

career  
**transition**  
partnership



The Ministry of Defence  
working with  
Right Management

If you're looking  
to cherry pick  
**talented staff** for  
your organisation...

...access the **military  
talent pool** via our **no  
cost** recruitment solution

[www.ctp.org.uk](http://www.ctp.org.uk)





# WELCOME

I am delighted to introduce you to the Career Transition Partnership (CTP). We are the MoD's official provider of resettlement services to those leaving the Armed Forces, and help thousands of Service leavers successfully transition from the military to civilian life each year. We are also your organisation's route to a highly talented and versatile pool of thousands of skilled and adaptable individuals.

Leaving the Armed Forces can be a challenging time for many, however I am pleased to report that the rate of Service leavers gaining civilian employment within six months of leaving is consistently over 90%. 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.

We are already engaged with thousands of employers – from SMEs to multi-nationals like Jaguar Land Rover, Sky, BAE Systems and Openreach - who recognise the wealth of transferrable skills and experience that ex-military personnel bring with them to the civilian job market. We look forward to working with you too.

The CTP has a network of UK-wide Employment Consultants, along with a Key Accounts team, who can provide a personalised service based on your recruitment needs and promote your organisation to our client base of over 20,000 active candidates. We can advertise your vacancies on our dedicated ex-military job site, arrange company presentations, employment fairs, open days and even facilitate interviews and assessments.

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	What is the CTP?	11	Employer Connections: Fujitsu
04	How do you benefit?	12	Recovery Career Services
06	Recruitment success for Openreach	13	Employing Reservists in your organisation: The Business Case
08	Key transferable skills	14	Exceptional Talent
10	Employment Events		

The rate of Service leavers who have undertaken CTP support and settled within 6 months of leaving the services is consistently over 90%

# WHAT IS THE CAREER TRANSITION PARTNERSHIP (CTP)?

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

Every year, over 20,000 skilled and experienced individuals leave the Armed Forces, with lengths of service ranging from four years to over 20 years, and others leaving for medical reasons. 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 right candidates for your positions. We have an unrivalled pool of Service leaver talent to call upon.

In 1998 the 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 Manpower Group. Our organisation also incorporates Service charities the Regular Forces Employment Association and the Officers' Association 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 MoD, we're government funded which allows us to provide you with our recruitment service and the expertise we offer, **completely free of charge.**

To date, we've worked with thousands of organisations to recruit over 180,000 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, Siemens, Amazon, Barclays, Jaguar Land Rover, SSE 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.**

## HOW WE PREPARE OUR CANDIDATES

Leavers of the Armed Forces 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 like 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, to 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

### TRANSITION

- > Identify transferable skills
- > Develop PRP with Career Consultant
- > Create CV
- > Create online profile
- > Learn interview techniques
- > Research the job market
- > Ongoing support

### TRAINING

- > Identify training needs
- > Research training providers
  - CTP courses at RTC/RRCs
  - Preferred suppliers
  - External providers
- > Attend courses
- > Training attachments

### EMPLOYMENT

- > Research job opportunities in preferred industry and location
- > Work attachments
- > Employment fairs
- > Advice from employment consultant
- > Regular searches on RightJob
- > Job searching
- > Secure employment

### SUPPORT

- > For Medical Discharges
- > For Early Service leavers
- > Housing & Finance advice
- > Veteran organisations
- > Service charities

# HOW DO YOU BENEFIT?

**We offer a high quality, no cost recruitment service** for organisations looking to cherry pick the best. Our candidates are 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 Account Managers can discuss your particular requirements and advise you on how best to use the services of the CTP.

We offer a wide range of recruitment services that employers can take advantage of in order to promote their organisation along with current job vacancies.

#### **Local Employment Consultants**

are located in major cities and regions across the UK and Germany to support employers with local and national vacancies. The Regular Forces Employment Association (RFEA) is part of the CTP and assists ex-regular Service men and women in finding employment, linking your organisation with the best candidates for your vacancies. The CTP also includes The Officers' Association (OA), which provides a recruitment service for employers offering executive opportunities.

**Key Account Management** is available for employers who meet defined key account criteria. We work with organisations to design and manage a recruitment process to match their specific needs and will:

- Construct and implement a customised account plan
- Create a Service Level Agreement
- Develop a targeted marketing campaign to promote the organisation and vacancies to the Service leaver community
- Design, develop and implement a bespoke and targeted recruitment process to match the needs and expectations of the employing organisation and the Service leavers.

