beyond anything I expected." Former Soldier

#### Joining is Simple and Rewarding

If you're interested in becoming an adult volunteer with the Army Cadets, the application process is straightforward. Volunteers need to be at least 18 years old and willing to undergo background checks, including a DBS check.

Once accepted, you'll receive a warm welcome and begin training with other new volunteers. From learning safeguarding practices to developing skills in leadership and outdoor training, the support network at Army Cadets UK ensures that every adult volunteer feels confident and capable in their new role.

#### Start a New Chapter with Army Cadets UK

Leaving the Armed Forces doesn't have to mean the end of your journey in service. Joining the Army Cadets as an adult volunteer allows you to continue making a difference, using your skills and experience to guide and inspire young people. It's a role that offers adventure, growth, and community — and it's a way to make memories and friendships that will last a lifetime.

So, why not turn the page and start a new chapter? Join the Army Cadets UK as an adult volunteer and discover how you can continue to serve, inspire, and grow in ways you never expected.

For more information on becoming an adult volunteer with Army Cadets UK, visit [www.armycadets.com](http://www.armycadets.com) and start your journey today.



What are you waiting for?  
Join today and **BE MORE YOU**





## The Career Transition Partnership is the official resettlement service for the Armed Forces.

**The CTP provides comprehensive personal support for Service leavers who are transitioning from their military career into civilian life. It has supported more than 330,000 personnel over the past 25 years.**

Your successful resettlement will require clear aims, expert advice and access to the right resources and opportunities. It is vital that you take advantage of the support provided by the CTP.

Our aim is to help you to approach your resettlement with confidence, making sure that your destination after your Service is appropriate to your skills, knowledge, experience and aspirations – whether that is in work, in education or in retirement.

The service is delivered at ten Regional Resettlement Centres in the UK, along with the flagship Resettlement Training Centre in Aldershot, which contains purpose-built resettlement facilities.

The CTP is a partnership between the Ministry of Defence working together with Reed in Partnership and the Forces Employment Charity.

## What we offer

**The CTP provides a range of support specifically designed to help Service leavers with their resettlement.**

Our support includes a range of expert personal advice and guidance, training courses, digital tools, resettlement events and access to specially-sourced job vacancies.



More than  
**330,000**  
personnel  
supported over  
the past 25 years

# Ten features we offer

## 1 CTP Workshops

Attending one of our Workshops is the best way kick off your time with the CTP. It will give you a comprehensive understanding of the support available to you so you can make clear and informed decisions about your future. You will be supported to begin the process of making a successful transition to civilian life.

The Workshops vary in length and content, depending on your needs and eligibility. Attendees are grouped by rank, but we also run some mixed workshops too.



### Career Transition Workshop

A two-day introduction to CTP and our Digital Platform, guidance on managing change, planning your resettlement, skills mapping and employability activities and practical information on civilian life.



### Self-Employment Awareness Workshop

A single day course, delivered by X-Forces Enterprise on behalf of the CTP, that covers key elements for starting a business and identifying what support is on offer to you.



### Employment Support Workshop

A single day course for those who have served 4-6 years, highlighting specific employment related support and activities to further your civilian job search.



### Retirement Brief Workshop

A single day course that provides guidance on preparing for retirement, including developing your plans, using volunteering, education and travel options, planning for social change and managing your finances.



### Career Transition Workshop Plus

The Career Transition Workshop Plus (CTW+) is a four-day extended version of the CTW, only available to Service leavers on the medical pathway and one that is assigned through Regional Command.





## 2 CTP Resettlement Advice

One to one personal support from a Career Consultant who provides you with advice and guidance and support to develop your own Personal Resettlement Plan. They will help you identify and access relevant support and opportunities, so you can progress towards your preferred transition outcome and overcome any challenges along the way.

## 3 CTP Events

Free attendance to any of our 13 annual CTP Employment Fairs, held nationwide and featuring hundreds of forces friendly and carefully selected recruiting employers.

We also host regular open days and webinars with our employer connections to give you a idea of their career opportunities and cultures.

## 4 CTP Training Courses

Our courses give you the opportunity to achieve commercially recognised qualifications and enhance your career opportunities. Other courses offered provide practical life skills, which are well suited to those going into retirement or self-employment.

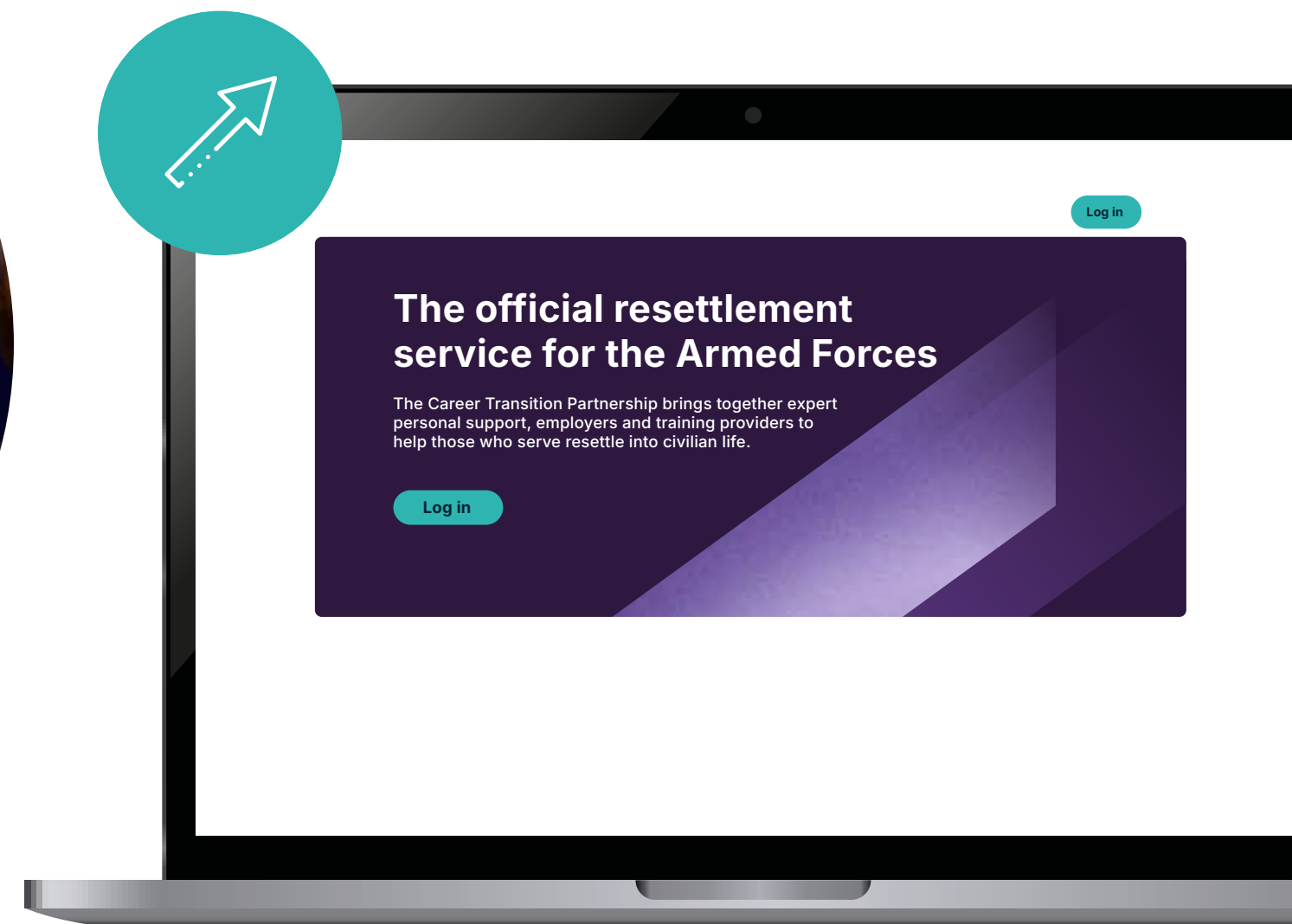
### Our training options include:

#### Vocational qualifications (internal):

CTP offers a wide range of courses to enhance the qualifications and skills you have gained in the military or to retrain for a new career, delivered from our Regional Resettlement Centres and our Resettlement Training Centre (RTC) in Aldershot. Some of these courses offer commercially recognised qualifications.

#### Vocational qualifications (external):

Service leavers may also take training of their choice through a network of external civilian training organisations provided on the Ministry of Defence Preferred Suppliers list or with external suppliers outside of the Preferred Suppliers list. External training must only be accessed in accordance with the mandatory priority order of Resettlement Training Options.



