

ER

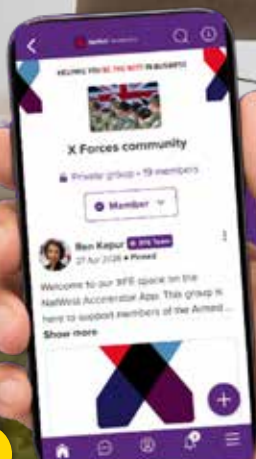
Autumn 2026 £Free

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

magazine

Stand-Out Finalists Named for The Armed Forces Community Awards

at Soldiering On 2026



X-Forces Enterprise
and NatWest launch
dedicated support
community for
military entrepreneurs



From Deep-Sea
Submariner to mentoring
the next generation of
Stagecoach drivers

SUPPORTING THE ARMED FORCES

162 Employers Receive Ministry of Defence's Gold Standard Recognition for Supporting the Armed Forces Community. **P06**

YOUR EXPERIENCE. YOUR OPPORTUNITIES.

Connecting the Armed Forces Community with companies, careers, training and support with BFRS. **P24**

MAKING THE MOVE WITH DIRECTION

Career Strategy coach Jenny Roberts explains why the real question is - where do you want your experience to take you next? **P38**

THE ELC SCHEME

Promotes lifelong learning and financial support in an upfront payment amongst members of the Armed Forces. **P46**

If you're unsure whether you need pension guidance in Resettlement, read this and decide.

Job done.

“ I am writing to express my sincere gratitude for the outstanding support I received during what has been one of the most significant transitions of my career, leaving the Armed Forces after 32 years of service.

Navigating the complexities of pension options is, in itself, a considerable challenge, and doing so at a time of significant personal and professional change makes it all the more demanding.

Your Forces Pensions Consultant walked me through each stage ensuring that I not only understood my options but felt confident in the decisions I was making. Without this guidance, I would have found the process significantly more difficult to navigate, and possibly still be there now trying to work my way through it...!

I had heard of the Forces Pension Society's excellent reputation long before I had cause to call upon your services and join, and I am delighted to say that my own experience has more than confirmed it. To have access to such knowledgeable, professional, and compassionate support at a critical juncture, when the stakes for one's financial future are high, is an extraordinary asset, and one that I do not take for granted. **With sincere appreciation (and immense relief!)** ” ~FPS Member, Army~

Beyond the immediate guidance we can provide, membership of the Society keeps you in touch with changes that can impact you even after you've left. Issues around tax changes, retrospective adjustments such as in the McCloud Remedy, membership benefits often replacing those enjoyed in service, lead most of our Members to remain with us, supporting our efforts on behalf of the whole military community for the long term.

Visit: 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 e-newsletters 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.

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

Cobseo
The Confederation
of Service Charities



Serving the
Armed Forces Community

SAVE THE DATE

CAREERS FAIRS 2026 - 2027

CONNECTING SERVICE LEAVERS,
VETERANS, RESERVISTS, SERVING
PERSONNEL & MILITARY FAMILIES
WITH OPPORTUNITIES ACROSS
THE UK.



MEET
EMPLOYERS



EXPLORE
OPPORTUNITIES



PLAN
YOUR NEXT STEP

PEOPLE
OPPORTUNITIES
FUTURES

2026

22
OCT

COLCHESTER
Corporal Budd Gymnasium
CO2 9RQ
⌚ 10:00 – 13:00

26
NOV

CATTERICK
Catterick Leisure Centre
DL9 3EL
⌚ 09:30 – 13:00

2027

21
JAN

TIDWORTH
Tidworth Leisure Centre
SP9 7QN
⌚ 09:30 – 13:30

18
MAR

CATTERICK
Catterick Leisure Centre
DL9 3EL
⌚ 09:30 – 13:00

13
MAY

ALDERSHOT
Aldershot Garrison Sports Centre
GU11 2LQ
⌚ 09:30 – 13:00

24
JUN

PLYMOUTH
Crown Plaza
PL1 2HJ
⌚ 10:00 – 13:00

15
JUL

STAFFORD
Stafford County Showground
ST18 0BD
⌚ 10:00 – 13:00

16
SEP

TIDWORTH
Tidworth Leisure Centre
SP9 7QN
⌚ 09:30 – 13:30

21
OCT

COLCHESTER
Corporal Budd Gymnasium
CO2 9RQ
⌚ 10:00 – 13:00

25
NOV

CATTERICK
Catterick Leisure Centre
DL9 3EL
⌚ 09:30 – 13:00

SCAN TO TAKE THE NEXT STEP



EXPLORE EVENTS

View upcoming careers
fairs, webinars, insight days
and event updates.



REGISTER WITH BFRS

Sign up to access
opportunities, support
and event registration.

Contents...

08 STAND-OUT FINALISTS NAMED FOR THE ARMED FORCES COMMUNITY AWARDS AT SOLDIERING ON 2026

Recognising exceptional people and partnerships connecting the Armed Forces community within UK Society.

14 THE MILITARY PROVUST GUARD SERVICE

Lets check out four case studies of ex personnel in exciting new roles.

18 A NEW CHAPTER IN SERVICE

Volunteer with the Army Cadets.

20 FROM SERVICE TO SECOND CAREERS

How Leep Talent is Supporting Military Personnel into Digital and People-Focused Roles

22 FROM SERVICE TO SAFETY

Unlocking a Rewarding Civilian Career in Fire Risk Assessment

24 YOUR EXPERIENCE. YOUR OPPORTUNITIES.

Connecting the Armed Forces Community with companies, careers, training and support.

26 CAREER TRANSITION PARTNERSHIP

Providing comprehensive personal

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

32 X-FORCES ENTERPRISE AND NATWEST LAUNCH DEDICATED SUPPORT COMMUNITY FOR MILITARY ENTREPRENEURS

X-Forces Enterprise CIC (XFE) has deepened its partnership with NatWest to open up tailored access to the NatWest Accelerator community for service leavers, veterans, reservists and their families who are starting or growing businesses.

33 UNCLAIMED PENSIONS

According to the 2025-26 AFPS Annual Report and Accounts, there are approximately 17,000 preserved, deferred pensions which remain unclaimed

34 FINDING PURPOSE BEYOND THE UNIFORM

How Marshall helps veterans build second careers..

36 ARE YOU LEAVING THE ARMED FORCES AND LOOKING FOR A NEW ROLE?

Search 1,000s of jobs today, with security cleared jobs.

40 "AND THE FINALISTS ARE"

The BFA announces the names of the 2026 BFA HSBC UK British Franchise Awards

42 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.

44 GAS-ELEC

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



13

FROM COMBAT HR TO CORPORATE CHAMPION

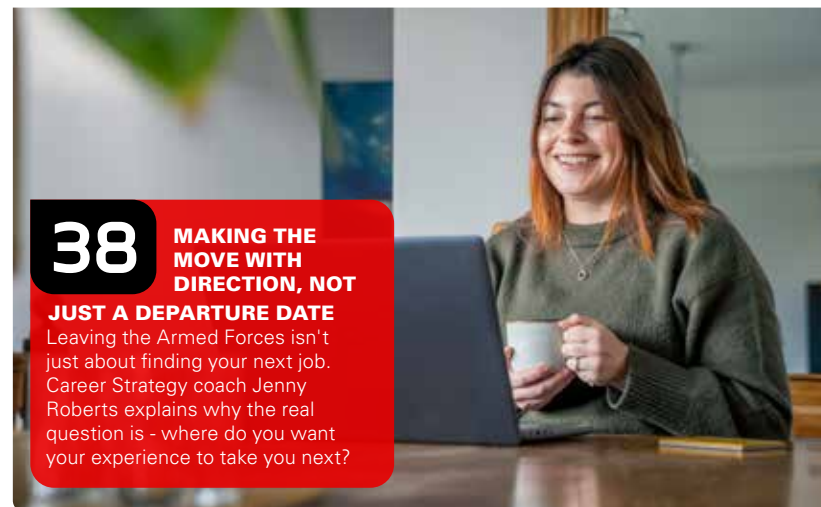
How military skills drive success at Stagecoach.



20

FROM SERVICE TO SECOND CAREERS

How Leep Talent Is Supporting Military Personnel into Digital and People-Focused Roles.



38

MAKING THE MOVE WITH DIRECTION, NOT JUST A DEPARTURE DATE

Leaving the Armed Forces isn't just about finding your next job. Career Strategy coach Jenny Roberts explains why the real question is - where do you want your experience to take you next?

06

162 EMPLOYERS RECEIVE MINISTRY OF DEFENCE'S GOLD STANDARD RECOGNITION FOR SUPPORTING THE ARMED FORCES COMMUNITY

Across the UK, employers are continuing to demonstrate that supporting the Armed Forces community is more than simply good practice, it is a long-term investment in people, skills and resilience.



22

FROM SERVICE TO SAFETY

Unlocking a Rewarding Civilian Career in Fire Risk Assessment



COVER IMAGE CREDITS

©UK MOD Crown Copyright

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 Resttlemnt 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 Autumn 2026 issue of Easy Resettlement Magazine...

As we feel the change from what has been a very extreme heatwave Summer, to the more recognisable autumnal months, we are now looking forward to the various events and opportunities that Easy Resettlement magazine brings to the armed forces community.

We have been working hard behind the scenes to form new partnerships that will bring even more cohesion from like minded companies, whose sole aim is to assist as many service leavers and veterans as possible in finding their next career path after service. This is why we are proud to announce a partnership with (BFRS) British Forces Resettlement Services who host various employment events across the UK.

BFRS events allow service leavers and veterans to not only meet potential recruiters, but also allow networking and informal interviews with forces champions, who attend these events on behalf of the company they represent and are recruiting for.

This follows on nicely to the 162 Gold award winners of The Employer Recognition Scheme, who have achieved this coveted status. Back in 2015 we were the first publication to feature this MOD scheme, which recognises the companies that actively look to recruit and support the armed forces community. With 10 winners back in 2015 it is great

to see these numbers significantly grow and is also represented from the number of companies that have signed the armed forces covenant, with over 11,000 now having pledged their support.

We also feature numerous resettlement training providers who offer a wide range of MOD approved training courses, as well as information from the British Franchise Association known as the BFA, whose members recognise the value that service leavers and veterans bring to franchising. These transferable skills that you all possess are exactly what every company now recognises from your years in service.

In addition to the above, we include information regarding your enhanced learning credits, also referred to as ELC funding. This can be found in the last few pages of each issue, explaining your entitlements and how to apply.

Many of our readers may have already seen and spoken with the (CTP) Career Transition Partnership. We have attended their events for many years now and will attend as many of their 2026/27 events as possible, this enables us to speak to our readers and find out about your resettlement process and answer any questions you may have.

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

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

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

PHILIPPA DAVENPORT
EASY RESETTLEMENT EDITOR



162 Employers

Receive Ministry of Defence's Gold Standard Recognition for Supporting the Armed Forces Community

Across the UK, employers are continuing to demonstrate that supporting the Armed Forces community is more than simply good practice, it is a long-term investment in people, skills and resilience.

This year, 162 organisations have been recognised with the Defence Employer Recognition Scheme (ERS) Gold Award, the Ministry of Defence's highest accolade for employers who go above and beyond in supporting the Armed Forces community.

The award recognises organisations that have shown exceptional and sustained commitment to supporting Reservists, veterans, military families and the Cadet movement, embedding Armed Forces-friendly policies into their organisations and championing the Armed Forces Covenant.

Minister for Veterans and People, Calvin Bailey MBE MP, said: "For a veteran starting a new chapter, or a Reservist balancing two demanding roles, having an employer in your corner makes an enormous difference.

These 162 organisations have gone out of their way to make veterans, Reservists and military families feel genuinely welcome and supported. I'm incredibly proud to recognise them today, and I hope their example inspires many more."

WHAT IT MEANS FOR SERVICE LEAVERS

For service leavers and other members of the Armed Forces community, working for an ERS-recognised employer provides confidence that military experience will be understood and valued.

