

Recruit from the Military Talent Pool

Workforce Solutions to Meet Your
Recruitment Needs



WELCOME



I am delighted to introduce you to the Career Transition Partnership (CTP). We are the Ministry of Defence's official provider of resettlement services to those leaving the Armed Forces. Each year, we help thousands of Service leavers successfully transition from the military to civilian life, providing resettlement support to all who have served - regardless of rank, Service, time served or reason for leaving.

We are also the link between your organisation and a highly sought-after talent pool of skilled and adaptable individuals, ready to bring their wealth of experience to the civilian job market. As the MoD's official provider, we are the only organisation who can provide access to the entire Service leaver candidate pool, at no cost to you.

Leaving the Armed Forces can be a challenging time for many, however I am delighted that the rate of Service leavers gaining civilian employment within six months of leaving is consistently over 80%. To maintain these figures, and ensure that our Armed Forces leavers are able to achieve the fulfilling second careers they deserve, we need organisations like yours. On the following pages, I would like to introduce you to our no-cost recruitment solution and the ways in which we can work together to meet your talent requirements.

We work with thousands of employers - from SMEs to multi-nationals like Jaguar Land Rover, Sky, BAE Systems and Openreach - who already recognise the wealth of transferrable skills and experience that ex-military personnel bring with them to the civilian job market. We're delighted that so many of our employer partners have been recognised for their support of the Armed Forces community with the Government's Defence Employer Recognition Scheme, and we look forward to working with you too.

This brochure explains the support provided to Armed Forces leavers by the CTP, the countless benefits of recruiting Service leavers into your organisation, and the different ways in which the CTP can connect you with this exceptional pool of talent.

In the changing world of work, the one constant is the need to access exceptional talent. The CTP connects highly motivated, committed and capable employees with employers seeking to hire the best, and I hope that you will find our services of interest.

David Duffy
Managing Director
Career Transition Partnership

CONTENTS

- | | |
|--|--|
| 03 Who are the Career Transition Partnership? | 10 BT: A Long-Standing Employer of Choice for Service Leavers |
| 04 How Do You Benefit? | 12 Employer Interview: Jaguar Land Rover |
| 06 Showcase your Brand at CTP Events | 13 Employing Reservists in your Organisation: The Business Case |
| 07 Case Study: Mitchells & Butlers | 14 We are Global Career Experts |
| 08 Transferable Skills and Vocational Qualifications to Benefit your Organisation | |

WHO ARE THE CAREER TRANSITION PARTNERSHIP (CTP)?

We are the MoD's official provider of Armed Forces resettlement.

Every year, over 14,000 individuals leave the Armed Forces. They are of widely different ages and have a range of qualifications and experience. Everyone who leaves will have different personal circumstances and aspirations, but the adjustment from the military environment to the civilian world is an issue common to all. It is certainly a challenge, but also a chance to take stock and focus on the opportunities and possibilities that lie ahead.

In 1998 the Career Transition Partnership (CTP) was formed as a partnership between the Ministry of Defence and Right Management, who are talent and career management experts and part of the ManpowerGroup. We provide resettlement services to all leavers of the Armed Forces, and with almost 20 years' experience in helping individuals make the transition from the military to civilian life, we're well placed to connect you with the right candidates for your positions.

Our organisation also incorporates RFEA – The Forces Employment Charity, so we're in the unique

position of knowing exactly what's required in the world of work, as well as understanding the needs of our Service leaver candidates.

Crucially, due to our partnership with the Ministry of Defence, we're government funded which allows us to provide you with our recruitment service and the expertise we offer, completely free of charge.

“The rate of Service leavers who have undertaken CTP support and settled within 6 months of leaving the military is consistently over 80%”

To date, we've worked with thousands of organisations to recruit over 200,000 Service leavers from the Royal Navy, Army, Royal Air Force and Royal Marines. The companies we work with are looking for engaged, skilled and hard-working people. Most recently they have included Openreach, British Gas, Sky, Amazon, Barclays, Jaguar Land Rover, and Tesco to name a few.

Our aim is to provide you with trained and motivated candidates, who are ready to add value to your organisation.