## 5 CTP Digital Platform

A wealth of online resettlement tools and resources are available to you anytime, anywhere through the CTP Digital Platform. These are personalised to you through our in-system recommendations to ensure their relevance to your own journey.

## 6 Jobs Portal

As provider of the CTP, Reed in Partnership brings over 25 years of experience matching people to jobs with a wide range of employers across the UK. Our expert team – along with our partners at the Forces Employment Charity – work with an extensive forces-friendly employer network, ensuring you get access to quality, relevant vacancies.

## 7 CTP Finance Briefs

Single-day sessions for you to access financial awareness and long-term planning information, tax, pensions and benefits advice. You are entitled to bring a partner to these sessions. Financial Briefs are delivered in partnership with the Forces Pension Society and Lester Brunt.

## 8 Signposting to Housing Briefs

Delivered by the Defence Transition Service (DTS), these are single-day sessions giving you access to information about civilian housing, renting and home ownership, plus the finance implications.





## 9 CTP Regional Resettlement Centres

Each of our 10 UK centres are home to our dedicated Career Consultants and are places for you to attend workshops, some training courses and additional support.

## 10 CTP Telephone Support

To talk to one of the team at our Regional Resettlement Centres about career transition support and workshops, please contact:

 **0300 140 0064**

# Reasons to use the CTP

### You've earned this support

Resettlement is an entitlement provided to you by the Ministry of Defence. And the longer you've served, the more extensive the support you're entitled to. There is no obligation to take part – so have a chat and see what we can do for you.

### We know what we're doing, and we care

We are passionate about helping you successfully transition into the civilian world, and while you will need to take ownership of your own resettlement, we will be there to support you in any way we can. Many of our team are ex-military themselves and have first-hand experience of the challenges involved.

### Our service is specifically for you

The CTP is specifically designed to support you and others leaving the Armed Forces. It means everything we offer is reflective of the bespoke needs of people making the journey from military to civilian life.

### A wide range of opportunities

The variety of support available through the CTP is second to none. The range of courses, events, employer relationships and personal guidance gives you the best change of success with your resettlement.

### Value for money

Unlike other training providers and support services, we offer a range of vocational training that are funded by the Ministry of Defence and pre-paid using your IRTC grant. This presents better value for your money than other options out there, with no reduction in quality.



# Your resettlement entitlement

**The CRP is available to personnel who have served for more than six years or are being medically discharged.**

The type and amount of resettlement support you can receive depends on the length of your Service and your circumstances. Full details on eligibility can be found in JSP 534. Talk to your SRA about entitlements.

There are four programmes available with the CTP:

## Core Resettlement Programme

The CRP is available to personnel who have served for more than six years.

You will be entitled to up to 35 days Graduated Resettlement Time (GRT) to conduct resettlement activities prior to your discharge.

The number of days is dependent upon length of your Service. If you are over 50 years of age and have served for more than 30 years then you are entitled to begin your resettlement earlier.

Support from the CTP is then available for a further two years after your discharge.

## CTP Future Horizons for Early Service leavers

CTP Future Horizons is available to personnel who discharge before completing four years of Service.

Support from the CTP Future Horizons is then available for two years after your discharge.

## Employment Support Programme

The ESP is available to personnel who have served for between four and six years.

You can access the ESP from one year prior to your discharge and for up to two years post-discharge.

## CTP Assist Programme for Personnel on Recovery Duties

CTP Assist is available to support Personnel on Recovery Duties (PRD) and other Service leavers who face significant additional challenges with the transition to a civilian career.

Access is provided regardless of the time served.

CTP Assist is available as a flexible entitlement with a longer access timeline if required, depending on the nature of your medical condition and recovery pathway.

### For event bookings and information:

 Visit:  
[modctp.co.uk](https://modctp.co.uk)

### For vocational training course information and bookings:

 Visit:  
[modctp.co.uk](https://modctp.co.uk)

 Phone:  
**0300 131 9743**





## Government accepts FPS policy challenge on IHT and Death in Service benefits

The Forces Pension Society is pleased to announce that, following its submission to HM Treasury in January this year, the Government has accepted that its planned policy would "create inconsistencies with death in service benefits paid in other ways, particularly payments of lump sums from a non-pension group life policy held in trust".

The Government's proposal had been that death in service lump sum payments for service personnel who die in service and who are not married or in a civil partnership should be liable to Inheritance Tax. The Society in its submission, argued that this proposal would have been at odds with existing policy and was certainly not within the spirit of the Armed Forces Covenant.



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

"I'm very pleased the Government has used the consultation process constructively and agrees with the concerns we raised. This welcome decision will ensure all Armed Forces Pension Scheme Death in Service benefits will now be out of scope of Inheritance Tax, irrespective of the Service Persons' marital status. "This is in line with the Armed Forces Covenant whereby those who served, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services."

The Forces Pension Society is an independent, not-for-profit organisation that provides pension guidance to those serving and retired, across all three services, and represents the pension interests of the whole military community. Last year, the Society's expert Pensions Consultants dealt with almost 30,000 pension enquiries. Membership of the Society is growing and numbers more than 66,000. For further information visit [forcespensionsociety.org](https://forcespensionsociety.org)



# SKY'S THE LIMIT

GOT WHAT IT TAKES? LEARN TO FLY

### READY TO DELIVER

The Halton Aero Club is one of the few military flying clubs in the country with dedicated instructors, aircraft and capacity to deliver ground and flight training toward your Radio Licence, LAPL, PPL and IR(R).

### NOT SERVICE LIMITED

Although service personnel are our bread and butter, we readily accept their family members, MOD CS and contractors.

### AFFORDABLE

Not only can SLCs and ELCs be used for training, but our flying rate is over a third cheaper than the national rate.

For more information, visit our site;  
<https://haltonaeroclub.co.uk/>

Or our Instagram;  
<https://www.instagram.com/haltonaeroclub/>



# From Battlefield to Fire Safety

How WFST is Turning Military Experience into High-Demand Civilian Careers.



They take with them exceptional risk-assessment skills, attention to detail under pressure, leadership in chaotic environments, and a proven ability to write clear, accurate reports that can literally mean the difference between life and death.

Yet too many find that civilian employers simply don't understand how to value that experience.

WFST Ltd was founded by former service personnel who refused to let that happen. As an officially ELCAS-approved training provider (Provider ID 13245), we have designed the United Kingdom's leading resettlement pathway specifically for military leavers: the SFJ Awards Level 3 Certificate in Fire Risk Assessment, fully aligned to the new British Standard for Fire Risk Assessors (BS 9980 and BS 8674:2025).

This is an accredited civilian course, that translates the risk-management expertise you already possess into one of the most sought-after and well-paid qualifications in the UK today.

## WHY FIRE RISK ASSESSMENT IS THE PERFECT SECOND CAREER FOR SERVICE LEAVERS

Think about what you already do brilliantly:

- Methodical site surveys in hostile or complex environments
- Identifying hazards before they become incidents
- Writing precise, evidence-based reports under time pressure
- Briefing commanders and implementing control measures
- Remaining calm when lives and property are at stake

Now replace the battlefield with a hospital, school, hotel, warehouse, or high-rise residential block. The core skills are identical.

The UK is in the middle of the biggest overhaul of fire-safety legislation in a generation. Following Grenfell, the Fire Safety Act 2021, the Building Safety Act 2022, and the upcoming British Standard BS 9980, demand for competent, third-party fire risk assessors has exploded. The Role Directory of the National Fire Chiefs Council Lists Level 3

or Level 4 fire risk assessment qualifications as the benchmark — and our SFJ Awards Level 3 is one of the very few that is fully aligned and nationally recognised.

Average starting salaries for newly qualified assessors are £38,000–£45,000, rising quickly to £55,000+ with experience. Many of our graduates are earning £300–£500 per day as independent assessors within 24 months of leaving the Forces.

Fully Funded Through Your ELC — Zero Cost to You

Because WFST Ltd is an ELCAS-approved provider, the entire course — tuition, examination, certification, and accommodation package — is 100 % fundable through your Enhanced Learning Credits, Standard Learning Credits, or resettlement budget for the vast majority of learners.

No loans. No personal financial risk. Just a direct, high-return investment of the entitlement you have already earned through your service.

What the WFST Level 3 Fire Risk Assessment Course Delivers

- 5-day intensive programme (Monday–Friday)
- Held at the flagship Merseyside Fire & Rescue Services training centre in Aintree, Liverpool.
- Delivered exclusively by serving or former military and fire-service professionals
- Includes practical surveys of real premises
- One-to-one support post course.
- Final assessment by independent SFJ Awards examiners
- Nationally recognised Ofqual-regulated Level 3 Certificate on completion

From day one you are treated as a professional, not a student. Classes are kept small (maximum 12 learners), uniforms are replaced with smart or casual attire (your choice!), and the language is direct, no-nonsense, and familiar.