Gold Award employers have demonstrated that they:

- recognise the skills and experience developed through military service
- provide supportive workplaces for those transitioning into civilian careers
- foster inclusive environments where Reservists, veterans,

military families and CFAVs can succeed.

WHAT IS THE DEFENCE EMPLOYER RECOGNITION SCHEME?

The Defence Employer Recognition Scheme (ERS) is the Ministry of Defence's framework for recognising employers that demonstrate outstanding support for the Armed Forces community. Through its three-tier structure of Bronze, Silver and Gold awards, the scheme celebrates organisations that translate their Armed Forces Covenant commitments into meaningful workplace policies and advocacy.

The Gold Award represents the highest level of recognition, acknowledging employers that consistently exceed expectations and actively champion Defence across their sectors.

WHAT DOES IT TAKE TO ACHIEVE GOLD?

Achieving ERS Gold reflects years of sustained commitment rather than a single initiative. Organisations must already hold a Silver Award and demonstrate that they:

- provide at least 10 days' additional paid leave for Reservists each year
- have supportive HR policies for Reservists, veterans, military families and Cadet Force Adult Volunteers
- actively promote the Armed Forces Covenant and encourage other employers to support Defence
- demonstrate long-term commitment that goes beyond the scheme's baseline requirements.

A DIVERSE COMMUNITY OF GOLD EMPLOYERS

This year's Gold Award holders represent organisations of every size and from a wide range of sectors, including finance, manufacturing, healthcare, education, construction, transport, retail, emergency services, professional services and local government.

Together, they demonstrate the growing recognition that members of the Armed Forces community bring highly transferable skills, leadership experience, resilience and adaptability that strengthen organisations across the UK.

WHY IT MATTERS

Supporting the Armed Forces community delivers benefits well beyond individual organisations. Employers who embrace Defence-friendly policies help create workplaces where veterans, Reservists, military families and CFAVs can thrive while also strengthening recruitment, retention and organisational culture.

The Gold Award celebrates those employers that have embedded support into the fabric of their organisation, creating environments where military experience is recognised as an asset and where those who serve can balance civilian careers alongside their commitments.

By championing Defence, Gold Award holders also encourage others to follow their example, helping to build stronger partnerships between employers and the Armed Forces while contributing to the UK's resilience.

BEGINNING YOUR EMPLOYER RECOGNITION JOURNEY

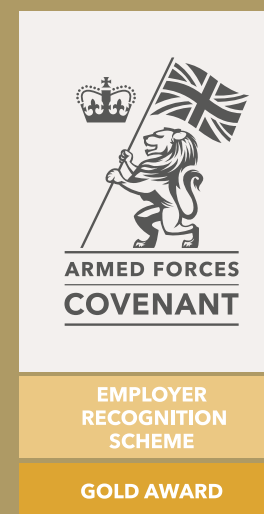
Any organisation can begin its journey by signing the Armed Forces Covenant and creating a set of pledges that reflect its own values and support for the Armed Forces community.

From there, employers can progress through the Employer Recognition Scheme, achieving Bronze, Silver and ultimately Gold recognition as their commitment develops.

LOOKING AHEAD

Gold Award recipients will receive their awards at regional presentation ceremonies taking place across the UK this autumn, hosted by the Reserve Forces' and Cadets' Associations.

Applications for the 2027 Employer Recognition Scheme will open later this year, giving more organisations the opportunity to demonstrate their commitment to Defence and be recognised for their support. Find out more on gov.uk.



2026 AWARDEES

A&B Engineering
ACS Clothing Limited
AirTanker Services Limited
Argon Engineering Limited
Ashford Borough Council
Beacon Counselling Trust
Bentley Motors Limited
Bespoke Resourcing Solutions LTD
BJF Group
Blaby District Council
Blairs Windows Limited
Borough Council of King's Lynn & West Norfolk
Bracknell Forest Council
BRAVEHOUND
Bromley FC Community Trust
Burnley College
Canny Comms Ltd.
CDW Limited
Central & North West NHS Foundation Trust
Chamois Consulting
Chesterfield Royal Hospital
NHS Foundation Trust
Chevron Traffic Management
CM Marine Limited
CMS Strategic
Colchester Borough Homes
Computacenter
Cornwall Partnership NHS Foundation Trust
D R V N Automotive Group
DAF Trucks Ltd
Dodd Group
Dorset Healthcare University
NHS Foundation Trust
Draeger Safety Ltd/Draeger Medical UK & Ireland
Durham Constabulary
e50K CIC
Ecolab
EKFB
Elbit Systems UK Ltd
Equans
Escape the Village
First Response Facilities Management Limited
Flotation Energy Ltd
Focus Energy Services Limited
Forces Transition Group
Gama Aviation
Gartner
Ground Control Ltd
GVA Trees
Hart District Council
Helix Operations Ltd

Help 4 Homeless Veterans
Helyx Secure Information Systems Ltd
Hull 4 Heroes
Humberside Fire and Rescue Service
ICW Consultants Ltd
Immersive
Indigo E-Commerce Digital Limited
Insite Group Holdings Ltd
International Aviation Group
JMW Solicitors LLP
Johnson Matthey
Jones Site Services & Installations Ltd
JR Scaffold Services Limited
KBS Maritime Limited
KLA UK Corporation Limited
L3Harris Technologies UK Ltd
Leader-Connect
Leyland Trucks
LNER
Logiq Consulting
London Borough of Bromley
Maersk Logistics and Services UK Ltd
MAIAR Ltd
Manufacturing Technology Centre Limited
Marine Specialised Technology
McDermott Group Ltd
McGill's Bus Service Ltd
MDCV UK
Mersey Maritime Limited
Minerva Elite Performance Ltd
Morecambe FC Community Foundation
NHBC
Norsk Tactical
North Cumbria Integrated Care NHS Foundation Trust
North Kesteven District Council
North Staffordshire Combined Healthcare NHS Trust
Northern Divers (Engineering) Ltd
Northumbrian Water Group
Norwich City Football Club
Occam Group
OLLYWOOD LTD
On Facilities Management Ltd
One Vision Uniformed Services
Oxford Sigma Limited
Oxford University Hospitals
NHS Foundation Trust
Oxley Developments
PHL Group
Planned Link
Platts Group
Poverty Intervention Charity
Transforming Scotland (P.I.C.T.S.)
Powys County Council
Powys Teaching Health Board
PPSS Group
Prime Secure Capital Limited

OCC Global Ltd
R & M WILLIAMS
Rackspace
Radiocom Systems Limited
Redcar & Cleveland Borough Council
RIDER LEVETT BUCKNALL
Ridge And Partners LLP
Rivencore Global Solutions
Robertson Group Limited
Rushmoor Borough Council
Safer Sphere
Samuel Brothers (St Paul's) Ltd
Sanctuary
SATOS Media
Scottish Borders Council
Seaking Electrical Ltd
Searchability (UK) Ltd
Securitam Consultancy Limited
Shaping Portsmouth
Shearwater Marine Services Ltd
Shield Reply
Sir Robert McAlpine Ltd
Sizewell C Ltd
Softcat Plc
South Western Railway
Southeastern Trains Limited
Specialist Computer Centres (SCC)
Stadler Rail Service UK
Staffordshire Fire and Rescue Service
Stanley Enterprise Ltd
Support Our Paras
Sureserve
Task Contract Solutions Ltd
Teleplan Forsberg Ltd
The Afghan Rug Shop Limited
The Glasgow Pram Centre
The Grand Lodge of Antient Free and Accepted Masons of Scotland
The Not Forgotten
The Nurture Group
The Pink Link Ltd
The Royal British Legion Scotland
The Spark Labs
The White Ensign Association
Tonbridge & Malling Borough Council
Torbay Council
Triple Threat Security Ltd
Turnbull Infrastructure & Utilities Ltd
UK Civil Aviation Authority
University of Hull
Valley Veterans
VPS UK
VTA Recruitment
Walsall Metropolitan Borough Council
WBL Services Limited
West Suffolk Council
Westminster Security Ltd
Whitetree
York College and University Centre
Your Eco



Stand-Out Finalists Named for The Armed Forces Community Awards at Soldiering On 2026



Recognising exceptional people and partnerships connecting the Armed Forces community within UK Society.

The Armed Forces Community Awards at Soldiering On have unveiled their 2026 finalists, celebrating individuals, organisations and initiatives whose commitment and impact continue to strengthen the Armed Forces community across the UK and increase the connections within UK Society.

Bringing together stories of resilience, innovation and service, the awards highlight the remarkable contribution of serving personnel, veterans, families and the organisations that support them. This year's finalists have been selected for the difference they make every day, often quietly, but always meaningfully, within their communities.

Spanning twelve categories, including Connecting Society, Business Scale-Up, Defence Inclusivity and Community Impact, the awards champion those who are building stronger connections with wider society, while driving positive change in areas such as employment, wellbeing, education and collaboration.

A highly respected judging panel, led by Co-Chairs Lt Gen (Ret'd) Richard Nugee CB CVO CBE and Debra Allcock-Tyler, CEO of the Directory of Social Change, reviewed a wide and competitive field of nominations before selecting this year's 36 finalists. Their decisions reflect both the outstanding calibre of submissions and the breadth of achievement across the sector.

Finalists have been recognised at a reception at the House of Lords on July 15th, hosted by the Awards' Patron, Major General The Rt Hon. the Lord Lancaster of Kimbolton

PC. The winners will be announced later in the year at a flagship black-tie ceremony at the Park Plaza Westminster Bridge Hotel in London on 17th September 2026.

Public involvement remains a key part of the awards, with the Animal Partnership and Inspiration categories once again decided by public vote. Voting has taken place via www.soldieringon.org between 15th July and 2nd August.

Major General The Rt Hon. the Lord Lancaster of Kimbolton PC, Patron, said: "Each year, these awards remind us of the extraordinary contribution made by our Armed Forces community, and by those who stand alongside them. The finalists represent the very best of that wider community, individuals and organisations whose dedication, compassion and sense of service continue to strengthen the connectivity between military and civilian life. It is both humbling and inspiring to see the difference they make, often without recognition, and I am proud to support the celebration of their achievements."

Lt Gen (Ret'd) Richard Nugee CB CVO CBE, Co-Chair of Judges, said: "This year's finalists represent an extraordinary cross-section of the Armed Forces community. What stands out is not only their achievement, but the sustained commitment behind it, often over many years. They exemplify the values of service, integrity and teamwork that continue long beyond military life."

Debra Allcock-Tyler, Co-Chair of Judges, said: "The breadth and quality of nominations this year has been exceptional. From grassroots initiatives to national organisations, these finalists demonstrate what can be achieved when people come together with purpose and compassion. Their impact reaches far beyond the individuals they directly support."

Lt Col Ren Kapur MBE, CEO of X-Forces Enterprise, said: "These awards exist to recognise people who rarely seek recognition themselves. Every finalist represents a powerful story of determination, empathy and leadership. It is a privilege to celebrate what they have achieved and the communities they continue to connect and uplift."

ANIMAL PARTNERSHIP AWARD



In partnership with Pets at Home (Public Vote)

Honours the unique relationships and companionship provided by animals, and/or the achievements of individuals or organisations engaged with animals that support and empower members of the Armed Forces community. The winner will be decided by public vote.



Ali Ramsay and Clyde
(Primary Service Connection: RAF, Primary/Specific Location: East Dumbartonshire)



Horserenity
(Dorset)



Hounds for Heroes (Hampshire)

BUSINESS SCALE UP AWARD



In partnership with LSEG Foundation

Honours an individual or group of individuals linked with the Armed Forces community who have started a successful new business venture more than two years ago (before 01 January 2024) and who still retain a minimum of 50% interest in the venture.



Cloudhill Productions Ltd
(Army, Dorset)



Forensic Outcomes Ltd
(Wider Armed Forces Community, Eastleigh)



Glazing Refurbishments Ltd
(Army, West Midlands)

BUSINESS START-UP AWARD



In partnership with Barclays

Recognises an individual or group of individuals linked with the Armed Forces community who have started a successful new business venture within the last two years (since 01 January 2024) and who still retain a minimum of 50% interest in the venture.