The ex-military talent pool offers highly motivated, committed and capable employees, and the CTP is here to work with organisations like yours to help you find the best and brightest employees. We have an unrivalled pool of Service leaver talent to call upon.

How we Prepare Candidates

Service leavers possess a huge number of transferable skills, including teamwork, leadership, communication, an unparalleled work ethic, and in many cases, hard skills and qualifications in areas such as engineering, electronics and project management.

On top of this, we work with our Service leavers from two years before they leave and up to two years after, to ensure they have the tools they need to market themselves confidently in an open job market. This includes creating a CV and learning interview skills, identifying future options, and researching and applying for jobs. We also advise and support Service leavers on any additional training they may require in order to secure their desired role.

Service Leaver Career Transition Journey



HOW DO YOU BENEFIT?

We offer a high quality, no cost recruitment service for organisations looking to recruit highly motivated and experienced Service leavers, ready to bring their considerable skills and abilities to your organisation. We provide a personalised service based on your recruitment needs. Our Employer Relationship Managers can discuss your particular requirements and advise you on how best to use the services of the CTP.

The CTP provides access to a range of recruitment services to help you promote your organisation and current job vacancies to the ex-military talent pool.

The CTP Employment Team

provides support to employers with local and national vacancies. RFEA – The Forces Employment Charity is part of the CTP and assists Service leavers of all ranks with finding employment for the rest of their working lives, linking your organisation with the best candidates for your vacancies.

Account Management

Bespoke Account Management to meet your business needs; from small scale recruitment to major campaigns.

- CTP has a team dedicated to employer engagement
- You will be assigned a single point of contact
- We work with your organisation to understand your unique requirements. This allows us to design, develop and implement a bespoke and targeted recruitment process to match your needs and expectations to the Service leavers
- For large campaigns we will work with you to develop a targeted marketing campaign to promote your organisation and vacancies to the ex-military community

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By offering job opportunities to those leaving the Armed Forces, we have been able to utilise their abilities and transferable skills, such as leadership, perseverance, adaptability, planning in addition to their exceptional ability to work in a team. These individuals often bring a fresh perspective and new impetus to the work we do, which is both refreshing and motivating to those who work with them.

Chad Frankish BEM,
Programme Manager - TfL

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“ To succeed and provide innovative solutions for our customers, we need to attract diverse and talented people with the right skills, attitude and motivation. The CTP, through its unique talent pool of people who are transitioning from the Armed Forces, is a key partner in helping us find the best people to serve our customers.

John Madden, Head of Volume Resourcing - British Gas

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CTP RightJob is the CTP's online job finding service where registered Service leavers can search and apply for thousands of live vacancies and work placements on the jobs database. This enables employers to upload vacancies which can be accessed by suitable candidates quickly and effectively.

Job matching and vacancy notification service is carried out by our employment team. They can match appropriate candidates with criteria specified by employers, notifying individuals of suitable vacancies to ensure that no opportunities are missed.

Work Placements enable Service leavers to complete work experience with a civilian employer whilst they're still employed by the military, and the CTP can help you arrange these.

Placements can last from one day to several weeks, depending upon your requirements, and provide the opportunity for both employer and Service leaver to find out more about each other before making any commitment to permanent employment.

Plus, we can provide you with unique access to the Service leaver talent pool, marketing your organisation and job opportunities via the CTP website, which receives over 20,000 unique hits per month, and regular e-bulletins sent to over 14,000 active clients.



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At Travis Perkins, we are built on family values and this is what makes us different from most big businesses. We recognise the value that Armed Forces leavers can add to our business due to their wide variety of skills, experience and knowledge.

Cherie Merchant, Head of HR - Travis Perkins

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SHOWCASE YOUR BRAND AT CTP EVENTS

CTP events provide an excellent opportunity to meet with Service leavers first-hand and to promote your organisation and vacancies to the ex-military community.

Employment Fairs

CTP Employment Fairs take place across the UK and attract hundreds of Service leavers at all stages of the resettlement process, from two years pre-discharge up until discharge and beyond – so if you're aiming to fill current vacancies or simply boosting your future talent pipeline, you'll find our events worthwhile.

Whether you're looking to recruit someone who is ready to start a new career in an entry-level position, individuals with specific vocational skills, or an executive to take on a new leadership role, you'll have the opportunity to meet and network with candidates at all levels and from a range of backgrounds.