## REAL CANDIDATES REAL OUTCOMES

'From the very first moment I contacted WFST, I felt supported and guided like a real student, not just a number. Every question I asked about the course was answered with patience and clarity. The registration process was clear, smooth, and very professional. The documents and guidance they provided made the preparation stage much easier and helped me understand exactly what to focus on. During the course, the quality of teaching genuinely impressed me. The lessons were not only strong in theory but also connected to real-life examples, which made everything easier to apply. The instructors were always approachable and answered every question I had with patience and real expertise.

This gave me confidence and helped me understand the subject in depth. The training facilities were also well-organised, easy to access, and designed to help students concentrate on learning. Overall, I am extremely satisfied with my experience at WFST. I don't feel like I just attended a course — I feel like I took a real step forward in my professional development. I would definitely recommend WFST to anyone who wants serious, high-quality training'

## A TEAM THAT SPEAKS YOUR LANGUAGE

Every instructor at WFST Ltd has either served in the Armed Forces or held senior operational roles in UK Fire & Rescue Services. Between them they have decades of operational experience in Afghanistan, Iraq, the Balkans, and major UK incidents. When they talk about proportionality, ALARP, and defensible decision-making, they have lived it.

Additional Support That Goes Far Beyond the Classroom

- Dedicated Team.
- Fast-track route to Level 4 Diploma for those who want to progress further

The WFST Promise to You

1. Military-ethos delivery — high standards, zero fluff
2. 100 % ELC-fundable — no personal cost for the vast majority where you have stood
3. Instructors who have stood where you have stood
4. Lifetime career support — you are never just a candidate number



## TAKE THE FIRST STEP TODAY

If you are within two years of discharge or have already left the Forces and still hold ELC entitlement, contact our Service Leaver Team now.

Email: [resettlement@wfst.co.uk](mailto:resettlement@wfst.co.uk) Visit: [wfst.co.uk](http://wfst.co.uk)  
WFST Ltd — Company Number 12472121, ELCAS Provider ID 13245, Awarding body: SFJ Awards (Ofqual-regulated)

You protected the nation in uniform. Now let WFST help you protect it in a different way — with a rewarding, respected, and well-paid civilian career in fire risk assessment.

**WFST Ltd — From Service to Safety. Your skills. Your future. Fully funded.**

# ATTENTION ALL UK ARMED FORCES LEAVERS

## Gain an SFJ Awards L3 Certificate in Fire Risk Assessment

Transition into a  
rewarding career



**WFST**  
TOTAL COMPLIANCE

Find out more visit [www.wfst.co.uk](http://www.wfst.co.uk)



# From Service to Second Careers

## How Just IT Is Supporting Military Personnel into Digital and People-Focused Roles

Leaving the military and stepping into civilian life is a major transition, one that demands confidence, preparation, and a plan for the future.

For many serving and ex-military personnel, the challenge isn't a lack of discipline or capability; it's finding a new career path that fully values the experience, resilience, and leadership skills gained through years of service. That's where Just IT comes in. For more than 20 years, we've been helping individuals build new careers in digital technologies and people management. Over that time, we've had the privilege of supporting many serving personnel, veterans, and military families into rewarding roles outside the forces. Our programmes provide structure, expert guidance, and industry-recognised qualifications that help people make a confident step into the next chapter of their working lives.

Whether someone is looking for a technical career in cloud computing, data and digital operations, or a people-focused pathway through CIPD-accredited HR qualifications, our aim is the same: to provide accessible, credible training that helps learners thrive long after they leave the military. And with our courses accepting ELCAS funding, service leavers have a clear route to reskilling without financial barriers holding them back.

In today's changing labour market, where digital transformation is constant and people management is becoming more strategically important, now is the ideal time for service leavers to turn their skills into a long-term civilian career.

### **PATHWAY 1: DIGITAL TRAINING FOR THOSE INTERESTED IN TECHNOLOGY CAREERS (ELCAS FUNDING ACCEPTED)**

Digital and IT careers offer stability, progression, and strong earning potential, making them particularly attractive for those leaving the forces. Just IT delivers a range of short, intensive professional courses that prepare learners for in-demand technical roles.

Our most popular courses include: **Azure Fundamentals (AZ-900)** A perfect starting point for those wanting to break into cloud computing, this Microsoft-accredited course covers cloud concepts, security, governance, networking, data storage, and the fundamentals of the Azure platform. Delivered online, it gives learners a clear foundation in one of the world's most widely used cloud systems.

### **Microsoft Office Specialist: Excel Associate**

Excel is used across nearly every industry. This course helps learners build confidence in data management, analysis, formulas, automation, and visualisation, skills highly valued in business operations, finance, logistics, project support, and more.

Over a short period, learners gain both essential and advanced

Excel competencies, with the option to achieve official Microsoft certification.

For those looking for other opportunities within digital, we also provide digital training courses in Microsoft 365 Fundamentals and Power Platform Fundamentals.

### **A Practical Route into Digital Careers**

These courses are ideal for ex-military personnel looking to enter roles such as:

- IT support
- Cloud operations
- Data analysis
- Digital workplace administration
- Technical project support

Because Just IT accepts ELCAS funding, serving personnel and recent service leavers can significantly reduce the cost of training and increase their chances of moving quickly into work. For those undertaking self-funded study, our payment options make upskilling manageable and accessible.

Digital roles reward precision, teamwork, and problem-solving, qualities evenly matched with military experience. Many veterans find that once they complete their first certification, their confidence grows, and they quickly progress into roles with strong development pathways.

### **PATHWAY 2: CIPD QUALIFICATIONS IN HR AND LEARNING & DEVELOPMENT (ELCAS FUNDING ACCEPTED)**

While digital careers appeal to many veterans, an increasing number are finding meaningful second careers through HR and Learning & Development. Modern organisations rely on strong people practices more than ever, from wellbeing and culture to leadership, performance, and organisational development, and the demand for qualified HR and L&D professionals continues to grow.

One of the most credible and widely recognised routes into these professions is through a CIPD qualification.



### **WHY CIPD APPEALS TO EX-MILITARY PERSONNEL**

Many service leavers find that careers in HR or L&D align strongly with their military experience. Whether guiding junior soldiers, managing teams, supporting welfare, coordinating training, or navigating challenging people situations, much of the military skillset naturally transfers to the people profession.

A CIPD qualification helps formalise this experience, providing the professional credibility and framework employers look for. It also opens doors to stable, rewarding careers where service leavers can continue making a meaningful impact.

The Benefits of Studying CIPD with Just IT

- Professional membership included for the first year (a significant benefit)
- Flexible online live or on-demand study options
- Experienced trainers with real-world HR backgrounds
- Structured support to help learners stay on track
- A clear route to senior and strategic roles
- A qualification respected across industries

For ex-military personnel seeking a stable, rewarding civilian career, CIPD provides a pathway that uses their existing strengths while opening the door to new opportunities.

### **What Is CIPD?**

The Chartered Institute of Personnel and Development (CIPD) is the UK's leading professional body for HR, People Management, and L&D. Its qualifications are valued by employers across the UK and internationally, forming the benchmark for professional excellence in the people profession.

CIPD research consistently shows that individuals with CIPD qualifications often progress faster and command higher salaries than peers without them. Employers commonly list CIPD qualifications as essential or highly desirable, especially for advisory, managerial, and strategic HR or L&D roles.

All CIPD learners also gain access to CIPD professional membership, opening up a wealth of research, tools, guidance, events, and networking opportunities that support ongoing professional development. With Just IT, the first year of CIPD membership is included within the course cost.

### **CIPD Courses**

#### **Available Through Just IT**

Just IT delivers a comprehensive suite of CIPD qualifications across both HR and Learning & Development pathways, giving ex-military personnel multiple entry points depending on experience, career goals, and future ambition.

#### **CIPD Level 3 Foundation Certificate in People Practice**

Ideal for those at the start of their HR or L&D journey. This foundational qualification develops key knowledge in people practice, recruitment, employee relations, and workplace behaviour, making it an excellent starting point for service leavers exploring HR for the first time.

#### **CIPD Level 5 Associate Diploma in People Management**

Designed for those looking to progress into HR advisory or managerial roles, this programme builds confidence in areas such as organisational performance, employment law,

talent management, workforce planning, and evidence-based people decisions.

#### **CIPD Level 7 Advanced Diploma in Strategic People Management**

The highest-level HR qualification offered by CIPD, this programme is suited to aspiring HR Business Partners, senior managers, consultants, and strategic leaders. It covers advanced topics including organisational design, strategic reward, people analytics, and board-level influence.