Emily Rose Fine Art and Framing
(Royal Navy, Herefordshire)



Mini First Aid
(Wider Armed Forces Community, Dorset, Somerset and North Devon)



No Boundaries Disability Consultancy Ltd
(Royal Navy and RAF, Stratford-upon-Avon)

COMMUNITY IMPACT AWARD



In partnership with BAE Systems

Recognises a Charity, Social Enterprise, or other Third Sector Organisation that has made a significant positive impact on the lives of specific beneficiary cohorts within the Armed Forces community. This impact should be evidenced within the last three years; since 01 January 2023.



Female Veterans Alliance
(RAF, Gwent/Monmouthshire)



Fighting With Pride
(Wider Armed Forces Community, UK Wide)



Hull 4 Heroes
(Wider Armed Forces Community, East Riding of Yorkshire)

DEFENCE INCLUSIVITY AWARD



In partnership with Babcock

Honours the commitment and achievements of an individual, team, or organisation in delivering greater diversity and inclusion within UK Defence and the Armed Forces community.



Britain's Bravest Manufacturing Company
(Wider Armed Forces Community, Kent)



Lindsay Skyes
(Wider Armed Forces Community, Richmondshire)



Sue Liburd MBE
(Army, Lincolnshire)

EDUCATION, TRAINING & DEVELOPMENT AWARD



In partnership with Reed in Partnership

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



Fg Off Alex Coombe
(RAF Air Cadets, Worcestershire)



The Open University: Disabled Veterans' Scholarships Fund
(Wider Armed Forces Community, UK Wide)



NHS National Armed Forces Training and Education Programme
(Wider Armed Forces Community, Hampshire)

EMPLOYEE CHAMPION AWARD



In partnership with Landmarc Solutions

Recognises an exceptional employee who has made a significant contribution to support members of the Armed Forces community. Nominees will demonstrate a measurable impact and extraordinary commitment to championing the employability of service leavers, reservists, veterans, spouses, and family members. The nominator must be employed by the same employer as the nominee.



Amy Walton
(Wider Armed Forces Community, Dorset)



Ian Jacklin
(Wider Armed Forces Community, Kent)



Laura Blair
(Wider Armed Forces Community, NI & Windsor)

CONNECTING SOCIETY AWARD



In partnership with DXC

This award honours a team, organisation or community group that demonstrates exceptional commitment to supporting the Armed Forces community. Built on the values and standards of the Armed Forces, this nomination needs to demonstrate practical, sustained action that brings organisations, communities and family groups together from across our society; strengthening resilience, connection and opportunity for everyone.



Barratt Redrow
(Wider Armed Forces Community, UK Wide)



Catterick Historical Archive
(Wider Armed Forces Community, North Yorkshire)



Veteran Friendly Framework
(Wider Armed Forces Community, UK Wide)

HEALTHCARE & REHABILITATION AWARD



In partnership with Redwood Technologies

Recognises a person or team that has demonstrated a major commitment and contribution in support of the physical or mental welfare of serving or former members of the Armed Forces community. This may be through healthcare, therapeutic treatment, or rehabilitation services and support.



PTSD Resolution CIO
(Wider Armed Forces Community, UK Wide)



Veterans In Crisis
(Wider Armed Forces Community, Sunderland)



The Warrior Programme
(Wider Armed Forces Community, UK Wide)

INSPIRATION AWARD



In partnership with NatWest (Public Vote)

An award to honour an individual's remarkable achievements in work, community, fundraising, or sports and serve as an inspiration to others within the Armed Forces community. The winner will be decided by public vote.



Craig Wood
(Army)



Nigel Seaman
(Army, Suffolk)



Rick Clement
(Army, Lancashire)

LIFETIME ACHIEVEMENT AWARD



In partnership with Oracle

Honours a person whose lifetime of dedicated service has provided a significant contribution in support of the Armed Forces community.



David Dent
(Army, London)



Kevin John Walker
(Wider Armed Forces Community, Northern Ireland)



Rosie Thompson MBE

WORKING TOGETHER AWARD



In partnership with Forces in Mind Trust

Honours a group of people, team, or organisation that has demonstrated an enduring commitment to a collaborative approach, engaging with others to support the sector within the wider Armed Forces community.



NHS Armed Forces healthcare training and education
programme (Wider Armed Forces Community, East Lancashire)



Reading Force
(Army, UK Wide)



Veterans Regroup CIC
(Wider Armed Forces Community, Cornwall)



ABOUT THE ARMED FORCES COMMUNITY AWARDS AT SOLDIERING ON
The Armed Forces Community Awards at Soldiering On recognise and celebrate the achievements of individuals and organisations supporting the Armed Forces community. The awards showcase the enduring impact of service and the strength of collaboration between military and civilian life.





From Royal Navy Engineer to West Cumbria communities, Mark's journey to Stagecoach

Name: Mark Blacklock
Role: Bus driver, Stagecoach West Cumbria
Time with Stagecoach: 4.5 years
Military service: 10 years, Royal Navy (Mine Warfare Specialist & Weapon Engineer)

After a decade of service in the Royal Navy, a medical discharge forced Mark Blacklock to reinvent his career. Today, he is a vital part of the West Cumbria community, navigating everything from quick 20-minute town shuttles to demanding four-hour long-haul routes for Stagecoach. This Armed Forces Day, Mark shares how transitioning to civilian life led him to an unexpected passion for the open road, and how his military training helps him keep Cumbrian passengers safe every day.

For 10 years, Mark's life was defined by the high-stakes environment of the Royal Navy. Serving first as a Mine Warfare Specialist and later transferring to become a Weapon Engineer, Mark was accustomed to precision, discipline, and intense teamwork. However, when a severe shoulder injury led to a medical discharge, his military career came to an abrupt end.

Transitioning to civilian life is a challenge for any veteran, but for Mark, physical limitations added an extra hurdle.

"The decision to leave the armed forces was taken out of my hands,"

Mark recalls. "I didn't actually start driving until 2017, and because of my shoulder injury, I was restricted to an automatic license. Being a bus driver hadn't even crossed my mind because I assumed all commercial buses were manual."

When Mark discovered that Stagecoach's modern fleet features automatic transmissions, a new door opened. Having always enjoyed driving, he jumped at the chance to join the West Cumbria team.

The transition wasn't without its cultural adjustments. Coming from a rigid military structure, the civilian workplace required a shift in perspective.

"My first impressions were that there was a lot to take in regarding the role and expectations," says Mark. "I actually had to try and curb a bit of my military mindset and adapt to a different environment. It wasn't about being surprised by the job; it was just about dedicatedly learning a completely new skill."

Now a veteran of the roads with four and a half years at Stagecoach under his belt, Mark thrives on the sheer variety of the job. On any given day, he might be handling a rapid 20-minute town service or piloting a sweeping, four-hour round-trip route through Cumbria's unique landscape.

Mark's story is a testament to why Stagecoach actively recruits from the Armed Forces community. The discipline, quick decision-making, and public-focused mindset of veterans make them an ideal fit for the frontline of public transport. This Armed Forces Day, Stagecoach is proud to salute drivers like Mark, who continue to serve their local communities with the same dedication they showed their country.



Mark - Back Row second from left.



From Deep-Sea Submariner to mentoring the next generation of Stagecoach drivers

Name: Simon Bainbridge
Role: Bus driver & Driver mentor, Stagecoach Kilmarnock
Time with Stagecoach: 3.5 years
Military service: 22 years, Royal Navy Submarine Service (Sonar Analyst)

After a distinguished 22-year career tracking underwater contacts in the Royal Navy's Submarine Service, Simon Bainbridge found himself at a crossroads at age 41. Not ready to retire, he sought a career that would challenge him and use his decades of leadership experience. Today, Simon navigates the complex routes of East Ayrshire and long-distance coaches to Glasgow for Stagecoach Kilmarnock. Crucially, he is also shaping the future of the company by serving as a key mentor to new drivers under Stagecoach's new mentoring initiative.

Simon joined the Royal Navy as a shy young man, but over more than two decades of service, he rose to become a skilled leader and trainer. As a Sonar Analyst in the elite Submarine Service, Simon operated on

various vessels in highly classified environments. While many of his Cold War-era stories remain strictly top secret, he holds a proud place in British naval history.

"A lot of what we did is still under wraps," Simon says. "But I do remember being part of the crew that made history by firing the very first Tomahawk land-attack cruise missiles from a UK submarine in active service."

When Simon reached his 22-year service milestone, he transitioned back to civilian life. At just 41 years old, full retirement wasn't an option. After spending a decade in the private security sector, he found himself looking for a local career change that offered real stability and room to grow.

When Simon applied to Stagecoach Kilmarnock three and a half years ago, he admits he didn't realise the sheer scale of the operation he was joining.

"My first impression was just how massive the company is," Simon notes. "I wondered how I would fit in and if the role would truly push me to grow a career. What surprised me most when I started was learning what it actually takes to run a bus service. It is incredibly complicated, with so many moving parts working behind the scenes."

Simon quickly mastered the network, eventually taking on high-profile routes, including the long-distance coach services connecting Kilmarnock and Glasgow.

The Royal Navy specialises in turning raw potential into calm, decisive leadership—traits that Simon now brings to work every day. Because of his background as a military trainer, Simon was a natural fit to join Stagecoach's new Driver Mentor Programme, where he helps guide newly qualified drivers through their first weeks on the road.

For Simon, the most critical skill he transfers from his submarine days to the driver's cab is emotional resilience.

"The Royal Navy taught me how not to panic when things do not go as planned," Simon explains. "Whether it's a mechanical breakdown or a difficult situation with passengers, my training kicks in. You don't panic; you stay calm, trust your environment, and follow your training. Now, as a mentor, I can use everything I've learned in my life to pass that mindset on to the next generation of Stagecoach drivers."

Simon's journey from a shy recruit to a confident mentor of local civilian drivers perfectly illustrates the immense value veterans bring to the transport sector. This Armed Forces Day, Stagecoach is proud to celebrate Simon's 22 years of naval service and his ongoing dedication to keeping Scotland moving safely.



From Combat HR to Corporate Champion, how military skills drive success at Stagecoach



Name: Nicola Parr
Role: Senior People Business Partner
Time with Stagecoach: Almost 5 years
Military service: 15 years (1999 - 2014) Combat HR Specialist in Adjutant General's Corps (Special Support Branch)

Nicola joined the British Army in 1999 at just 16 years old. Over the next decade and a half, she served across the globe as a Combat HR Specialist, managing vital personnel support and administrative operations under highly challenging conditions.

"One moment that always sticks with me is spending my 21st birthday out in Iraq while on guard

duty (stag)," Nicola recalls. "I was out in the middle of a massive sandstorm, and at that point, I hadn't even been issued my desert combats yet. By the time the storm passed, I was covered head to toe in sand and looked like I'd been wearing them all along! It sums up military life perfectly: not always glamorous, entirely unpredictable, but something you look back on and laugh about. It was all about getting on with the job."

After 15 years of service, the arrival of her two sons prompted Nicola to look for a new challenge that balanced her career ambitions with family stability. After a successful stint in the aviation sector, she found herself naturally drawn back to the fast-paced world of transport, joining Stagecoach in 2021.

Moving from the military to the corporate world can be daunting, but Nicola found an immediate cultural alignment at Stagecoach. Nicola was instantly struck by the operational pace of Stagecoach, where daily decisions have an immediate, visible impact.

The strong sense of teamwork and collective pride among Stagecoach teams mirrored the deep bonds she experienced in the forces.

"I was surprised by just how complex the industry is from the inside," says Nicola. "From intricate workforce planning and strict compliance to keeping services running smoothly day in, day out, there is an immense

amount of moving parts."

Today, as a Senior People Business Partner, Nicola acts as a trusted advisor to Stagecoach leaders - coaching managers, guiding organisational change, and navigating complex talent discussions. She credits her military background as her ultimate toolkit for corporate HR.

In the fast-moving transport sector, high-stakes situations arise quickly. Nicola's military training allows her to step back, cut through the noise, and focus on practical solutions.