Our events represent excellent value for money, with a small charge simply to cover running costs, offering you the opportunity to meet highly trained, well-motivated and adaptable potential employees with no recruitment fees or hidden costs.

If you are interested in joining the hundreds of employers who already exhibit at our Employment Fairs, please register your interest at CTPEvents@ctp.org.uk.



Recruitment Events and Open Days

The CTP can help you facilitate and promote recruitment events or open days targeted specifically at Service leavers. These events generally take place at your company premises, enabling potential candidates to gain an idea of your work environment. Events could include presentations from former Service leavers now working for your company, a tour of the premises, workshops or networking sessions, and even informal interviews or CV reviews – the choice is yours!

The CTP has unrivalled access to the Service leaver community, with the ability to promote your events across multiple communications channels and to target candidates with the desired skills and experience to match your vacancies.

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The Service leavers we have met and spoken with at the CTP Employment Fair have been of an excellent calibre; we would hope to recruit many of them into our company.

Sky

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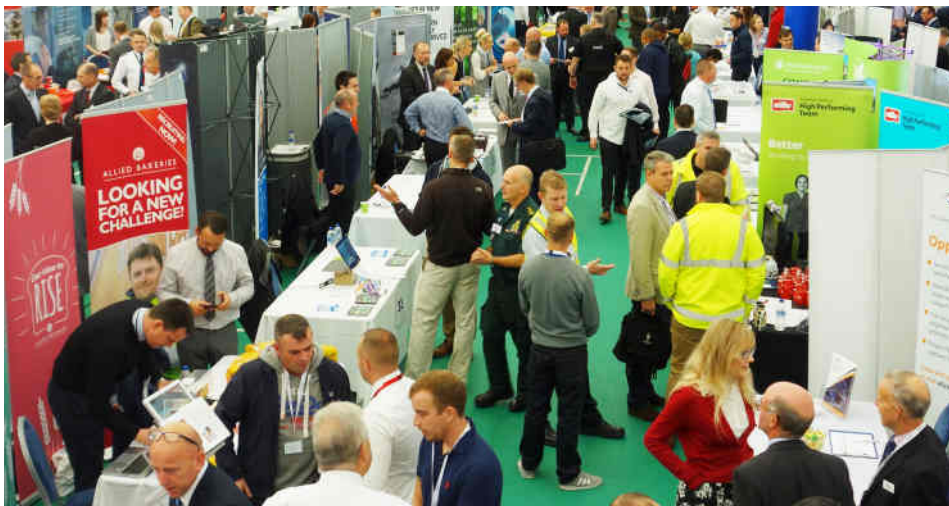
Live Online Chat Events

Live Chat events are available to employers who have particular recruitment drives or large volume opportunities. These online events take place over a two hour timeslot, via your own branded microsite on the CTP website. Invitations are targeted at Service leavers who meet your specific criteria, and the live chat technology enables you to conduct one-to-one, text-based conversations, answering queries around current vacancies, skills or training requirements and your company in general.

Live Chats are a great way to engage with the Service leaver community and increase brand awareness from the comfort of your own desk, with no travel and very little time commitment required.

Benefits of Attending Employment Events

- Access to hundreds of trained and skilled potential employees
- An opportunity to showcase your organisation and vacancies on offer
- Savings on recruitment costs as there is no fee whatsoever for any placements made
- Opportunity to collect CVs and boost your talent pool
- Nationwide coverage, as events are held across all UK regions
- Use of our no-cost job site, RightJob to upload your vacancies
- Excellent value for money - we are government-funded and our events are not for profit



CASE STUDY: MITCHELLS & BUTLERS



Utilising CTP events as part of their ongoing recruitment strategy, Mitchells & Butlers are now reaping the rewards of sourcing their talent from the ex-military cohort.

"We face challenges with recruitment in pockets of the UK and also with recruiting kitchen team roles, from Kitchen Manager to Kitchen Assistant", says Stephanie Baker, Recruitment Manager at Mitchells & Butlers. "We have now been working with CTP as part of our ongoing recruitment strategy for over three years, attending Employment Fairs across the country and hosting online live chat events, supported by our CTP account manager".