#### **CIPD Level 5 Associate Diploma in Organisational Learning & Development**

This L&D-focused qualification develops skills in designing, delivering, and evaluating learning programmes. It is ideal for individuals who enjoy coaching, mentoring, training, or developing teams, roles that map naturally to military experience.

#### **Level 7 CIPD Advanced Diploma in Strategic Learning & Development**

Built for experienced professionals seeking to lead organisational learning, this programme focuses on culture, leadership development, performance improvement, and long-term workforce capability. It prepares learners for high-level L&D strategy

roles across large organisations and consultancy environments.

### **WHY CHOOSE JUST IT? A TRAINING PROVIDER THAT UNDERSTANDS TRANSITION**

Just IT has worked closely with military personnel for many years, helping them retrain and rebuild their civilian careers with confidence. We understand that the transition out of service life involves not just learning new skills, but adjusting to a new professional identity and rewriting your future.

Here's what sets us apart:

#### **1. Experience Supporting Military and Ex-Military Learners**

We help service leavers move into careers in IT, HR, and L&D. Our trainers and support teams understand the unique challenges faced during transition and provide guidance at every step.

#### **2. ELCAS-Approved Training Provider**

Our Digital courses accept ELCAS funding, making them a cost-effective route for reskilling. Many learners choose to combine ELCAS-funded digital courses with self-funded CIPD training to broaden their career options.

#### **3. Industry-Recognised Pathways**

Our courses aren't generic training sessions, they are certifications and diplomas valued by employers and designed to accelerate your move into the civilian workforce.

### **4. Practical Skills That Lead to Real Jobs**

Everything we teach is relevant to the real workplace. Learners leave with skills they can apply immediately, helping them stand out during interviews and in new roles.

### **5. Flexible Study Options**

Transition schedules aren't always predictable. That's why we offer a mixture of online live sessions, on-demand learning, and tutor-supported pathways to fit around your personal commitments.

### **YOUR NEXT MISSION: BUILDING A CIVILIAN CAREER YOU'RE PROUD OF**

Whether your future lies in technology or in supporting people and culture within organisations, Just IT provides a trusted pathway to long-term success. With industry-leading courses, a strong record of supporting military learners, and access to ELCAS funding, you can move into your next chapter with confidence.

Your military experience is an asset, not something you leave behind. With the right training, it becomes the foundation of a new, meaningful, and financially rewarding civilian career.

If you're ready to explore your next step, we're here to help, please contact Natasha Bondu for more information ([Natasha.Bondu@justit.co.uk](mailto:Natasha.Bondu@justit.co.uk))

**Retrain for a Career in Digital or HR**  
with Industry-Recognised Training

**Ax CIPD**



Expert-led courses in IT, Cloud, & People Management

Flexible remote & on-demand study options to suit your schedule

Gain CIPD professional membership & unlock exclusive career benefits

Build skills employers value, from Microsoft certifications to HR strategy

Trusted provider with over 20 years' experience & award-winning training



Find out more

Please contact **Natasha Bondu** for more information:

**Natasha.Bondu@justit.co.uk**  
**020 7655 4606**



# Fire Safety

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

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

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

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

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

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

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

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

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

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

## FIRE SAFETY RISK ASSESSMENT LEVEL 3, 5-DAY COURSE

### Who is this 5-Day Course For:

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

### Typically, such persons would be

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

### Why choose us?

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

### Previous course feedback:

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

### Course content:

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

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

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

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

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

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

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

### Learning Outcomes

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

- Fire Alarm systems and BS 5839
- Emergency Escape Lighting and BS 5266
- Emergency Signage
- Firefighting Equipment
- 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](http://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](http://www.fireriskconsult.com)

### Progression Routes to Further Courses:

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



# Certificate in Executive Coaching

## A Coaching Accreditation Programme for Experienced Managers and Leaders.

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

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

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

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

### HOW WILL THIS HELP ME?

*"The skills the course provides are focused on professional coaching but have applications to all walks of life and I will use them for years to come."*

Tony Underwood

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

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

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

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

### WHO IS THIS PROGRAMME FOR?

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

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

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

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

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

### WHAT IS THE TEACHING METHOD?

*"It provides a great all round learning experience: formal teaching, personal reflection, practice in a safe environment, direct encounter with real clients, and the ability to revisit any aspect of the course via the learning platform – this combined approach, spread out over 6 months made it the success it was."* Paul

This programme is taught "asynchronously". This means that you can sign up to it at any time and start studying immediately.



### WHAT WILL I LEARN?

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

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

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

Participants will learn...

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

The programme starts with at 1:1 online meeting with Tom Battye, the course director, to discuss your learning outcomes.

Following this, the timeline starts. There are ten online modules containing short, instructional videos. Homework includes reflective journals, reading, quizzes, practice sessions and submission of two recordings for assessment.

You will collect a total of 30 hours' practice coaching experience over six months.

The course is interactive, you will have regular contact with programme faculty, who will also give you written feedback on two recordings.

The programme concludes with final 1:1 tutorial with Tom Battye.



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

### WHEN CAN I START

Immediately. This programme is a hybrid between taught input that can be accessed online, with live contact with programme faculty which is scheduled according to availability.

### HOW MUCH DOES IT COST?

The discounted price for service leavers is £2,500.

### HOW DO I FIND OUT MORE?

Click here to book a call with Tom Battye to discuss whether this is

the right programme for you.

<https://calendly.com/tombattye/call-with-tom>

Full information about the programme is available on our website: <https://tombattye.co.uk/certificate-in-executive-coaching/>

Alternatively, you can contact [lisa@tombattye.com](mailto:lisa@tombattye.com) to find out more.



### WHO IS TEACHING THE PROGRAMME?

*"Well structured, brilliantly delivered."* Rosie Robbins, Lt Col

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

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

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

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

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

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

*"Having had the fortune to participate in several coaching courses before, I can safely say none have come close to this, either in delivery or content."* Ian Moore, Lt Col



## CERTIFICATE IN EXECUTIVE COACHING

**Transform your military leadership experience into a recognised business qualification.**

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

120-hours Total Qualification Time

- 10 x modules containing short instructional videos
- Fortnightly reflective journal assignments
- Experiential learning methodology
- Personalised one-to-one expert feedback
- State-of-the-art online learning platform

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

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



Provider ID 11906



# Military discounts on your favourite new cars

FOR SERVING & EX-MILITARY



Full range of makes and  
models available



Our customers save an  
average of £7,500



Part exchange your current  
car - all are welcome



UK mainland delivery  
service available\*



VETERAN FOUNDED & OWNED SINCE 2001

People  
love us

★ Trustpilot



[www.forcescarsdirect.com](http://www.forcescarsdirect.com) | 01522 814 010

London  
Business  
School

## Invest in the career of a lifetime with a London Business School MBA.

Ranked #7 by the Financial Times, our world-class  
MBA will prepare you for career success.

[mba@london.edu](mailto:mba@london.edu)  
[london.edu/mba](http://london.edu/mba)

Information is correct at the time of publication (November 2025)

Images for illustration only. Discounts vary between makes and models, please ask for detailed quote. Average savings based on new car sales data March 2025. Please ask about UK mainland delivery, cost and restrictions may apply. Forces Cars Direct Limited T/A Cars Direct, Forces Leasing and Motor Source, is authorised and regulated by the Financial Conduct Authority (FRN:672273). We act as a credit broker not a lender. We can introduce you to a limited number of lenders who may be able to offer you finance facilities for your purchase. We will only introduce you to these lenders. We may receive a commission payment from the finance or hire provider if you decide to enter into an agreement with them. The nature of this commission is as follows: we receive a fixed fee per finance agreement entered into and we receive a volume bonus if the number of sales we achieve reaches a specific target. You can request for us to disclose the amount of any commission received. The commission received does not affect the amount you will pay under your finance agreement. You may be able to obtain finance for your purchase from other lenders and you are encouraged to seek alternative quotations. If you would like to know how we handle complaints, please ask for a copy of our complaints handling process. You can also find information about referring a complaint to the Financial Ombudsman Service (FOS) at [financial-ombudsman.org.uk](http://financial-ombudsman.org.uk).



# The unique benefits of employing veterans

A look at the unique benefits and transferable skills that veterans bring to the work-place.

Attention to detail, discipline and time-management are drilled into recruits from the very start of basic training but you would be surprised how many civilians struggle with even the basics of turning up to work on time.

Military service naturally entails early starts, irregular and long hours, working in unpleasant conditions and having the dedication and commitment to getting the job done but unfortunately, many civilians won't understand what military service entails and the benefits of having veterans in the workplace.

Your CV, covering letter, application form and interviews are all opportunities to show future employers your unique skill-set and the value you can bring to their organisation.

## CIVILIANISE YOUR SKILLSET

This is extremely important but easy to get wrong. Don't use military acronyms or jargon. There is a civilian equivalent to everything you do in the forces so make sure you find out what it is.