When handling complex Employee Relations (ER) cases where emotions run high, Nicola keeps situations grounded. She helps managers assess risks calmly and implement fair, consistent solutions rather than reacting impulsively.

In the Army, trust and teamwork are matters of survival. Nicola has integrated this ethos entirely into her corporate approach. By focusing on open, reliable communication, she has built deep partnerships with business leaders, helping them build independent management capabilities.

At Stagecoach, veterans like Nicola are proof that the skills forged in the Armed Forces - leadership, resilience, and operational excellence - are invaluable assets to the civilian workforce.

Reflecting on her journey this Armed Forces Day, Nicola says:

"Stagecoach stood out to me as a business that aligned perfectly with my operational background and offered a clear path for career growth. It has been an environment where I could add value quickly, while continuously learning and growing in a completely new setting."

Stagecoach Supported Armed Forces Day 2026 With Free Travel for Military, Veterans and Cadets

Stagecoach, the UK's leading bus and coach operator, is once again honouring the country's Armed Forces community by offering free travel across its network for serving military, service families, veterans and cadets during Armed Forces Day weekend, on 27 and 28 June.

The free travel initiative - part of Stagecoach's ongoing commitment to the Armed Forces - will apply to all Stagecoach bus services across the UK, excluding services operated by Megabus, Transport for London (TfL), and the Bee Network.

This initiative builds on Stagecoach's tradition of offering free travel to military and veterans on Remembrance Day and Remembrance Sunday.

The commitment is supported by the company's Veterans Network - a colleague-led group established to give veterans and service family members at Stagecoach a platform to connect, raise awareness, and help influence the business in becoming a more inclusive and supportive employer.

Stagecoach was also awarded the prestigious Armed Forces Covenant Gold Award in 2024, which further recognises the operator's commitment to the armed forces and wider communities.

Simon Tramalloni, Head of Operations for Stagecoach Manchester & Merseyside and Armed Forces & Veterans Co-Lead, said:

"Our Armed Forces have given so much to protect our country, and offering free travel over this weekend is just a small gesture of our immense gratitude. We want to make it as easy as possible for our service people, past and present, to attend local events and celebrate with their communities."

"Through our Veterans Network, we are dedicated to ensuring Stagecoach remains a deeply supportive environment for the military community, both as passengers and as valued colleagues."

Stagecoach has been a proud signatory of the Armed Forces Covenant since March 2015, formally recognising the value and contributions of serving military, veterans, reservists and military families to communities and businesses across the UK.





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 Affoudh 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 began 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, transferees 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 years ago	Strength 29	Maximum age for joining	2500+
Guard	locations across the UK	130+	57
Serve until	Starting Salary	60	30
	£27,815	Days Annual Leave	

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

Resettlement • Training • Education • Franchises

★ ★ ★
Check out
our exciting
New Publication!

ER
EasyResettlement

Resettlement Directory

Easy Resettlement Magazine now has an annual Resettlement Directory

This is full of exciting opportunities covering
Charities, Employment, Franchises, Training,
Resettlement Success Stories and much more.

www.easyresettlement.com/armed-forces-resettlement-directory

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 a 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 and start your journey today.



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

From Service to Second Careers

How Leep Talent 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 Leep Talent 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. Leep Talent 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 Leep Talent 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.

What Is CIPD?

The Chartered Institute of Personnel and Development (CIPD) is the UK's leading professional body for HR, People Management,

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 Leep Talent

- 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.

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 Leep Talent,

the first year of CIPD membership is included within the course cost.

CIPD Courses Available Through Leep Talent

Leep Talent 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 LEEP TALENT? A TRAINING PROVIDER THAT UNDERSTANDS TRANSITION

Leep Talent 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, Leep Talent 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@leepgroup.com)

 **LeepTalent**

Retrain for a civilian Career in Digital or HR

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

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

Please contact **Natasha Bondu** for more information:
Natasha.Bondu@leepgroup.com



Provider
Number: 7645



From Service to Safety

Unlocking a Rewarding Civilian Career in Fire Risk Assessment



Service leavers know all too well the value of discipline, attention to detail, risk awareness, and the ability to stay calm under pressure.

These aren't just buzzwords from your service record—they're the exact qualities that make former Armed Forces personnel exceptionally well-suited to one of today's most in-demand civilian roles: fire risk assessor.

In the wake of the Grenfell tragedy, the Fire Safety Act 2021, the Building Safety Act 2022, and evolving standards like BS 8674:2025 (the new British Standard framework for individual fire risk assessor competence), the UK has seen an explosion in demand for qualified professionals who can identify hazards, evaluate protective measures, and ensure compliance across premises—from pubs and offices to hotels and construction sites. Employers, from national chains to major contractors, need competent

assessors now more than ever. And that's where you come in.

The SFJ Awards Level 3 Certificate in Fire Risk Assessment (Ofqual-regulated, Qualification Number 610/5745/9) is specifically designed as the foundation level qualification for entering this field. Launched operationally in June 2025 and developed in direct response to BS 8674, it equips learners with the essential knowledge and skills to support effective fire risk assessments in low-risk premises—under supervision and within clear organisational frameworks.

WHAT DOES THE COURSE COVER?

You'll gain a solid understanding of:

- The role and responsibilities of fire risk assessors, including professional conduct and ethical standards.
- Principles of fire development, spread, prevention, and human behaviour in fire situations.
- Passive and active fire protection measures, means of escape, and management systems.
- How to identify hazards, review existing safety measures, spot indicators of increased risk, recommend practical

improvements, and produce clear, accurate, and compliant reports.

No prior qualifications are required—centres like WFST Ltd simply ensure you're ready to engage at Level 3 through a skills scan. Total Qualification Time is around 200 hours (with 70 guided learning hours), making it achievable alongside resettlement or part-time work. It's delivered by approved centres (often with ex-military or fire service instructors who speak your language), and many providers offer flexible formats.

WHY IS THIS SUCH A STRONG FIT FOR VETERANS?

Your military background already gives you an edge: structured thinking, hazard recognition from operational environments, leadership in high-stakes situations, and a natural respect for safety protocols. These translate directly into producing defensible assessments that protect lives and property. Plus, the qualification opens doors—many progress to the Level 4 Certificate or Diploma in Fire Risk Assessment for independent work on more complex premises, or roles in fire safety management, consultancy, or even specialist areas like high-rise or hospitality compliance.

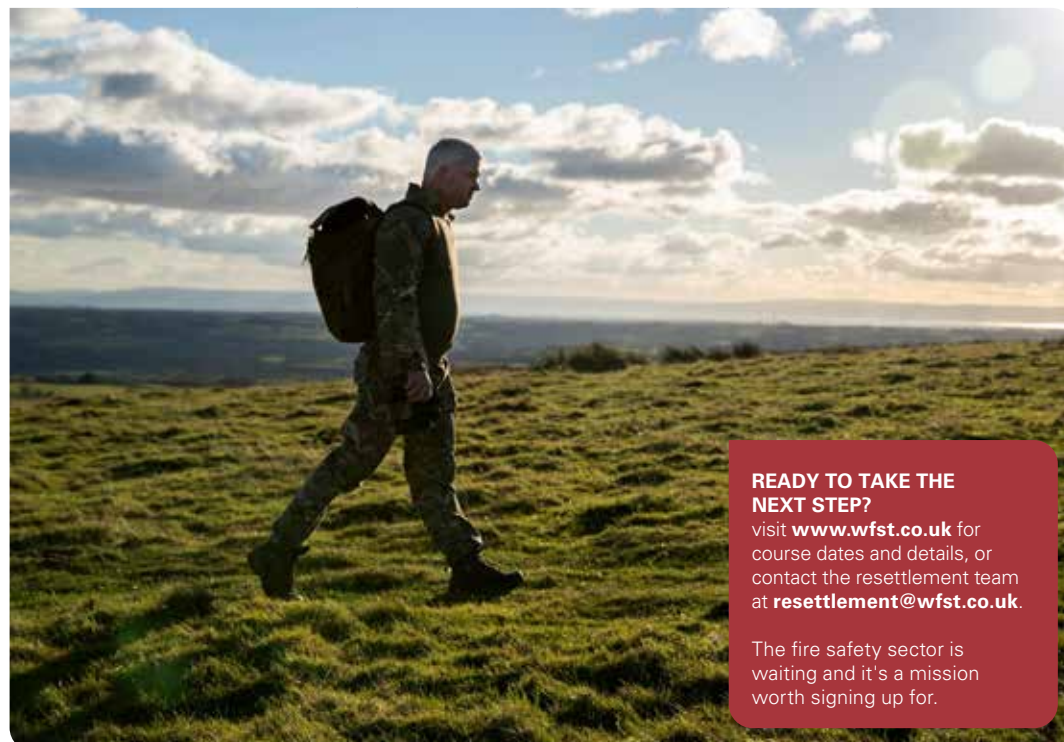
Demand is high, salaries competitive, and the work meaningful—directly contributing to safer buildings and communities. Best of all, WFST Ltd is an officially ELCAS-registered provider (ELCAS Provider ID 13245), meaning eligible service leavers can access this course fully funded through the Enhanced Learning Credits (ELC) scheme. Simply apply via the ELCAS portal—covering tuition, examination, certification, and often accommodation packages—at zero cost to you for the vast majority of learners. As an ELCAS-approved pathway, it's built with military transition in mind, delivered by instructors who've often walked the same path from uniform to civvies.

If you're looking for a structured, respected entry into a growing sector that values your service-honed skills, the SFJ Awards Level 3 Certificate in Fire Risk Assessment could be your ideal next step. It's not just a qualification—it's a bridge to a stable, purposeful civilian career where your experience truly counts.

READY TO TAKE THE NEXT STEP?

visit www.wfst.co.uk for course dates and details, or contact the resettlement team at resettlement@wfst.co.uk.

The fire safety sector is waiting and it's a mission worth signing up for.



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

Your Experience. Your Opportunities.

Connecting the Armed Forces Community with companies, careers, training and support.

Your military experience has value. The skills, knowledge and experience gained through Service can open doors to opportunities across a huge range of industries and careers. But transition isn't always a straight line.

For some, the next step is finding employment. For others, it might mean gaining a qualification, exploring a completely different sector, understanding how military experience translates into civilian roles, or simply discovering opportunities they didn't know existed.

And the journey doesn't necessarily end when you secure your first civilian job.

At BFRS, we want members of the Armed Forces Community to be able to explore opportunities, connect with the right organisations and access useful support throughout that journey.

Whether you're preparing to leave the Armed Forces, have already transitioned, are a Veteran, Reservist or family member, BFRS is here to help you understand what's available and connect you with the people and organisations that can help you take your next step.

WHERE ARE YOU IN YOUR JOURNEY?

EXPLORE

What's out there?

One of the biggest challenges when leaving the Armed Forces can be knowing where to start.

Your military career may have given you technical expertise, leadership experience, problem-solving skills, responsibility for people and equipment, or the ability to perform in demanding environments. But the civilian opportunities that match that experience may not always be obvious.

Explore different industries, companies and career paths through BFRS. Attend our Careers Fairs, join employer Insight Events and webinars, search opportunities online and speak directly with organisations interested in engaging with the Armed Forces Community. You might discover opportunities in places you hadn't previously considered.

PREPARE

Get ready for your next step.

Once you begin to understand what's available, the next stage

is making sure you're ready to take advantage of it.

That could mean translating your military experience into language civilian employers understand, developing your CV, completing your BFRS profile, researching companies, considering additional training or preparing for an interview.

Preparation isn't about changing your experience. It's about recognising its value and being able to communicate it.

CONNECT

Meet the right people.

A job description or company website can only tell you so much. Sometimes the most valuable part of exploring a new career is simply having a conversation.

BFRS Careers Fairs bring the Armed Forces Community together with companies, training providers and support organisations face-to-face.

They give you the opportunity to ask questions, explore different industries, discover what employers are looking for and speak directly to the people behind the opportunities.

You don't need to arrive knowing exactly what career you want. Exploring the possibilities is part of the journey. And it doesn't only happen at our Careers Fairs. Employer Insight Events, webinars, online opportunities and targeted employer campaigns create different ways to connect throughout the year.