"We found the CTP Employment Fairs to be different to any other recruitment event we have been to. The Armed Forces personnel in attendance are very smartly dressed and are extremely engaged in the event which makes it easier to approach and talk to them about Mitchells & Butlers. They are there as they are actively looking for their next career move and not because they have been told to go, which is extremely apparent when speaking to them".

Mitchells & Butlers recognise the wide array of transferrable skills Service leavers bring to the civilian workplace. Stephanie highlights leadership, teamwork and communication as being of particular value. She adds "Service leavers already work to structure and uniformity, which is great in our branded businesses".

One such Service leaver is former RAF Corporal Simon Bacon, who joined Mitchells & Butlers as a Kitchen Manager in 2012, and now attends CTP Employment Fairs as a representative of the brand. Simon explains, "My career before Mitchells & Butlers saw me play a key role in training RAF personnel to become basic chefs and achieve a GNVQ qualification – in just 13 weeks! From cooking techniques,

to equipment checks, to health and safety, we provided new recruits with the basic skills necessary in order to operate following deployment in a very short timeframe".

"Whilst my role now doesn't share the same level of intensity, my ownership and pride in my kitchen and its staff remain just as important. The kitchen isn't for everyone: it requires an acute eye for detail, a calm head, and the ability to work well as a team under pressure – qualities that my time in the military has instilled in me."

Simon found the transition to a new workplace easy, thanks to the alignment in values between Mitchells & Butlers and the Armed Forces. He says, "Camaraderie, discipline, teamwork; these are words you come to cherish in the forces and working for Mitchells & Butlers is no different. Post-resettlement, I knew that whichever career path I took, it would have to be one that would challenge me. Often progression is what drives us, whether that's a promotion or learning a new skill, and so working for a company so open to seeing you progress is a huge encouragement".

Simon adds, "My passion lies in training – I love passing on knowledge and seeing people develop – and with a number of senior roles in training and procurement at Mitchells & Butlers, there's no reason I can't play a more influential role across the wider brands and business in the future."

Stephanie concludes, "Ex-military personnel are a great potential pool of employees: they have such a great work ethic, are very team minded and will bring a new depth to your workforce".



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Simon Bacon, Kitchen Manager - Mitchells & Butlers

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TRANSFERABLE SKILLS AND VOCATIONAL QUALIFICATIONS TO BENEFIT YOUR ORGANISATION

In addition to the financial benefit gained by employers through the no cost recruitment solution the CTP provides, access to this unique pool of talent brings many advantages to your organisation - in the shape of the people that will help you win in the changing world of work.

Whichever industry sector you are recruiting for, we are likely to have candidates with the skills and experiences to match.



IT and Cyber Security

Military experience of complex IT systems makes Service leavers an ideal fit for the industry. And with a deep understanding of security at the highest level, Service leavers have not only the experience but also the mind set for employment within the cyber security industry.

The CTP works with employers to fill roles across the industry, including Infrastructure, Information Solutions, Networks, Development and Support.



Energy and Utilities

For the Oil and Gas, Renewable Energy and Offshore sectors, Service leavers' experience in Health and Safety, working at multiple sites, in challenging environments and with minimum supervision are key. Service leavers are equipped to take on a variety of roles, with placements including Network Operatives, Network Engineers, Wind Turbine Technicians and Overhead Line Workers.



Transport and Logistics

The Armed Forces are at the leading edge of logistics, able to move personnel and equipment to far off regions of the world at short notice. From driving trucks to procuring equipment or managing technical stores warehouses, Service leavers have a wealth of experience and qualifications that are directly transferable to the industry.



Business Services

From Project Management to Retail Management, Health and Safety to Facilities Management, Service leavers are equipped with the transferrable skills to excel within business services. They are able to back up this experience with access to a wealth of civilian qualifications via the CTP, including PRINCE 2, NEBOSH, APMP and Facilities Management.



Engineering

Engineers and technicians from the Armed Forces work with some of the world's most advanced defence systems, meaning that Service leavers are often highly sought after by the engineering industry. Specialisms include aeronautical, avionics, electrical, mechanical, nuclear, communications and marine engineering.





To help Service leavers back up their military experience, the CTP also delivers a full programme of vocational training courses.