Soldiers, sailors and airmen become staff, employees, workforce or team. Weapons, vehicles and uniform become equipment (mechanical, electronic or heavy), supplies and logistics. A tank crewman becomes a heavy systems operator, a combat operation is a hazardous environment and reconnaissance could become data collection and analysis.

## TEAMWORK

This is something lots of people put down but may struggle to explain. A successful team will utilise its member's strengths and weaknesses to achieve results. Use examples of when you have worked as part of a (probably diverse) team effectively and explain how your role contributed towards its success, and what skills were involved.

Collaborative skills are essential in most roles and knowing when to lead and when to follow in a team can be vital to its success.

An extra bonus for prospective employers is if they think you are able to install some of that team spirit and military camaraderie into their working environment.

## LEADERSHIP

Leadership and respect for leadership is instilled into military personnel from the start of basic

training and applies throughout your career no matter what rank you are. There are different leadership styles but regardless of which one you use, employers know that a good leader will be able to communicate, motivate, delegate, inspire and influence and their behaviour will impact on employee morale, product quality and productivity.

## PLANNING AND ORGANISATION

Being able to plan, prepare, prioritise, multi-task, delegate, coordinate, assess situations and make quick effective decisions reduces inefficiency in the workplace and helps create an organised and structured workforce.

An employee bringing in these skills saves employers time and money and something most former members of the Armed Forces will have in spades. Make sure you highlight these skills, explain how these will benefit them if you were to get offered the position and be ready with examples to back up your statements.



Military personnel are likely to have managed a team (with a diverse range of skills and backgrounds) in challenging environments, are likely to have had to make effective critical decisions and will have been responsible for the training, development and welfare of their subordinates.

All you need to do is ensure your prospective employer can see what an asset you could be to them by highlighting your experience and making it easy for them to see that your leadership skills would be an asset to them.

## PROBLEM SOLVING

Analytical people who can identify problems and solve them save companies money, time and resources. It's easy to identify problems but what can make those with military experience stand out against their competition is their ability to quickly find workarounds.

A 'can-do' attitude, positive mindset and ability to show initiative is invaluable to employers. No matter what trade you were in the military, there will be great examples when you've had to think on your feet, perhaps when navigating logistical or bureaucratic issues, and be resourceful in order to

## FLEXIBLE, ADAPTABLE AND REMAINING CALM UNDER PRESSURE

Things rarely go to plan in the military and being able to change course, adapt methods and improvise are all key attributes transferrable to any organisation.

Remaining calm under pressure and being able to adapt quickly when circumstances change and deadlines shorten are qualities that military personnel are particularly skilled at and there are likely to be many scenarios when you have worked in extremely pressurised or time-sensitive environments.

Whether you can prep three torpedo missiles in under half an hour or call in accurate air support while under fire, what is important for prospective employers to know is that you can handle this stress constructively or that you're one of those people who thrive under pressure.

complete the task at hand.

When using or describing situations like these, it's important to translate the outcome into something tangible that an employer will understand, like how many working hours or how much money was saved.

Numbers, figures and percentages are all useful ways for employers to understand the impact of your actions.

## COMMUNICATION

Good communication skills are essential in any occupation but especially vital in the military. Being able to understand and communicate complicated information in a clear and concise way to both superiors and subordinates and knowing when to be tactful and diplomatic requires a special skill set that most military personnel won't even realise they have developed.

Written, verbal, non-verbal and visual communication skills are all methods of communication and can often be used in conjunction with each other. There are many military examples to demonstrate to prospective employers including working alongside foreign nations and civilians, different branches

and arms of the military, on operations or exercises or for when you made presentations or worked in a training role.

When it comes to interviewing time, make sure you speak clearly, don't interrupt and engage your active listening skills.

## VALUE YOUR EXPERIENCE

These 'soft skills' are hard to teach and can prove invaluable for future employers and workplaces and this is without all the additional 'hard skills' (technical skills, trades and qualifications) that veterans leave the Armed Forces with.

Many civilian employers won't know about a lot of these skills or understand how they may benefit their workforce, so it is important for veterans to recognise their own value and highlight them throughout the job application process.

Moving into a new career outside of the Armed Forces is unlikely to be easy but there's a lot of help for veterans including free CV workshops, interview advice, networking events and work placement/job boards. Take advantage of all these services and begin the process as soon as possible. ●





# PULLEYN

*Transporting the extraordinary every day*



## DRIVERS REQUIRED

“Since joining Pulleyn back in 2000 I have achieved LGV (C & C+E) licences, passed national and international CPC qualifications and undertaken multiple training courses, from forklift training through to aviation security.”

**PULLEYN DELIVERS**  
Chilled or Frozen Products  
Pharmaceuticals & Medical Equipment  
Fine Art & Valuables  
Installations, Large Machinery  
Pallet Distribution  
Events & Exhibitions  
Orchestra Tours & Bands  
The Weird & Wonderful!



SEE MORE OF WHAT WE DO AT [WWW.PULLEYN.CO.UK](http://WWW.PULLEYN.CO.UK)

*Applicants must have Clean LGV 1 and LGV2 licenses and be based in the south east region*

The Specialist Careers Fair  
Register for FREE at  
[www.VeteranUK.com](http://www.VeteranUK.com)

**VETERAN UK**  
23rd April 2026

CONNECTING THE ARMED FORCES AND INDUSTRY AT  
**VETERAN UK**  
BRISTOL 2026

**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  
RESSETTLEMENT  
EXPO

**EXXPO** SECURITY  
CLEARED  
EXPO

**EXXPO** CYBER  
SECURITY  
EXPO

15 YEARS  
CONNECTING  
CANDIDATES  
& CLIENTS



# Griffin

We are Europe's No.1 Military, Diplomatic Car Sales Specialists, supplying cars to serving military personnel and veterans, as well as emergency services staff, NHS employees, and diplomats across the Globe.

We currently sell just over 4,500 new tax free and tax paid new cars every year. We supply British and Foreign Military, both here in the UK and overseas, as well as the Diplomatic Corps Worldwide. We offers exclusive savings for all serving members of the British Armed Forces as well as Reservists, Veterans, and MOD Staff. We also supply members of the European Police Agency's, EUROPOL, and INTERPOL, as well as serving Blue Light Card members. We also run the CSMA (Boundless) car programme, bringing savings to Civil Service and public sector employees. We have the widest selection of manufacturers anywhere, meaning more choice and an unbiased approach to car sales.

Our philosophy is simple, 'what we quote is what you pay!' No gimmicks, No misleading adverts or prices, No hidden 'admin or sales fees', and definitely No middlemen. You deal with us from initial enquiry right through to delivery. Plus we're not restricted in our advice by the need to hit big manufacturer targets, so you'll get the best advice for you, not us.

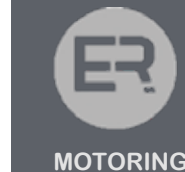
We are the Official Military & Diplomatic Specialists for Renault, Skoda, SEAT, Audi, Mercedes-Benz, LOTUS, Mazda, Peugeot, Hyundai, KIA, Honda, Alfa Romeo, Fiat, Abarth, Jeep, Citroen, DS, Nissan, Subaru, and Isuzu.

We have a simple and straight forward approach with no hard sell. We like to look after our customers, giving them the right advice on what is good to buy and what is not. Our customers in return look after us by coming back time and time again, as well as referring their friends and colleagues.

We are proud and humbled to have been awarded the highest honour a company can be given by the MOD. Our commitment to our Armed Forces is key to everything we do. Being owned and operated by ex-military personnel we are more aware than most of the rigours of military life, and the lifestyle changes in leaving the military and starting afresh in the civilian world.

On our uncomplicated sites, **Griffintaxfree.com**, **DDSCARS.co.uk**, and **BlueLightCars.co.uk** are all dedicated to the individual customers we have, and customers will find special offers, finance specials, as well as specific manufacturers pages with our favourite videos. We hope you enjoy your visit to one of our three sites.

**co.uk**, and **BlueLightCars.co.uk** are all dedicated to the individual customers we have, and customers will find special offers, finance specials, as well as specific manufacturers pages with our favourite videos. We hope you enjoy your visit to one of our three sites.



## Get More **For Less** with Griffin Military

In a joint venture with Easy Resettlement, Europe's largest Military & Diplomatic car dealer, brings you the very best in Military & Veteran discounts.

As 2021 ERS Gold Award Winners, as well as being owned and staffed by ex-military personnel we know more about the military than most. So we look after our own, whether you're serving or not.