ACT

Turn conversations into opportunities.

Finding an interesting company or career is only the beginning. Take the next step. Complete your BFRS profile. Upload your CV. Search and apply for opportunities. Explore training. Register for an event. Attend an employer Insight Session. Follow up with the people you've met.

One conversation or application could open a door you hadn't



previously considered. BFRS can provide the connections and opportunities, but they become valuable when you engage with them.

PROGRESS

Keep moving forward.

Transition doesn't necessarily finish when you leave the Armed Forces or secure your first civilian role. Careers develop. Priorities change. New opportunities emerge.

Someone attending a BFRS event as a Service Leaver today could return several years later representing an employer and helping the next generation of the Armed Forces Community make their transition.

That's why BFRS is for the wider Armed Forces Community, not simply those approaching their discharge date. Wherever you are in your journey, keep exploring what's possible.

BETTER CONNECTED SUPPORT

Transition involves more than one organisation, one event or one website. That's why BFRS is developing stronger relationships with organisations that can add genuine value at different stages of the journey.

Our new Media Partnership with Easy Resettlement is part of that approach, bringing together trusted information, career opportunities, employer engagement and wider

transition support to help the Armed Forces Community access more of what is available to them.

By working more closely together, BFRS and Easy Resettlement can extend the reach of useful information, career content and opportunities across the Armed Forces Community.

BFRS will continue to develop relationships with employers, training providers and specialist organisations so that members of the AFC can more easily connect with the right opportunities and support at the right point in their journey.

FROM ATTENDEE TO EMPLOYER One journey can lead to another.

During the final six months of his military career, Neil Hulme attended a BFRS Careers Fair, where he discovered opportunities with Stantec.

After engaging with the company, Neil was interviewed and successfully secured a civilian role. His BFRS journey didn't end there.

Neil has since returned to BFRS events representing Stantec, this time on the employer side of the conversation, helping other members of the Armed Forces Community explore their own opportunities.

WHAT COULD YOUR EXPERIENCE LEAD TO NEXT?

Create your BFRS profile, upload your CV, explore opportunities and connect with companies that recognise the value of the Armed Forces Community.



www.bfrs.org.uk
**YOUR EXPERIENCE.
YOUR OPPORTUNITIES.**

**Service Leaver → BFRS → Employer Connection →
New Career → Supporting the next person**



SUBSCRIBE FOR
FREE TO

Easy Resettlement
magazine

THE
NUMBER ONE
ARMED FORCES
RESETTLEMENT
MAGAZINE

Resettlement • Training • Education • Franchises • News

ssafa

ER Easy Resettlement
magazine
Spring 2022 £Free

A career that goes the extra mile with Calor

For those transitioning from military to civilian life, understanding the career options available is understandably a huge consideration.

CALOR

LIFE IN THE HEAVY METAL LAND
Read how a former RAF helicopter pilot has found a new career path in the heavy metal industry.

SSAFA TRAINING
Discover the benefits of working with SSAFA and how they can help you find a new career path.

WHY ARE YOU STAYING WITH THE OUP?
Discover the benefits of working with the OUP and how they can help you find a new career path.

THE ELC SCHEME
Discover the benefits of the ELC scheme and how it can help you find a new career path.

WE ARE ALSO ONLINE: WWW.EASYRESETTLEMENT.COM

Resettlement • Training • Education • Franchises • News

ssafa

ER Easy Resettlement
magazine
Spring 2023 £Free

A career that goes the extra mile with Calor

For those transitioning from military to civilian life, understanding the career options available is understandably a huge consideration.

CALOR

LIFE IN THE HEAVY METAL LAND
Read how a former RAF helicopter pilot has found a new career path in the heavy metal industry.

SSAFA TRAINING
Discover the benefits of working with SSAFA and how they can help you find a new career path.

WHY ARE YOU STAYING WITH THE OUP?
Discover the benefits of working with the OUP and how they can help you find a new career path.

THE ELC SCHEME
Discover the benefits of the ELC scheme and how it can help you find a new career path.

WE ARE ALSO ONLINE: WWW.EASYRESETTLEMENT.COM

Resettlement • Training • Education • Franchises • News

ssafa

ER Easy Resettlement
magazine
Spring 2024 £Free

A career that goes the extra mile with Calor

For those transitioning from military to civilian life, understanding the career options available is understandably a huge consideration.

CALOR

LIFE IN THE HEAVY METAL LAND
Read how a former RAF helicopter pilot has found a new career path in the heavy metal industry.

SSAFA TRAINING
Discover the benefits of working with SSAFA and how they can help you find a new career path.

WHY ARE YOU STAYING WITH THE OUP?
Discover the benefits of working with the OUP and how they can help you find a new career path.

THE ELC SCHEME
Discover the benefits of the ELC scheme and how it can help you find a new career path.

WE ARE ALSO ONLINE: WWW.EASYRESETTLEMENT.COM



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.

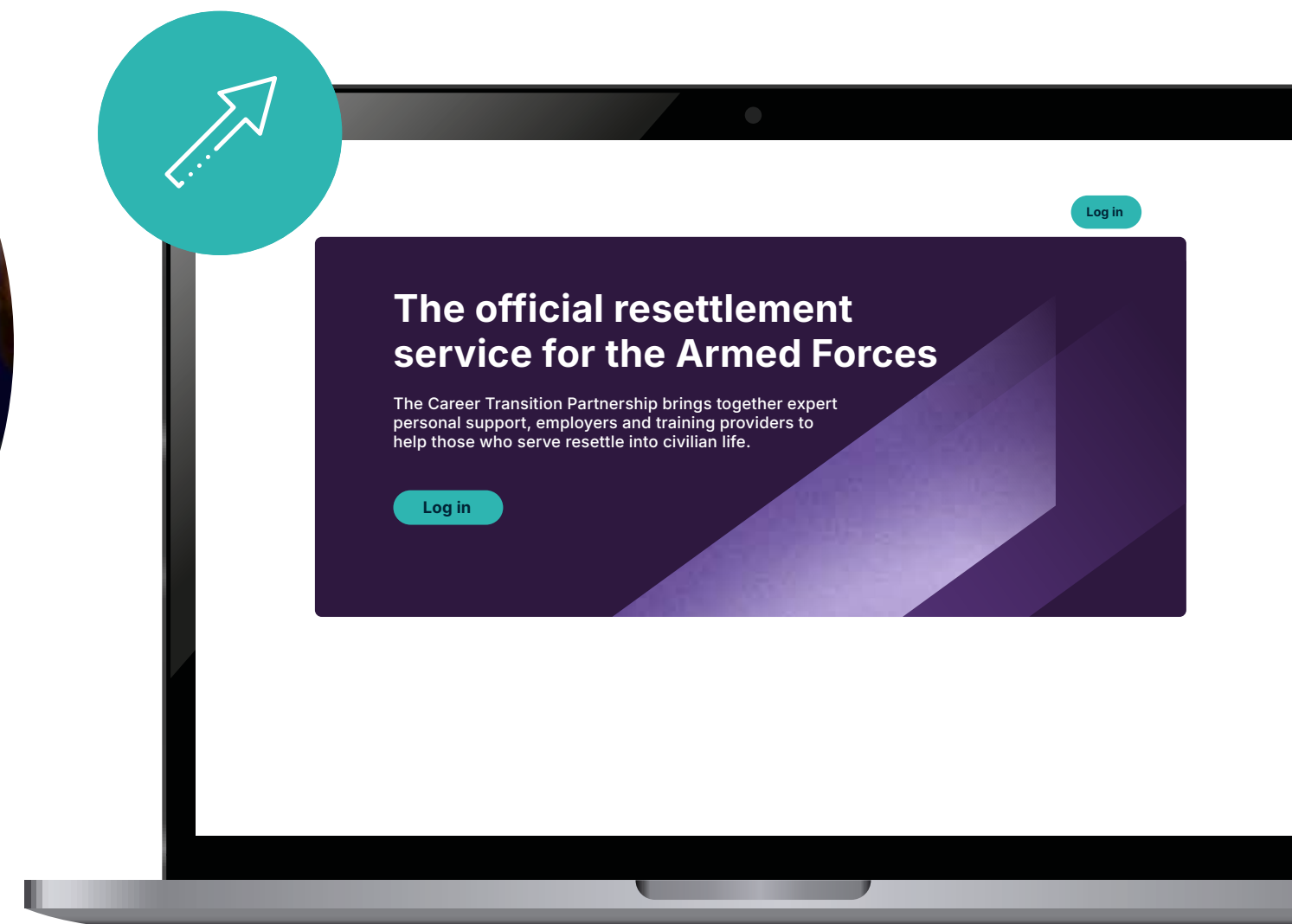
Our training options include:

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

For vocational training course information and bookings:

 Visit:
modctp.co.uk

 Phone:
0300 131 9743

X-Forces Enterprise and NatWest launch dedicated support community for military entrepreneurs ahead of Armed Forces Day

X-Forces Enterprise CIC (XFE) has deepened its partnership with NatWest to open up tailored access to the NatWest Accelerator community for service leavers, veterans, reservists and their families who are starting or growing businesses.

The initiative, launching ahead of Armed Forces Day on 27 June, aims to support more members of the Armed Forces community as the number of veteran-owned businesses continues to grow across the UK. For some, the transition from military to civilian life can present challenges, particularly when it comes to translating skills and accessing the right opportunities. Entrepreneurship is an increasingly important route: research supported by X-Forces Enterprise found that around 6% of small businesses in Great Britain are veteran-owned, representing

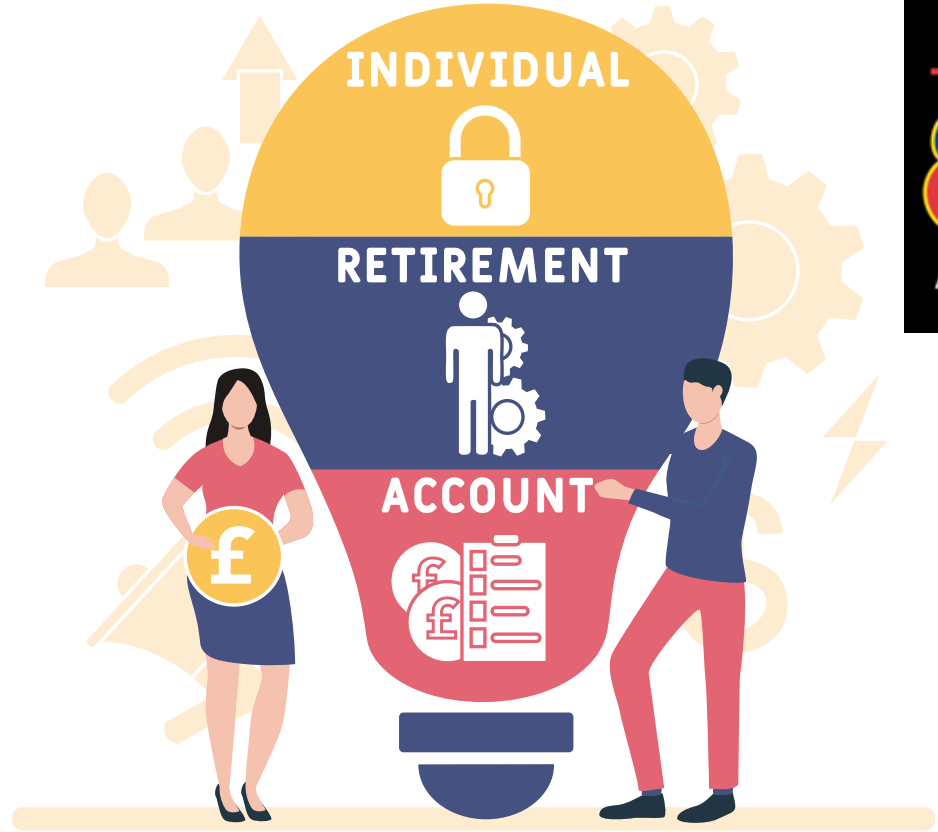
approximately 340,000 veteran-led small businesses. These enterprises span sectors from Defence, Logistics and Security to Construction, Retail and Hospitality, to name a few. Through the partnership, the Armed Forces community will receive tailored support via the NatWest Accelerator, including mentoring, expert guidance, peer networks and access to funding opportunities. A new dedicated section within the Accelerator app, created specifically for ex-military entrepreneurs and their families, will enable founders to connect, collaborate and share experiences. Ren Kapur MBE, CEO at X-Forces Enterprise, said: "We are delighted to be the exclusive Armed Forces Community partner with NatWest on this important initiative. It is a great testament to Big Business supporting Small Business and offers our beneficiaries and the wider military community practical support to thrive, overcome hurdles and build resilience in a fast-changing economy." Darren Pirie, Head of Accelerator and Partnerships at NatWest, said: "The Armed Forces bring exceptional leadership, resilience and problem-solving skills to business. By working with X-Forces

Enterprise, we want to remove barriers and help more ex-military founders turn their ambitions into successful, sustainable companies." NatWest's Accelerator community supports early-stage and high-growth businesses through a network of 14 UK hubs, alongside university partnerships and a calendar of pitch events where entrepreneurs can secure funding to help grow and scale their businesses. Participants also benefit from tailored mentoring, expert guidance and access to investor networks to support their long-term development. Data from NatWest shows that businesses completing the Accelerator grow turnover by an average of 104% year-on-year, compared to 20% among a control group. Nine in ten Accelerator graduates are still trading after three years. The initiative forms part of NatWest's Growing Together plan, which focuses on supporting entrepreneurs, strengthening regional economies and unlocking business growth across the UK.