We understand the skills and qualifications sought by employers in today's world of work, which is why our training is designed specifically with Service leavers in mind, aiming to fill any knowledge gaps and equip them with the civilian qualifications to help them succeed. We listen to feedback from our employer contacts and continuously modify our training programme to ensure we are providing skills and qualifications relevant to the needs of employers.

Plus

As well as their highly sought-after vocational skills, Service leavers also bring with them a wealth of transferable skills.



Communication Skills

Those who have served in the Armed Forces are well practised in dealing with internal and external stakeholders, at all levels of seniority.



Problem Solving & Adaptability

Adapting quickly to ever changing situations in a pressured environment is a skill developed by all ex-military personnel, along with learning new processes and integrating into other teams on a regular basis.



Leadership & Management Skills

The military trains people to lead by example as well as through direction, delegation, motivation and inspiration. Ex-military personnel understand the practical ways to manage behaviours for results, even in the most demanding circumstances.



Health & Safety, Security Awareness and Best Practice

Thanks to extensive training, Service leavers are aware of procedures with the benefit of protecting employees, property and materials.



Team Working

Service men and women understand how genuine teamwork grows out of a responsibility to their colleagues. Military duties involve a blend of individual and group productivity and also necessitate a perception of how groups of all sizes relate to each other in order to reach an overarching objective.



Diversity and Inclusion

Service leavers have learned to work side by side with individuals regardless of race, gender, geographic origin, ethnic background, religion and economic status. They have the sensitivity and diplomacy to co-operate with individuals from all walks of life.



Efficient Performance and Flexibility

Ex-forces personnel understand the rigours of tight schedules and limited resources. They have developed the capacity to know how to accomplish priorities on time, in the face of tremendous stress and potential obstacles.



Respect for Procedures

Service leavers have gained a unique perspective on the value of accountability. They understand the need for an organisational framework and the responsibility for their place within it. They know how policies and procedures enable an organisation to exist and work effectively.



Integrity and Loyalty

Prospective employers can benefit from a track record of integrity, which is at the heart of a military career. Service leavers are expected to show not just physical but moral courage, including loyalty to other team members.



Accelerated Learning Curve

Service leavers bring with them countless transferable skills and a proven ability to learn new skills and concepts quickly.

BT: A LONG-STANDING EMPLOYER OF CHOICE FOR SERVICE LEAVERS

BT is well known as one of the world's leading communications services companies. It operates across 180 countries, providing fixed-line services, broadband, mobile and TV products and services as well as networked IT services.

BT's relationship with the military dates back many decades. The company has been a long-standing employer of choice for Service leavers and Armed Forces Veterans, has a close working relationship with the CTP and has capitalised on the skills that they bring to its business.

BT employs 82,800 people in the UK, in a wide variety of roles; around 4,000 of BT employees are Armed Forces Veterans. In 2016-17, BT recruited nearly 10,500 people in the UK, including 900 apprentices, 300 graduates and 3,600 people to work in customer-facing roles.

Roles targeted at Service leavers range from trainees to skilled positions and managers, and include BT Fleet vehicle technicians, operations and senior operations managers, project managers and cyber specialists.

A Second Career with BT

BT is a large and diverse business that reaches every part of the UK, and is extremely proud to be one of the most prolific recruiters of Service leavers in the UK. BT has shown that Service leavers score higher at assessment centres, stay longer, have less performance and discipline issues, take less sick absence time off and are more likely to promote to a higher grade. This is testament to the experience, values and standards that Service leavers bring to business.

For Service leavers seeking a rewarding second career with an armed-forces friendly employer, not just in telecoms but in security, operations, vehicle maintenance and a host of other roles, BT provides a wealth of opportunities.

BT Security: A Fast-Growing Business

BT Security is one of the company's fastest-growing businesses. It looks after BT's physical, network and systems security, and delivers world-class security solutions to BT's customers and to the global market place. From metal theft to cyber threats, fraud prevention and specialist crime investigation, it is a wide-ranging business with plenty of opportunities for Service leavers.

Mark Hughes, President of BT Security, says "a large proportion of our people have Armed Forces and public service backgrounds, and we're continuously recruiting for people with relevant skills and experience to work in a variety of roles and locations."