With savings not found on the High St. you can now save more of your hard earned cash on a brand new car with Easy Resettlement

**If you've ever served your country, then we're here to serve you.**



For more info, please go to **Griffintaxfree.com/ER-Motoring**



Call us now and start your new car adventure  
Call our UK Head Office on 01273 574000  
or email us at [info@Griffintaxfree.com](mailto:info@Griffintaxfree.com)



# BFA (British Franchise Association) reveals names of winners at the 2025 BFA HSBC UK British Franchise Awards

The BFA (British Franchise Association) held its annual awards event, recognising the best in British franchising.



In a rare occurrence, three domiciliary care brands took home the top prizes of Franchisor of the Year Established, Expanding and Emerging.

## PERSONAL SERVICES BOOM

According to the latest British Franchise Survey, sponsored by NIC Local in October 2024, the Personal Services category, which domiciliary home care falls into

alongside education, pet care, fitness brands etc, saw a 53% growth from the previous survey in 2018, eclipsing growth across all other franchising sectors.

Of the 18 winners announced, 66% were from the Personal Services category. Other categories represented were Transport & Vehicle Services, Business & Communication Services, and Hotel & Catering.

Pip Wilkins QFP, CEO of the BFA said: "We are absolutely thrilled to announce all our 18 winners tonight, but we must pause to recognise the exceptional achievement of three domiciliary care brands taking home Franchisor of the Year in the Established, Expanding and Emerging categories. We have long been aware of the growth and success of domiciliary care brands within the franchise sector and although no surprise, it is great to see the sector's successes recognised here tonight. It is worth noting that another domiciliary care brand, Right at Home, also recently won Franchisor of the Year at the European Franchise Awards in Brussels.

"Alongside this, I'd like to extend my sincere congratulations to all our winners tonight, both franchisors and franchisees. It is businesses like these that are leading the way in British franchising; making it the hugely successful sector that it is. They are shining examples of successful, ethical franchising in the UK and we look forward to seeing them achieve even more in 2026."

## THE FULL LIST OF WINNERS:

### Franchisor Awards

#### Franchisor of the Year – Established

- Caremark (Gold)
- Premier Education (Silver)
- Speedy Freight (Bronze)

#### Franchisor of the Year – Expanding

- GoodOaks Homecare

#### Franchisor of the Year – Emerging

- CareYourWay

#### Leadership & Culture Award

- Premier Education

#### Research & Development Award

- Snap Fitness

#### Franchise Support Award

- Pink Spaghetti (Winner)
- Aspray (Highly Commended)

#### Marketing Award

- Stagecoach Performing Arts

### Franchisee Awards

#### HSBC UK Best in Class Multi-Unit

- Roger Khoryati, McDonald's Restaurants

### HSBC UK Best in Class Multi-Brand

- Angelina Muralidarane, Icking Group

### Customer Focus Award

- Sajda Parveen, Imran Bashir & Rizwan Bashir, Snap Fitness

### Dynamic Duo Award

- Neil and Melodie Watson, Tutor Doctor (Winner)
- Jinesh and Reena Patel, Revive! (Highly Commended)

### BFA Star Performer Award

- Marlene Meyer, Mini First Aid Community Impact Award
- Vicky and Paul Butler, Right at Home

### Young Guns Award

- Scott and Cam Stevenson, Oltco

### The BFA HSBC UK Franchisee of the Year - People's Choice Award

- Marlene Meyer, Mini First Aid

Gillian Morris, UK Head of Franchise at sponsor HSBC UK said: "I'd like to extend my sincere congratulations to the winners at this year's British Franchise Awards. Franchising makes a major contribution to the UK economy, and these awards are a brilliant way to recognise the dynamism, commitment and hard work of the amazing businesses leading the way in the franchise sector. It was an inspirational evening and a fitting way to celebrate the innovation and passion that define the sector."



Email: [info@kissmyglassfranchise.co.uk](mailto:info@kissmyglassfranchise.co.uk)

Web: [kissmyglassfranchise.co.uk](http://kissmyglassfranchise.co.uk)

Enquiries **0333 323 3333**

Mob/Tex t **079 33 303030**

## YOUR VISION IS OUR PASSION

**Kiss my Glass** is one of the fastest growing and lucrative Window Cleaning franchises around and you could be part of it.

As a Kiss my Glass franchise partner you would enjoy the benefits of high profit, recession resistant business with low ongoing running costs that, after initial investment has a high gross profit margin well into the 90%.

Our proven business model has seen exceptional success for each and every one of our existing franchise partners - all saying its the best career decision they ever made.

There is much to know about this exciting franchise opportunity - more than can be conveyed in this limited space - This is why we provide, for those with a serious interest, an opportunity to in effect 'Try before you buy'.

As our guest, come up to York and stay a few days on us, and get a feel for the job first hand. This will give you the opportunity to take a close look at the financial side and see for yourself what this business can offer. Spend as long as you like and get in depth answers to all the questions you might have. Meet and talk to local franchisees, even accompany them on their round and speak with candour. We believe that this gives an invaluable insight for prospective franchisees and also gives them the inner confidence needed to the make the right decision.

*We believe that we are the only company in the industry that offers such an opportunity.*

## Summary of Package

- Kiss my Glass franchise license
- Your own exclusive territory
- Enquiry fielding and distribution
- Dedicated KmG business mentor
- Manual of Operations
- Full training in all relevant aspects
- Marketing and stationary starter pack
- Full Job training at premises in York
- Health and safety training
- Additional ongoing training & support
- All required equipment to start
- Full water filtration/delivery system
- 3x Carbon fibre poles
- Roof rack and ladder
- Electric reel & 100m Hose
- Personalised van kit-out
- Van equipment maintenance training
- Full Kiss my Glass van livery

**Franchise License £12,000**

(Average for the industry)

**Equipment set-up cost £10,000**

(All you need to start working)

**Ongoing Royalties 10% of turnover**

(One of the lowest percentages in the industry)

**how2 Franchise Ltd**

[rod@how2franchise.co.uk](mailto:rod@how2franchise.co.uk)

#bfaHSBCAwards2025

Winners of the 2025 BFA (British Franchise Association) HSBC UK British Franchise Awards with CEO of the BFA, Pip Wilkins QFP and Gillian Morris, UK Head of Franchise at sponsor HSBC UK.



# Gas-elec

Gas-elec was established in 1996 to meet the ever expanding range of regulations within the private rental sector.

The Gas-elec franchise network was successfully launched in 1997 and a network of engineers was quickly formed to service the requirements of the residential landlord and letting agents.

Gas-elec pioneered the combined inspection which allowed us to give our customers a comprehensive service whilst also delivering higher invoiced inspections benefiting our engineer franchise network combined gas and electrical safety inspection.

We provide a wide range of other services including boiler servicing, PAT testing, Home Buyer Reports, CO / Smoke alarms, Legionella testing, EPC's as well as boiler & heating installations and repairs.

In addition to our established and growing client base in the private rental sector we are also achieving and driving growth within private property portfolios which include charities and religious organisations, and the social housing sector including local councils and registered housing associations.

With our continued growth in all sectors, to fulfill this opportunity we are looking to increase our national network of engineers. This presents an exciting opportunity to join the Gas-elec team and grow the business together.

## WHAT YOU GET AS A FRANCHISEE

Gas-elec is a turnkey business enabling you ready to hit the ground running. Whether you want to start your own business after being employed, or you're already self employed and want to free yourself to earn more but with less hassle; a gas-elec franchise is the choice for you.

- Working for a proven and tested brand with established areas. From £20k to invest into an area.
- Sales and marketing support within your area to boost sales and profit
- Customer service support, so you don't have to deal with any of the booking or admin with the customer.
- Engineering technical support
- Automated invoices
- Bespoke software to use

## DIFFERENT TYPES OF FRANCHISES WE OFFER

Gas-elec offers two types of franchise opportunities nationwide. An electrical franchise or a gas franchise.

### Electrical Franchise

Be electrically qualified. Able to test electrical wiring installations and complete electrical remedial works to ensure compliance with Wiring Regulations and Electrical Safety legislation.

### Needed:

- Level 3 certificate in the Requirements for Electrical Installations - currently



BS 7671:2018 or BS 7671:2018+A2:2022 City and Guilds 2382 or other provider equivalent (18th edition)

- Level 3 Award in Initial and Periodic Inspection and Testing of Electrical Installations – most versions of City and Guilds 2391 are acceptable or City and Guilds 2394+2395 together.
- An industry recognised apprenticeship/training program with Level 3 qualifications and end point AM2 successful assessment OR a Level 3 Electrotechnical Experienced Worker Qualification OR current/previous assessment evidence from a competent persons scheme provider (NAPIT/NICEIC etc) within 2 years (subject to review)
- Current DBS Certificate
- Public Liability Insurance

- Electrical Test Equipment Calibration Certificate/s.