It also reinforces NatWest's long-standing commitment to the Armed Forces community. NatWest is a signatory of the Armed Forces Covenant and a Gold ERS holder, supporting service personnel, veterans and reservists through employment pathways, dedicated programmes and tailored support designed to help them succeed both during and after military service. For X-Forces Enterprise, the partnership strengthens its work to help members of the Armed Forces community make informed decisions about enterprise and entrepreneurship, whether they are exploring self-employment, launching a start-up, building a portfolio career or scaling an existing business.



NatWest Accelerator



Unclaimed Pensions

According to the 2025-26 AFPS Annual Report and Accounts, there are approximately 17,000 preserved, deferred pensions which remain unclaimed. In this article, Mary Petley of the Forces Pension Society, sets out what you should claim and when, and gives a tip specifically for those leaving the Part Time Volunteer Reserve (PTVR).



In the 6 months prior to your discharge date, JPA will prompt you to complete a Pens Form 1. If you are leaving with a pension paid immediately, a Resettlement Grant (RG) or Early Departure Payment (EDP) Scheme benefits, completion of the Pens Form 1 will trigger the assessment of these payments.

This works well for most people but less well for some members of the PTVR. We have seen from our post bag that some people have NOT been receiving their Pens Form 1, either electronically or in paper format. If you are in the process of leaving the PTVR, make sure that you receive and complete this important form, particularly if you are leaving at age 60. So, to avoid pension delays and confusion, raise the issue with your Unit Admin staff if you do not receive your Pens Form 1. That's the Pens Form 1 dealt with but, unless your pension is being paid immediately, that is not the end of it. There is more claiming ahead - even if your EDP is in payment.

SO, WHAT ARE THE IMPORTANT BENEFIT POINTS AND HOW DO YOU CLAIM?
AFPS 75 preserved pensions (PPs) are payable at age 60 for benefits before 6 April 2006 and age 65 for benefits earned from that date. Sums due at age 65 may be claimed at age 60 at an actuarially reduced rate. AFPS 05 PPs are payable at age 65 but you can claim as early as age 55 at an actuarially reduced rate. If you are in receipt of EDP benefits, these will not be affected by claiming your pension early. AFPS 15 Deferred Pensions (DP) are payable at the member's state pension age (SPA). Again, this DP can be claimed as early as age 55 without affecting your EDP benefits. You claim by submitting an AFPS Form 8 (www.assets.publishing.service.gov.uk/media/69427e7c8f4636fa2c547d4e/AFPS_Form_8.pdf) to Veteran UK about 3 months before your pension benefits are due. If you have benefits in more than one scheme, you will need to claim separately for each at the point at which they are due. AFPS 75 members with benefits payable

at age 60 and 65 will need to claim separately for each part of the pension unless claiming with actuarial reductions. If you are leaving with an AFPS 75 Immediate Pension or EDP benefits, you will not have to claim the inflation increase due at age 55 - this happens automatically. Remember to claim - Do not become a statistic!



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



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.

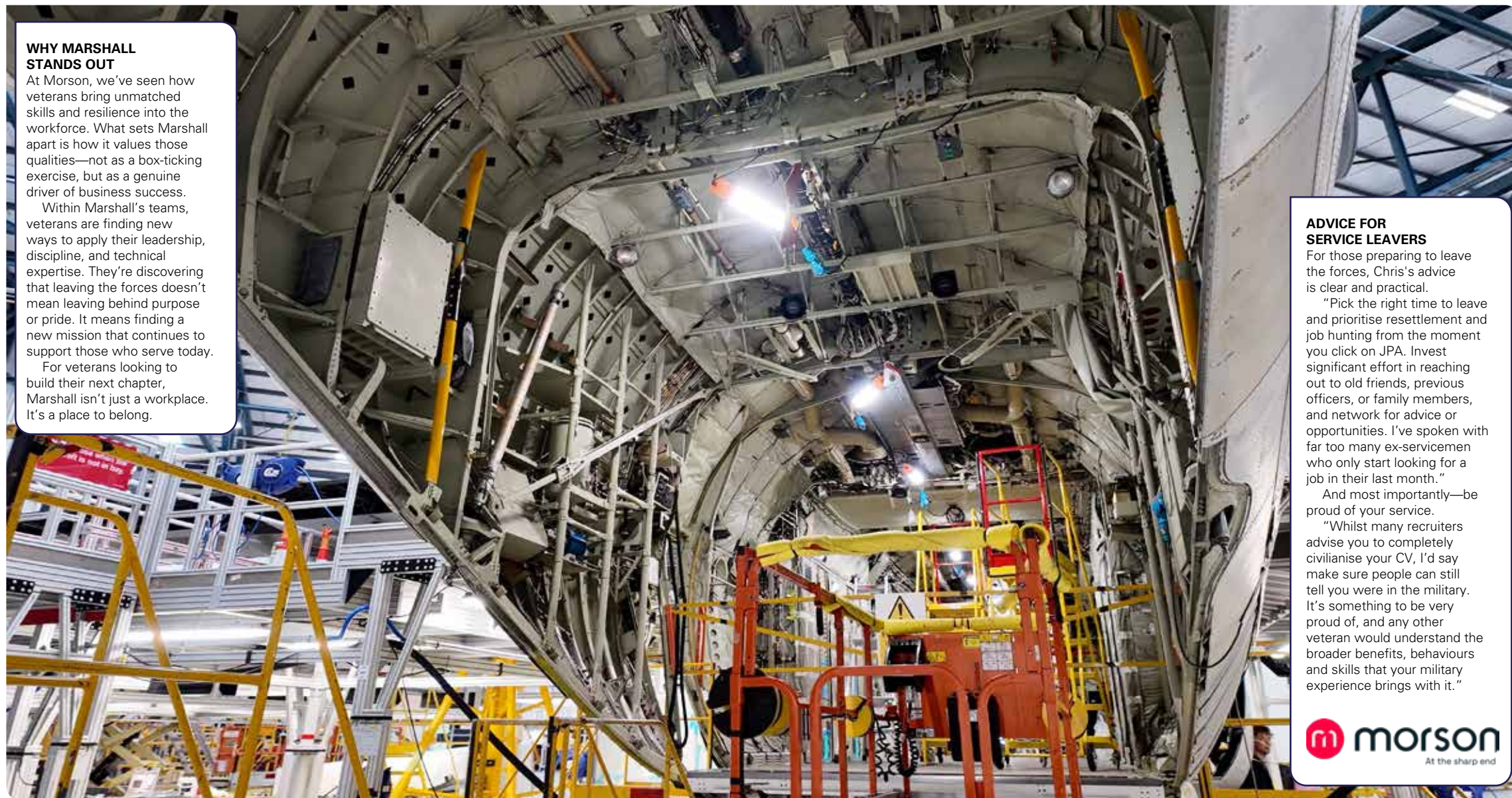
For veterans looking to build their next chapter, Marshall isn't just a workplace. It's a place to belong.

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."



ARE YOU LEAVING THE ARMED FORCES & LOOKING FOR A NEW ROLE?

SEARCH 1,000S OF JOBS TODAY...

For over 15 years, Security Cleared Jobs has been on the front line of recruitment, connecting skilled, security cleared professionals, like you, with organisations that rely on trust, discipline and operational excellence.

When you leave the Forces, you take with you something of high value: your security clearance. In the civilian world, that's gold dust. With clearance taking months, sometimes longer to secure, employers are actively searching for veterans like you who already hold it. In most cases, your existing clearance can transfer seamlessly, giving you a tactical advantage and fast-tracking your move into a civilian role.

Every day, Security Cleared Jobs hosts thousands of live opportunities and maintains a database of over 100,000 skilled professionals, actively searched by employers across defence, cyber and intelligence sectors. The best part? It's completely free to use. Explore roles that match your clearance, experience and skill set and discover just how valuable your service can be in your next role.

Beyond the Job Board, we also run in-person events across the UK, giving you direct access to employers operating in secure environments. In 2026, we're hosting four major EXPOs, uniting the Security Cleared EXPO, Cyber Security EXPO and Veteran UK under one roof.

These events have already helped thousands of service leavers transition successfully, connecting with top employers who understand the value of military precision, discipline, and commitment.

Your uniform may change, but your mission doesn't. Security Cleared Jobs: helping you deploy your skills where they're needed next.

**REGISTER
FREE NOW...**



SCJ
SecurityCleared
Jobs.com



**Bristol
April**

**Manchester
July**

**Cheltenham
September**

**London
October**

REGISTER TODAY FOR FREE
SecurityClearedExpo.com
CyberSecurityExpo.co.uk
VeteranUK.com



Making the move with Direction, not just a Departure Date

Leaving the Armed Forces isn't just about finding your next job. Career Strategy coach Jenny Roberts explains why the real question is - where do you want your experience to take you next?

For many experienced Service leavers, resettlement isn't really about proving you're employable. You already know your CV stacks up, years of leadership, operational delivery and decision-making under pressure don't need a sales pitch. The harder question is this: where should all of that go next?

That's a very different problem to solve, and it's one Jenny Roberts, founder of Jenny Roberts Coaching, and creator the Military to Market programme, spends every working day helping people answer.

Jenny brings a perspective few career coaches can match: she left the RAF and went on to spend more than 13 years in civilian recruitment and hiring, working on roles for major employers including Rolls-Royce and BAE Systems. She's sat on both sides of the table - as a Service leaver herself, and as the person making the hiring decisions afterwards.

"My clients are often highly experienced people with plenty to offer," says Jenny. "What they need isn't someone to tell them they're capable, they already know that. They need a clear view of where their experience fits, what level they should be operating at, how the market will perceive them, and which opportunities are genuinely worth pursuing. That's where the transition actually starts."

It's a subtle but important shift in thinking. Most resettlement support is built to answer "can I get a job?" Jenny's work starts from a more ambitious question: "what's the right job, at the right level, for the career and life I actually want to build?"

BREADTH IS AN ASSET - BUT IT NEEDS DIRECTION

A military career builds a breadth of experience most civilians never get near: leadership, operations, training, projects, technical

delivery and strategic planning, often inside the same decade.

That breadth is a genuine advantage. It's also, Jenny points out, exactly what makes the transition harder.

"Project management may fit. So might operations, consulting, logistics, engineering management, learning and development, security, defence or the wider public sector," she says. "The important question isn't what could I do? It's where do I want my experience to have the greatest value next? That's a more ambitious question, because it asks you to think beyond employability and towards fit, level and long-term direction."