BT's Fleet Solutions: An Ideal Fit for Vehicle Technicians

Fleet maintenance and accident management services are perhaps not the first things that come to mind when people think of career with BT. BT's Fleet Solutions, part of BT Group, is one of the UK's leading fleet management solutions providers, supplying both BT as well as some of the largest and most complex Fleets and Plant equipment in the UK to external customers such as, the AA's fleet of vehicles nationwide.

Fleet Solutions are often looking to recruit skilled vehicle technicians into its UK-wide workshops. Applicants need to be fully qualified to do the role – City & Guilds or NVQ3 in automotive engineering, plus relevant workshop experience.

Steve Webb, senior HR manager, says "we're always looking for experienced and qualified applicants to join our business. Ex-military candidates can fit really well into our business, and we'd gladly have more."



10 0121 236 0058

RECRUITMENT SUCCESS FOR OPENREACH

Openreach is Britain's digital network business and is a wholly owned and independently governed division of the BT Group.

They employ over 30,000 people who connect homes, mobile phone masts, schools, shops, banks, hospitals, libraries, broadcasters, governments and businesses - large and small - to the world.

Their mission is to build the best possible network, with the highest quality service, making sure that everyone in Britain can be connected.

Openreach roles targeted at Service leavers include field engineers and civil engineers.

Since 2011, nearly 2,500 Armed Forces Veterans have been recruited into permanent roles, primarily to fulfil the ongoing requirement for engineers working on the installation of super-fast broadband throughout the UK.

Clive Selley, Openreach's Chief Executive, says "We've been working closely with the CTP for a number of years, and they have a great understanding of our recruitment needs, particularly for our engineering roles. The CTP provides a good source of highly skilled and motivated candidates.

The business case for this strategy is clear: Armed Forces people stay longer, are more likely to be promoted, and have high productivity rates."

Openreach continues to advertise its field engineering and operations management roles via CTP, and sees a higher pass rate at assessment centre for ex-military applicants compared to non-military – in 2017, 20% of successful applicants were ex-military.



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The CTP provides a good source of highly skilled and motivated candidates. The business case for this strategy is clear: Armed Forces people stay longer, are more likely to be promoted, and have high productivity rates.

Clive Selley, Chief Executive, Openreach

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EMPLOYER INTERVIEW: JAGUAR LAND ROVER

As an Armed Forces Covenant Gold Award Employer, Jaguar Land Rover is committed to recruiting from the ex-military talent pool. Head of Employee Experiences Rob Lummis explains why Service leavers make the perfect fit.

"The qualifications and experience that ex-military candidates bring to the workplace mean that they are a good fit for many roles."

Rob Lummis, Head of Employee Experiences - Jaguar Land Rover



What are the biggest challenges JLR faces in terms of recruitment?

Our main challenge is rapid growth of the business, requiring volume recruitment for niche or hard to fill roles, such as those in skilled trades. Continued recruitment in volume over many years means we have exhausted the local area supply for certain roles – and that's where CTP comes in.

We have been working with CTP for more than five years to identify appropriate channels to target military personnel for JLR and to raise employer brand awareness within this group. We advertise on RightJob, the CTP jobs website, regularly attend CTP Employment Fairs, as well as hosting online web chats via the CTP website.

How do Service leavers fit into JLR's organisation?

The qualifications and experience that ex-military candidates bring to the workplace mean that they are a good fit for many roles, with leadership behaviours being a particular strength.

We have recruited predominantly for skilled trade roles, such as Mechanical and Electrical Maintenance Fitters; however, Service leavers have also been a good fit for roles across all levels and functions within the organisation. We have therefore created an internal skills matrix to help us identify the types of skills/qualifications that are gained within the military by rank/role type and how they transfer to JLR grades/positions.

Many of the skills and behaviours instilled within the military are a great match for the qualities we need in our business.

How do you promote your commitment to the Armed Forces across the business?

We have an Armed Forces Steering Committee that oversees military initiatives to support company commitments made in the Corporate Covenant. Various opportunities can be offered to any service leaver/veteran, such as insight visits, placements or mentorship support from a JLR employee. We are passionate about our Wounded Injured and Sick (WIS) programme, which has seen over 25 individuals gain employment since 2014.