### Gas franchise

The accurate testing of gas appliances in residential properties and places of work in line with legislation.

- Similarly, the testing of electrical appliances and electrical equipment (PAT)
- Diagnostic and remedial works of gas appliances and central heating systems
- Boiler installations (Desirable but not essential)

### Needed:

- Gas safe card
- ACS certificate
- DBS Certificate
- Public liability insurance
- Gas analyser calibration certificate

## WHY WORK AT GAS-ELEC

With 200+ engineers and a head office of support staff, Gas-elec pride ourselves on our commitment to safety, quality and innovation.

We are experienced in helping homeowners, landlords, and agents safeguard their properties. Whether you're securing your home or preparing a property for sale or rent, gas-elec delivers reliable solutions tailored to your needs.

- You will operate within a prime geographic area, ideally close to your home address, from a fully-liveried vehicle. As an independent business owner, you will develop your business and maintain a high level of service to the clients, building on gas-elec's reputation.

- Centralised invoicing gives twice-monthly payments directly into the bank accounts of all our franchise engineers. You will also receive a detailed statement once a month, showing every job that has been completed and details of when payments have been received.
- We provide full administration support. Our customer service departments will ensure your day to day process runs efficiently leaving you free to focus on completing your work appointments. They will schedule all your work, manage your diary and deal with any challenges that arise.
- Our technical engineering support team will be on hand to support, train and assist with any technical issues that may arise.
- All of our processes are managed by our privately owned in-house software which provides end to end functionality of our business processes.
- Our dedicated sales and marketing team will create a strategy for your franchise area and will work with you to promote your business.

## TRAINING & DEVELOPMENT

We want to ensure you can hit the ground running with your new franchise business.

- All aspects of running your franchise will be covered in the gas-elec franchise training, and clearly explained in your operations manual.
- You will be trained in customer care, time management, use of the laptop computer and software, VAT returns and all aspects of running your franchise business.
- In conjunction with our marketing team, draw up a strategy for sales and marketing and agree regular review meetings
- We will ensure regular meetings are carried out with your key clients to ensure everything is running smoothly.

Along with the initial training and onboarding of your new franchise, we also provide on-going support. Our technical team is on hand to assist you and will produce and issue quotations for any remedial repairs. To support you and to maintain our high standards, we regularly carry out both desktop and post inspection audits.

We continue to support you from the day you launch. In the early stages we will support you and help you get your franchise up and running. As you gain experience, you will run your business more autonomously. Further training is provided on an ongoing basis when required.

## START UP COSTS

Start your franchise journey with Gas-elec from £20k.

\*This doesn't include initial setup costs e.g van and tools. Interested? Email the Gas-elec team at [franchise@gas-elec.co.uk](mailto:franchise@gas-elec.co.uk)



## HEAR FROM SOME OF OUR FRANCHISE ENGINEERS

### Maksim Kuznecov Joined 2010

I started my franchise in 2011. Within just three years, my turnover had grown to over £60,000 a year. Since Covid, I've consistently exceeded £80,000 and it's a simple formula — the more I work, the more I earn. I focus on the jobs, and the franchise brings in the customers. I work Monday to Friday, my weekends are completely free. It's a solid, rewarding business and I wouldn't change a thing.

Being part of the Gas-elec network has made a big difference to my business day-to-day. The support from head office takes a lot of pressure off — from admin and bookings to marketing and compliance — so I can focus on doing the job right for my customers. Having the Gas-elec brand behind me also gives clients confidence and helps generate steady work.

### What do you enjoy most about being part of gas elec?

What I enjoy most about being part of Gas-elec is the balance between independence and support. I'm able to run my own business and manage my day the way I want, but I've also got a team behind me whenever I need help — whether it's technical advice, admin support. I also think that the franchise model always gives you enough motivation to work hard as both you and gas-elec are benefiting from it.

Gas elec gave me the best balance between being independent, work load and income.

### What kind of support have you found most valuable from the gas-elec head office team?

In general, I have a good, respectful and healthy relationship with Gas-elec office staff. I could see my workload growing year by year, which means growing income. The booking system was working well for me, and the marketing side of gas elec noticeably improved within

the last five years. Being a franchise gas engineer you end up being very much self-sufficient. Looking after van, tools, qualifications, it is purely my responsibility. Personally, for me, the most valuable support from Gas-elec is when I see my day to day dairy being steady and busy.

### What advice would you give to other engineers thinking about joining?

Work hard, do not be afraid to drive a bit further, take an extra job or call out on the day if asked, keep your client happy and you 'll be rewarded.

### Denis Friel Joined 2018

I joined Gas-Elec as an employee and gladly took the opportunity to become a franchisee. My franchise has grown stronger and stronger every year, with new clients being on boarded to supplement the already established clients providing recurring annual work. No requirement for on-call or weekend work, all my appointments are made via my Gas-Elec planner and the customer. My invoicing and payment collections are carried out by Gas-Elec with payments being made to me twice a month. My only regret was not finding Gas-Elec earlier on in my career.



## WHAT TYPE OF CUSTOMERS YOU GO TO

We have a wide portfolio of customers we cater to including:

- Private Residential Lettings
- Housing Associations
- Local Government
- Private Property Portfolios
- Property Management
- Homeowners
- Home Buyers





# Dyno-Rod

## Two Powerful Pathways to Your Next Career

Leaving the armed forces is a significant life transition.

It's a moment filled with reflection, ambition, and the search for a new purpose. At Dyno-Rod, we understand the value of discipline, leadership, and resilience—qualities that veterans bring in abundance. Whether you're looking to build your own business or join a high-performing team, Dyno-Rod offers two exciting avenues to help you thrive in civilian life.

### BECOMING A DYNO-ROD FRANCHISE OWNER

Dyno-Rod is one of the UK's most respected names in drainage and plumbing, with a legacy dating back to 1963. As a founder member of the British Franchise Association and part of the Centrica family, we offer unmatched brand recognition, corporate backing, and a proven business model.

### What You Get as a Franchisee

- Established Territories: Invest from £300,000+ to take over a territory with existing infrastructure and income.
- Multi-Territory Opportunities: Scale faster with access to a large customer base.
- World-Class Support: Benefit

from in-house tools, KPIs, and business coaching.

- Recession-Resistant Industry: Drainage and plumbing services are always in demand—24/7/365.
- Marketing Power: National campaigns and local lead generation help drive growth.

Franchisees like Paul Odell and Kelly Chadwick have transformed their lives through Dyno-Rod. "The senior leadership team are really on point," says Paul. "It's



created massive opportunities for us." Kelly adds, "You feel very safe working with them. Growth is always a priority."

### Who Makes a Great Franchisee?

You don't need hands-on experience. What you do need is:

- Strong commercial acumen
  - Inspirational leadership
  - A hunger to succeed
- You'll lead your team, deliver exceptional customer service, and drive business growth. With wraparound support, you're never alone.

### JOINING THE DYNO-ROD WORKFORCE

If entrepreneurship isn't your path, we also offer fulfilling careers in engineering and office roles across the UK.

### Why Work at Dyno-Rod?

With over 1,200 engineers and support staff across 54 franchises, Dyno-Rod is one of the UK's largest plumbing and drainage companies. Our teams are the backbone of our success, and we invest heavily in their development and wellbeing.

### Roles Available

- **Engineers:** Field-based roles with training provided. You'll help customers solve urgent problems and make a real difference. As a Dyno-Rod engineer, no two days are the same. You might start with a routine maintenance job, then respond to an emergency call-out where your quick thinking and problem-solving skills make all the difference. You'll work independently, but you're never alone—our support teams and tech systems keep you connected and equipped.
- **Office Staff:** From customer service to operations, these roles keep our business running smoothly. Behind every successful engineer on the road is a dedicated office team keeping operations running smoothly. As an office team member at Dyno-Rod, you're at the heart of the action—coordinating jobs, supporting customers, and ensuring everything flows efficiently.

### What Our Employees Say

According to Glassdoor reviews, our employees appreciate:

- A supportive team environment
- Opportunities for growth
- Flexibility and work-life balance
- A sense of pride in the brand

One employee shared, "The culture is great. You feel valued and supported." Another added, "There's a real focus on safety and development."

### Why Dyno-Rod is a Great Fit for Veterans

Veterans bring leadership, adaptability, and a strong work ethic—qualities that align perfectly with our values. Whether you're leading a franchise or joining a team, you'll find:

- A structured environment
- Clear goals and KPIs
- A culture of respect and teamwork
- Opportunities to grow and lead

We're proud to support those transitioning from military service and offer a place where your skills are recognised and rewarded.