For someone who's spent years building a serious career, Jenny argues, that deserves serious thought - not a rushed decision made in the final months before discharge. She encourages clients to sit with questions most resettlement briefings never ask:

- Do you want to keep leading teams, or move into something more specialist or advisory?
- Do you want pace and complexity, or more stability?
- Do you want to stay close to defence, or step deliberately into a new market?

- How much do salary, geography, flexibility, travel and family life weigh in the decision?
- What do you actually want to be known for in your next career?

CVS AND COURSES SERVE THE DIRECTION - NOT THE OTHER WAY AROUND

Resettlement offers plenty to keep you busy: courses, qualifications, CV workshops, LinkedIn profile-building, networking events, job boards. All of it can be valuable, but only once it's serving a clear direction.



"A strong CV doesn't create a career strategy," Jenny says. "A qualification doesn't decide where your experience fits. A recruiter can introduce opportunities, but they can't decide which ones are right for you."

Get the direction clear first, she argues, and everything else in the resettlement process becomes sharper and more efficient. You can judge whether a qualification is genuinely relevant rather than just available. You can network with a purpose instead of collecting business cards. You can position your experience for a specific market rather than trying to look broadly appealing to everyone. And you can assess opportunities against the career you're trying to build, rather than simply asking whether you could technically do the job.

"For experienced Service leavers, the goal shouldn't be to become more employable in the abstract," Jenny says. "It should be to become more precisely positioned."

TRANSLATE THE LEVEL, NOT JUST THE LANGUAGE

Most resettlement advice focuses on stripping out acronyms and rewriting job titles into something a civilian recruiter recognises. Jenny says that's only half the job - and often the less important half.

"The more important task is helping the market understand the

level at which you've operated," she explains. "What were you responsible for? What was the scale? How complex was the environment? What decisions did you own? Who did you influence? What changed because of your leadership or judgement? Those are the questions that actually reveal value."

This matters most for senior and experienced Service leavers, Jenny says, because being new to a civilian sector doesn't automatically make you junior. You may need to learn new systems, terminology or commercial expectations - that's part of any transition - but it doesn't erase the leadership, operational judgement and accountability you already bring.

At the same time, military seniority doesn't simply transfer across unchanged. The real work, she says, is calibration: working out where your experience genuinely places you in a given market, where you're already credible, and where you'll need to build evidence before employers take a level of seniority at face value.

"That kind of thinking prevents two common mistakes," Jenny says. "Underselling years of experience, or assuming that military seniority alone guarantees a direct equivalent outside. The right answer is usually more nuanced, and far more useful."

LET THE MARKET SHARPEN YOUR JUDGEMENT

Jenny is clear that transition planning shouldn't happen entirely from behind a laptop. Job descriptions and course brochures can only tell you so much, the market itself will often answer questions they can't.

"Good networking isn't about collecting contacts - it's about intelligence," she says. "What does this role actually involve? What makes someone successful at this level? What would an employer value most in my background? Where would they have concerns? How does someone with my experience typically enter this sector? What does progression look like?"

The more of those conversations you have, Jenny says, the more accurately you can judge your options. Sometimes they validate a direction you'd already picked. Sometimes they reveal that a role is smaller than it looked on paper. Sometimes they show you're aiming too low, and sometimes they make it clear that the obvious path isn't actually the most interesting one.

"The aim of exploration isn't to keep every option open," she says. "It's to collect data and to become increasingly deliberate about which options deserve your attention."

YOUR FIRST MOVE DOESN'T HAVE TO CARRY YOUR WHOLE FUTURE

With fixed leaving dates, salaries to think about and families to consider, there's real pressure around the first civilian role. Having an offer on the table can bring enormous relief, Jenny understands that pull completely.

But she pushes back on the idea that the first role has to be right forever. "Your first civilian role doesn't need to carry the weight of the next twenty years," she says. "For some people, the first move becomes the start of a long and successful second career. For others, it's a valuable first landing, and that's fine too."

Jenny also works with veterans who are already well-established in civilian life and are asking a more refined question: not whether they can succeed outside the military, but what they want next. "They've proved themselves in a new environment. They've built civilian credibility. They understand the market more clearly. Now they're ready to make a more ambitious move, and that's not a sign the first transition went wrong. Careers evolve."

Her benchmark for any move, first or fifth, isn't "is this perfect forever?" It's simpler than that: "Does this move make sense for the direction I want to build? That allows for ambition without demanding certainty."



ABOUT JENNY ROBERTS

Jenny is a RAF veteran who went on to build a 13+ year career in civilian recruitment and hiring, working with major employers including Rolls-Royce, BAE Systems and the NHS. That dual perspective - having made the transition herself, and having sat on the hiring side of the table for over a decade - shapes how she coaches: she knows what employers are actually weighing up when an ex-Forces CV lands on their desk, because she's been the one making that call.



ABOUT MILITARY TO MARKET

Military to Market is Jenny Roberts' four-month, one-to-one coaching programme for Service leavers who want clarity on where their military experience fits, what level they should be targeting, and how to position themselves for the civilian market whilst optimising their resettlement window.

Clients leave knowing where they fit into the civilian market, at what level, and how they're going to get there.

Find out more or book a discovery call: www.jennyrobertscoaching.co.uk/military-to-market

Winners of the 2025 BFA HSBC UK British Franchise Awards.



"And the finalists are"

The BFA announces the names of the 2026 BFA HSBC UK British Franchise Awards

The BFA (British Franchise Association) has announced the names of the finalists in the 37th BFA HSBC UK British Franchise Awards.

The awards are open to the BFA's 2,300+ members which includes franchisors, franchisees, advisors and suppliers. This year there are 58 finalists in 14 categories. There is one new category for 2026, the Advisor and Supplier Award, recognising the efforts of a company or individual who has done the most to support the franchising industry.

ABOUT THE BFA

Since 1977 the BFA has been the self-regulatory body for franchising in the UK, setting the standards for the sector, based around the Code of Ethics for Franchising. The association provides an educational platform for those interested in franchising their businesses or wishing to buy a franchise. Franchise brands who wish to demonstrate high standards and their commitment to ethical franchising, do so by their voluntary membership of the association.

THE BRITISH & INTERNATIONAL FRANCHISE EXHIBITION

- Dates: 29 - 30 January 2027
- Venue: Olympia London
- Website: www.franchiseinfo.co.uk/franchise-exhibitions/the-british-international-franchise-exhibition

FRANCHISE EXHIBITIONS

- The National Franchise Exhibition
- Dates: 2-3 October 2026
- Venue: NEC Birmingham
- Website: www.franchiseinfo.co.uk/franchise-exhibitions/the-national-franchise-exhibition

THE JUDGING

During the week of the 20th of July 2026, finalists will be invited to deliver a presentation to a panel of judges, followed by a Q&A.

The judges for the 2026 awards will be Pip Wilkins QFP, CEO of the BFA, Gillian Morris, UK Head of Franchise at HSBC UK, Suzie McCafferty, founder and CEO of Platinum Wave, Louise Harris, founder and CEO of Franchise Projects and Damian Humphrey, Partner at Ashtons Legal.

Paul Thompson founder of Water Babies and Ruth Brown, COO of Home Instead will judge the new Advisor and Supplier category.

Gillian Morris, UK Head of Franchise at HSBC UK said: "Congratulations to all the finalists of the British Franchise Awards. Reaching this stage is a real achievement especially after such a tough and competitive shortlist and it speaks volumes about your resilience, ambition and the quality of your businesses. As proud sponsors, HSBC UK has seen first-hand the energy and innovation that franchising brings to communities and the wider UK economy. We're delighted to recognise your success, and we wish you the very best for the awards."

Pip Wilkins, CEO of the BFA said: "This is my 10th year judging the awards as CEO and it's truly one of my favourite times of the year. Franchising is all about people,

and it is my honour and privilege to read about the wonderful work brands and individuals are doing in our industry, constantly pushing the needle, stepping out of comfort zones and putting their shoulder behind the wheel of success. From franchisors embracing new technology, to franchisees grasping the mettle and supporting their local areas; the stories have been inspiring, and I can't wait for us to share them online over the next few weeks. A huge congratulations to everyone who has made this year's finals and, as ever, my enormous thanks to Gillian and to all our judges, for making these awards possible. Good luck everyone."



For more information about the awards or to see the list of finalists online, please visit: www.thebfa.org/bfa-hsbc-uk-british-franchise-awards

The finalists in the BFA HSBC UK Awards 2026 are:

FRANCHISOR OF THE YEAR – ESTABLISHED

- Driver Hire
- Speedy Freight
- Stagecoach
- Water Babies
- Signs Express
- Swimtime

FRANCHISOR OF THE YEAR – EXPANDING

- Access4Lofts
- Mini First Aid
- Pink Spaghetti
- Radfield Home Care
- Snap Fitness
- Turtle Tots

FRANCHISOR OF THE YEAR – EMERGING

- Bike Fitters
- Just Clear
- OVO Solar & Heating

RESEARCH & DEVELOPMENT

- Access4Lofts
- Total Clean
- Water Babies

LEADERSHIP & CULTURE

- Anytime Fitness
- McDonald's Restaurants
- Right at Home

FRANCHISE SUPPORT

- Mathnasium
- Pink Spaghetti
- Radfield Homecare
- Snap-on Tools

MARKETING

- Bluebird Care
- Molly Maid
- No Letting Go
- Revive! Auto Innovations Franchisee Finalists

HSBC MULTI-UNIT/MULTI-BRAND

- Boots Opticians (Zabir Ali)
- Home Instead (Sunny Singh)
- McDonald's Restaurants (Carel Venter)
- Papa Johns (Harmandeep Kaur & Chan Buller)

- Premier Education (Karl Fox & Danny Boswell)
- QFM Group (Kishan Patel)
- SUR Group (Suhail Rehman) Advisor & Supplier Finalists

COMMUNITY IMPACT

- Boots Opticians (Q&K Group)
- ChipsAway (Shawano Crichton)
- Signs Express (Ian Furlong & Louise Sergent)

DYNAMIC DUO

- Bluebird Care (Mehul & Tushar Shah)
- Driver Hire (Anne & Chloe Goodfellow)
- Snap Fitness (Olga and Gurnake Cheema)
- Water Babies (Jenni Whyte & Louise Friseal)

CUSTOMER FOCUS

- ActionCOACH (Anu Khanna)
- Boots Opticians (James Pye)
- Concept Claim Solutions (Paul Cheetham)

BFA STAR PERFORMER

- Home Instead (Karina Brown)
- Pink Spaghetti (Yuki Dennis)
- Puddle Ducks (Sarah Austin)

YOUNG GUNS

- ComputerXplorers (Chris Utulu & Molly O'Shea)
- Smoke & Pepper (Saqib Muhammed)
- Super Star Sport (Keelan Fallows)

SUPPORT PARTNER OF THE YEAR

- AdSmart from Sky
- Ashtons Franchise Consulting
- Atlas Mapping
- Franscape
- Hamilton Pratt
- Platinum Wave



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

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



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

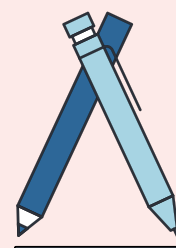
We have a wide portfolio of customers we cater to including:

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

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.



Getting Started: How does it work?

1. There are several stages to the ELC process. Full information is set out in Joint Service Publications (JSP) 822.
2. First you must have already been registered to become a Scheme Member and have accrued a sufficient amount of service before you can submit a claim. If you are still serving speak to your local Education Staff as they will be able to check your entitlement for you. If you have left the forces contact ELCAS as they can make the appropriate checks.
3. Have a look at Service Personnel Claiming ELC or Service Leaver Claiming ELC respectively as these pages will tell you how to make your claim.
4. Finally you must complete your Course Evaluation via the Member's Area. Please note that further claims cannot be processed until the evaluation has been completed. ●



Before making an application, Service Leavers are advised to first check the national position on existing support with the relevant national education authority (e.g. 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.