Our most recent initiative involved the JLR retail network launching a pilot project for service leavers and veterans to become trained Retail Technicians. six individuals have completed a three week training package at the JLR Academy, and are now employed at UK Retailers local to where they live.

In 2018 we will introduce a mid-service placement scheme, providing commercial sector work experience in a range of disciplines for up to nine months; the individual will then return back to their trade/branch to complete their career in the military. The first placement which has been arranged will focus on Project Management.

What advice would you give other employers considering recruiting from the ex-military talent pool?

I always recommend taking advantage of CTP services. It is also key to understand the translation of military experience to roles within the organisation and I recommend taking time to educate the candidate on identifying suitable roles and the recruiting manager on how to identify the right skills and experience for the role they are recruiting for.

EMPLOYING RESERVISTS IN YOUR ORGANISATION: THE BUSINESS CASE

Reservists are ordinary men and women who volunteer to train and serve the country alongside Regular forces. They come from all parts of the community and all walks of life. The Reserves play an essential role in our Armed Forces and, through their dedication and professionalism, make a vital contribution to protecting the nation's security at home and overseas. Like their regular counterparts, Reservists receive world-class training, which means they can carry out the same roles as their Regular counterparts to high standards.

How Reservists add value to your business

Employing Reservists can bring real benefits to big and small organisations in both private and public sectors. Reservists now have access to the same equipment and technology as Regulars and receive high-quality, state-of-the-art training - often under highly pressurised conditions.



Reservists are deployed in operational theatres worldwide to undertake diverse and, sometimes, challenging roles. Throughout their military training, Reservists develop skills and gain qualifications that are highly prized by organisations in every industry sector. Often these skills are far-ranging and advanced and are directly transferable to civilian roles. From communications and IT to foreign languages, LGV licences, first aid, catering and personnel management, the training Reservists receive is directly transferable to the workplace at no cost to their employers.

The Armed Forces Covenant

Since June 2013, over 1900 companies have publicly pledged their support to the Armed Forces community by signing the Armed Forces Covenant - and the number is growing. By signing the Armed Forces Covenant, organisations pledge to honour two main principles:

- no member of the Armed Forces community should face disadvantage at work or in the community compared to other citizens
- in some circumstances, special consideration is appropriate for those who have given most, such as the injured or bereaved

Reservist employees need, above all, flexibility from their employers to attend training. Most Reservists complete a minimum of 27 days training a year comprising midweek evenings, some weekends and an annual two-week camp. Many employers who have signed the Armed Forces Covenant grant their Reservist employees additional paid or unpaid leave.



Supporting Reservists in the workplace

Reservists are an asset to the UK workforce. Four in five employers say Reservists learn transferable skills from Reserve service that they could never learn as part of their normal job.

Reservists are an essential element in the UK's military capability. As Defence rebalances the structure of the Armed Forces, by 2020 there will be a significantly larger proportion of Reservists. With this focus on increasing the size of the Reserve Forces, employer support for Reservists has become even more vital.

Find out more on how you can support Reservists:

Defence Relationship Management (DRM):

A single point of contact for employer information and support and a trusted partner to form strategic relationships with Defence.

Visit: www.gov.uk/mod/employer-relations

Call: 020 7426 8383

Email: employerrelations@rfca.mod.uk



A selection of companies who support employing reservists:



www.ctp.org.uk 13

WE ARE GLOBAL CAREER EXPERTS

**The CTP is a partnering agreement between the
Ministry of Defence and Right Management Ltd.**

Right Management is a global leader in talent and career management workforce solutions within ManpowerGroup. We help companies create talent strategies for career management that improve business agility and performance. Our solutions include outplacement, leadership development, coaching, assessment and career mobility.

Established in 1980, we have over 35 years of experience in career management and talent strategy. In that time, we've put 40,000 people to work every day, conducted over 12 million interviews per year and successfully transitioned more than three million people into new roles. We design and deliver solutions to align talent strategy with business strategy.

Right Management has the skills and resources in place to solve your workforce management challenges and help organisations of all sizes grow talent, reduce costs and accelerate business performance.

To find out more, visit
www.rightmanagement.co.uk.



**Right
Management®**
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