### TRAINING AND DEVELOPMENT

We don't just hire people—we invest in them. Whether you're starting as an engineer or stepping into a franchise role, you'll receive:

- **Technical Training:** Learn the tools of the trade from experienced professionals.
- **Business Coaching:** For franchisees, we offer guidance on operations, finance, and leadership.
- **Career Progression:** Many of our team members grow into leadership roles or expand into new territories.

### CULTURE AND COMMUNITY

At Dyno-Rod, we foster a culture of inclusion, respect, and collaboration. We celebrate wins together, support each other through challenges, and build lasting relationships. Our community is one where veterans feel at home—structured, mission-driven, and united by purpose.

We pride ourselves not just on the services we deliver, but on the communities we serve. We believe that being part of a community means showing up, giving back, and making a difference beyond the day-to-day.

Across the UK, our teams actively support grassroots sports,

helping young people stay active, build confidence, and develop teamwork skills. From sponsoring local football clubs to volunteering at community events, we're proud to be a visible and positive presence in the areas we operate.

We also collaborate with local army cadet detachments, recognising the vital role they play in developing leadership and discipline in young people. Through fundraising, joint initiatives, and our partnership with ACCT UK (Army Cadet Charitable Trust) we are able to contribute directly to the development and wellbeing of cadet forces across the country.

In addition, we're honoured to support Jordan Wylie MBE, a former soldier and adventurer whose work inspires resilience. Dyno-Rod is proud to be involved in Antarctic Odyssey 2025, a bold expedition that raises awareness and funds for youth development. It's a mission that aligns perfectly with our values of courage, service, and community impact.

Whether it's through sponsorship, volunteering, or strategic partnerships, Dyno-Rod is committed to building stronger communities and supporting those who serve them. For veterans, this means joining a company that not only understands your background but actively champions the causes you care about.

**NEXT STEPS**  
Interested in becoming a franchise owner?  
Visit [dyno.com/franchise-opportunities](https://www.dyno.com/franchise-opportunities) to request a prospectus and learn more.

**Looking to join our workforce?**  
Explore current vacancies at [dyno.com/careers](https://dyno.com/careers).

**Useful Links**  
[www.dyno.com](https://www.dyno.com)  
[www.dyno.com/antarctic-odyssey](https://www.dyno.com/antarctic-odyssey)  
[www.armycadets.enthuse.com/cf/take-action-dyno-rod](https://www.armycadets.enthuse.com/cf/take-action-dyno-rod)

# Your next mission starts here!

## Join a team that values your service and supports your future.

**Franchise opportunities & career roles available, scan the QR codes to find out more.**

Franchise opportunities

Careers



# Why Automotive Franchising is a Smart Fit for Former Military Personnel

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



## COMMUNITY NETWORK

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

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

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



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

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

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

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

## DETERMINATION = SUCCESS

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

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

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

## EXECUTING A PLAN

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

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

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

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

## MENTORING

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

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

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

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

## ADAPTING TO CHANGE

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

"During the Covid-19 pandemic I have had to put extra safety measures in place and closely monitor my expenditure. I have kept outgoings to a minimum and looked at offering discounts and extra services to ensure we booked work in. With the easing of restrictions, we have been able to enjoy a certain amount of normality again."

## MILITARY PERSONNEL TO CAR BODY REPAIR TECHNICIAN IN 4 WEEKS

By joining ChipsAway you get to benefit from our excellent reputation and training programs. Our training programs are designed to not only give you the practical skills you need to repair car paintwork damage, but also to help you hit the ground running with sales and marketing.

As part of the ChipsAway package, all new ChipsAway franchisees spend an initial 4 weeks on IMI accredited technical training to learn the repair process, they are also mentored on a one-to-one basis by experienced franchisees. The initial course is then followed up 3 months later by a further week of more in-depth dent repair techniques.

Pat comments; "Once I'd decided to commit, I undertook the training, which was excellent. At the end of it, I felt confident and supported to get out into the field and begin work."

## NATIONAL MARKETING CAMPAIGN

The ChipsAway franchise package not only includes business mentoring from an experienced franchisee and ongoing franchise development from a dedicated team, but also full marketing and advertising support including

## THE CHIPSAWAY FRANCHISE PACKAGE

By becoming a ChipsAway franchisee, you are investing in a tried and tested business model, with a license to trade in your own area, using the ChipsAway brand. This gives you the recognition of a company that has been around for over 25 years and is nationally recognised by hundreds of thousands of customers across the country.

national TV and digital campaigns generating an average of 1,000+ leads per franchisee in 2020.

"ChipsAway has promoted the business very well online and with TV adverts over the last few years and this has led to an uptake in business leaving us able to get on with the repairs." – Andy Darby, ChipsAway.

## MAKING A CAREER CHANGE INTO FRANCHISING

In most cases, investing in a franchise can be the perfect choice for veterans. The highly transferable skills that ex-military personnel possess are a great match for franchising, and the training, network community, unlimited support and opportunity to lead has helped many ex-forces personnel create fantastic businesses of their own with ChipsAway.

# From Forces to Franchising

Like cars? Like the idea of running your own business? You'll love this opportunity.

ChipsAway franchisees offer a convenient high quality and cost-effective alternative to car body shops through mobile SMART repair.

No experience necessary - full training is provided! Be your own boss and take control of your life. Benefit from fantastic earning potential, and full sales and marketing support from head office, including TV advertising.



Over £150k Worth of Leads Generated per Franchisee in 2020\*



Market-leading Brand with Proven Demand



National Marketing Campaigns, inc. TV, Social & Digital

Get started from £15,000 + VAT\*\*

\* Based on the number of leads received in 2020 at our average repair value.  
\*\* The franchise is £29,995+VAT, but with the various pricing options that we offer, you only need £15,000 + VAT of your own funds to start your business.

"I'm more financially secure than I have ever been."

ANDY DARBY - A ROYAL ENGINEER FOR 11 YEARS AND CHIPSAWAY FRANCHISEE FOR 19 YEARS



Call now 0800 980 5422  
www.chipsaway.co.uk

**ChipsAway**  
LIKE IT NEVER HAPPENED



## 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.



# 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 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 Regulated Qualifications Framework (RQF) (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.



## 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.

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. Other Government Departments/ Devolved Administrations). 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.**

## 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.



## 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.

**FIVE.** The Authorised MOD rep checks/confirms eligibility either online or when offline forms are submitted.

**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 may be 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 Regulated 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%

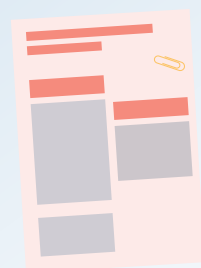


### SIX.

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 Single Service Representative. 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 six 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 A number of amendments can be actioned online directly by ES/SSR, where they can't the ES/SSR will make the request for action to ELCAS via email.



# 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 to a maximum of £9535 per claim/year 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 are auto-enrolled to be eligible for both Schemes, as will future SP on completion of Phase 1 training
  - A new ELC payment was 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 has increased/was increased 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**

**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;

Information can also change so we always recommend signposting SP/SL to this page of our website ELC Portal where contact details are maintained under 'Points of 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,  
HQ 22 TrgGp  
Home Command  
Ramillies Building, Army HQ  
Monxton 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.
  - 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.
  - 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.
  - 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.

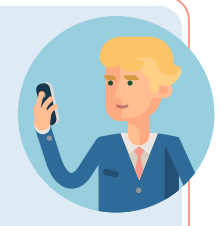
- Submit full information about the course that you wish to undertake and include details of your registration date where applicable.
- If wishing to use a new provider ensure they will be eligible to participate in this scheme (they must deliver Publicly Funded FE/HE) and ask them to apply for approved 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.

Army Personnel can request details of discharge dates from the Army Personnel Centre – phone number **0845 6009663**.











Pioneer

+

Protect

# Take your next step. Protect the world you know.

We've hired a veteran every day this year.

More than 7,000 of our global team have served in the Armed Forces and many of them tell us that their move to BAE Systems was the natural next step. We're certain we can support you in your transition.

We provide the career opportunities veterans deserve. Your values, team spirit and expertise are vital in making

sure the solutions we develop provide safety and security to our Armed Forces.

With a wide variety of specialisms and training available that will suit your experience, you can continue to push yourself and protect all our futures.

Join us and continue to make a real difference.

**GOLD**

Gold-Award status from the Ministry of Defence's Employer Recognition Scheme since 2014

**110,000+**

Employees worldwide

**7,000**

Ex-Armed Forces globally

**40+**

Countries

**50+**

UK sites

**150+**

Reservists employed in the UK



Scan the QR code or visit [careers.baesystems.com](https://careers.baesystems.com) to find out more and apply.

**BAE SYSTEMS**

Follow [Life at BAE Systems](#) [f](#) [@](#) [in](#)

© 2025 BAE Systems. All Rights Reserved. BAE SYSTEMS is a registered trademark.