BACKGROUND

The Publicly Funded Further Education/Higher Education scheme provides Service Leavers and Service Personnel in their qualifying resettlement phase with access to a first full Level three (GCE A level or vocational equivalent), or a first higher education qualification (a foundation degree or a first undergraduate degree or equivalent) free from tuition fees.

If a Service Personnel has obtained 120 credits this would result in a Higher Education qualification and makes them not applicable for this scheme. MOD and the relevant national education authority in England, Scotland, Wales and Northern Ireland pay for the tuition fees in full rather than the individual making a contribution towards the cost.

Claim Process to be Followed by Learners and Learning Providers

ONE. Learner identifies course of learning in liaison with Approved Learning Provider

TWO. Learner completes ELC Claim Form (form ELC 005.01)

THREE. Learner submits Claim Form (form ELC 005.01) to Commanding Officer and Education Staff for approval

FOUR. All ELCAS Submissions must be sent online.

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%

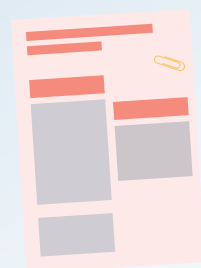


SIX.

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.

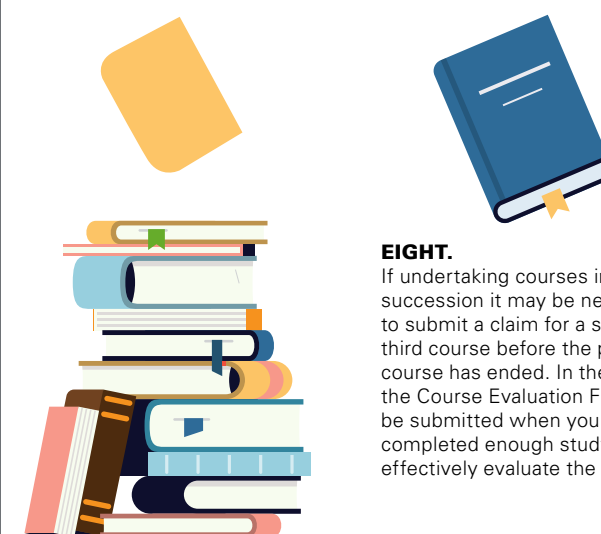
FOUR.

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 reinstatement 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-EL3RRETSO3C@mod.uk

ARMY
Learning Credit Scheme (LCS)
Manager
Education Branch Zone 4, Floor 2,
Army Personnel Services Group,
Home Command
Ramilles 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.

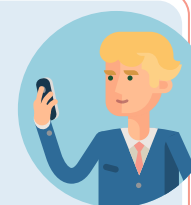
- Submit full information about the course that you wish to undertake and include details of your registration date where applicable.
- If wishing to use a new provider ensure they will be eligible to participate in this scheme (they must deliver Publicly Funded FE/HE) and ask them to apply for approved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

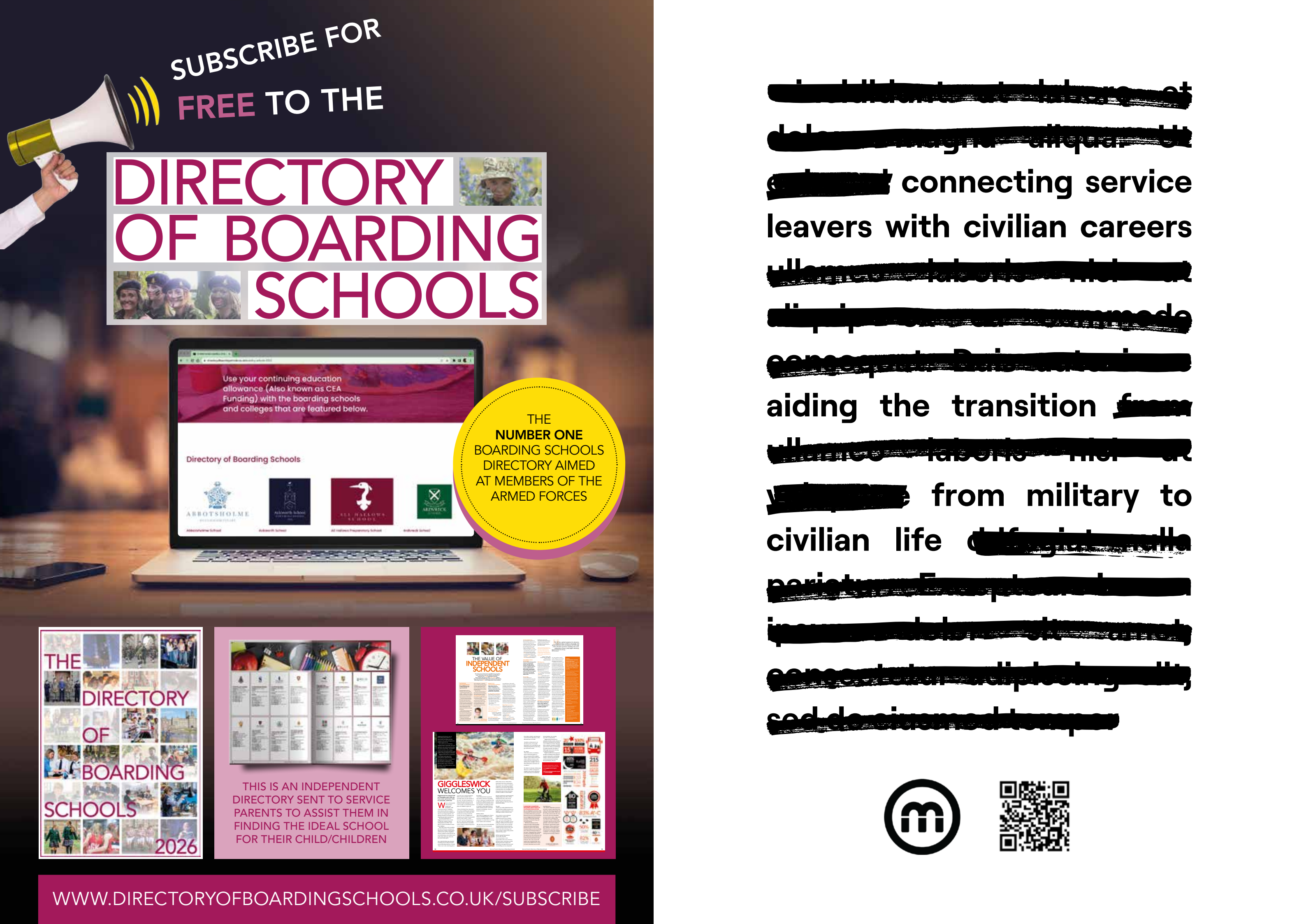
If you have any questions with regards to the above, then please discuss with your Single Service Representative.

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**.

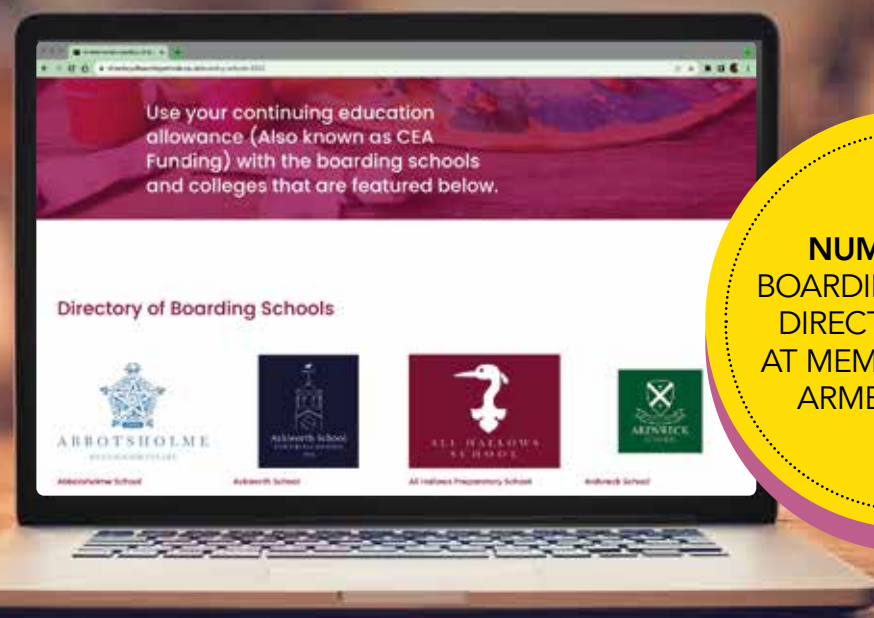




SUBSCRIBE FOR
FREE TO THE

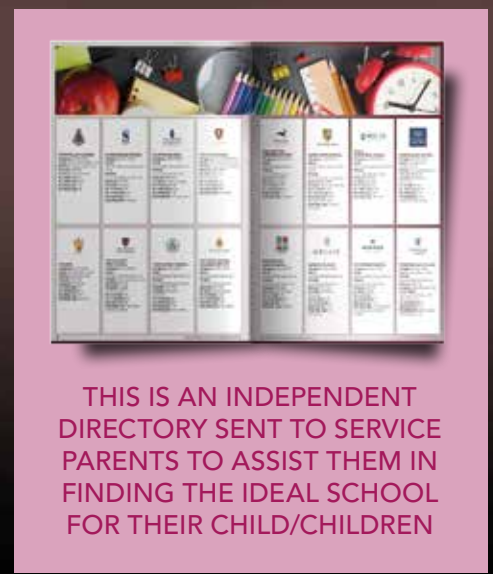
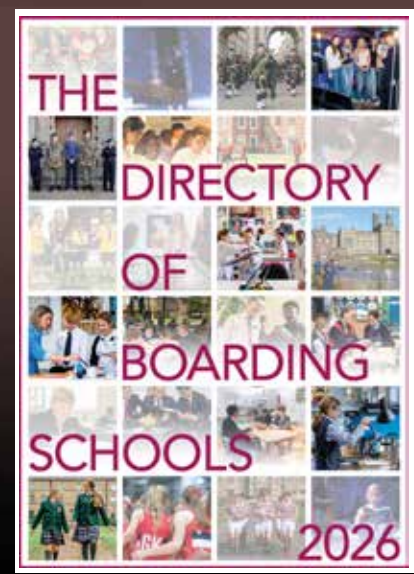


DIRECTORY OF BOARDING SCHOOLS



THE
NUMBER ONE
BOARDING SCHOOLS
DIRECTORY AIMED
AT MEMBERS OF THE
ARMED FORCES

~~...at~~
~~...the~~
~~connecting service~~
~~leavers with civilian careers~~
~~...~~
~~...~~
~~...~~
~~aiding the transition~~
~~from~~
~~...~~
~~from military to~~
~~civilian life~~
~~...~~
~~...~~
~~...~~
~~...~~



WWW.DIRECTORYOFBOARDINGSCHOOLS.CO.UK/SUBSCRIBE



MILITARY PROVOST
GUARD SERVICE (MPGS)

ARE YOU LEAVING THE MILITARY?

Are you in resettlement, considering leaving,
or wanting to transfer from the RN, ARMY or RAF?

Have you thought about what a career
in the MPGS can offer you*?

- **Stability** of a non-deployable engagement with no requirement to move locations
- **Consistency** of a set '4 ON - 4 OFF' shift system
- **Choose** to serve at 130+ locations across the UK
- **Subsidised Accommodation** in either Single Living Accommodation (SLA) or Service Family Accommodation (SFA)
- **Pensionable Service** with the Armed Forces Pension Scheme (AFPS)
- **Full career pathway** with promotion opportunities up to Warrant Officer (Class 1)
- **Free** Medical/Dental, Gym and other Military Welfare provisions
- **Maximum age** to enlist is 57 (serve until 60)

"Custodem Custodire"
Guarding the Guardians



FIND OUT MORE
OR contact the Recruitment
and Engagement Team:
ArmyPM-MPGS-recruitment@mod.gov.uk

*The MPGS recruits Current and
Ex-Serving, Regular and Reserve
personnel from all 3 Services




ARMY
BE THE BEST