**ctprightjob**

**RightJob** is the CTP's online job finding service where registered Service leavers can search and apply for thousands of live vacancies 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 consultants. They can match appropriate candidates with criteria specified by employers, notifying individuals of suitable vacancies to ensure that no opportunities are missed.

The CTP has provided the route for thousands of organisations to secure highly skilled employees, whilst making significant savings on their recruitment spend.

Working with the Career Transition Partnership has allowed us to utilise Service leavers' skills in leadership and help create a rewarding career in the world of retail. The RightJob site was the perfect gateway for ensuring we had the right vacancies accessible to all Service leavers no matter where they were based.



**Employment Fairs** attract a large number of Service leavers and are an excellent opportunity for you to meet individuals with the skills and qualities you're looking for. Typically held in external venues in major cities, these events are attended by 50+ organisations, seeking high quality candidates across all industry sectors.

Whether you're promoting current vacancies or looking to build your future talent pool, our employment fairs offer the perfect opportunity to network with potential employees and to find out more about the skills and experience on offer.\*

**Industry Awareness Events** focus on a particular industry sector and are attended by employers, training providers and industry bodies, with the aim of providing Service leavers with an industry overview, along with the opportunity to network with experts from the sector. Whilst not normally marketed as recruitment events, these days can also provide a forum for employers to hold informal interviews and identify candidates to progress on to the next stage of the recruitment process.

**Company Presentations** can take place either at your company premises or at CTP sites, enabling you to present to Service leavers about your organisation, recruitment processes and current vacancies.

These events can be followed by an informal networking session which provides an excellent opportunity to connect with Service leavers and

identify potential candidates to invite to interview. Informal interviews can also take place on the day if required.

**Work Attachments** 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. These 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 full time employment.

**Wounded, Injured and Sick personnel** are supported by the Recovery Career Services (RCS), which provides a vocational, needs-based service offering support to those who face a significant barrier to employment given their medical condition. The RCS works with employers across the UK to empower wounded, injured and sick service personnel and ensure that they are given every opportunity in the employment market, to achieve a fulfilling second career. **Turn to page 12 to read more about how your company can support the Recovery Career Services.**

**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 50,000 unique hits per month, and regular e-bulletins sent to over 20,000 active clients.

\* Exhibiting at employment fairs incurs a nominal charge simply to cover venue costs.

# RECRUITMENT SUCCESS FOR OPENREACH

Openreach has established a strong partnership with the CTP, working on a number of large-scale employment initiatives, in order to fulfil their ongoing requirement for engineers working on the installation of super-fast broadband throughout the UK.

Since 2010, Openreach has launched both fast-track recruitment programmes and civilian work attachment opportunities via the CTP, recruiting hundreds of Service leavers into permanent roles, with success rates at interview of up to 87%.



**Olivia Garfield,**  
Openreach Chief Executive at the time  
CTP relationship was first established

Openreach initially approached the CTP to launch their fast-track recruitment programme, due to the high levels of recruitment being undertaken by the organisation at the time. They were therefore seeking alternative methods which could improve both timescales and the quality of the recruitment campaign. Openreach discussed their requirements with dedicated CTP Employment Consultants and were immediately impressed by the quality of Service leaver CVs sent through to them.

During the process, Openreach and the CTP worked together to gain an understanding of each others' cultures, meaning that the CTP could use their knowledge of Armed Forces backgrounds along with their recruitment expertise, to accurately match the telecommunication/IT key skills needed for the Openreach workforce.

Olivia Garfield, Openreach's Chief Executive at the time the relationship was first established, says, "The CTP have such an in-depth knowledge of their client base and understanding of the skills and attributes they possess, that they can ensure they match the right candidates to suit our needs. This means the quality of candidates for our roles has been excellent."

"The CTP have such an in-depth knowledge of their client base and understanding of the skills and attributes they possess, that they can ensure they match the right candidates to suit our needs. This means the quality of candidates for our roles has been excellent."

The fast-track programme through the CTP has proved to be hugely successful, with almost 90% of those interviewed being offered full-time employment with Openreach. The partnership proves that Openreach is able to significantly minimise recruitment timescales and save



Service leavers are highly skilled, motivated and disciplined and have experience of complex engineering tasks in challenging environments. Their military training means they are flexible and prepared to travel at short notice whilst having a disciplined approach to work and a very positive attitude. //

Olivia Garfield, Openreach

costs through their close working relationship with the CTP, whilst at the same time gaining access to the right candidates for the jobs.

Openreach continues to utilise the skills and experience of the military talent pool to meet their needs.

Olivia Garfield says, "Prior to working with the CTP, our biggest challenge was the ability to operate a highly focussed end to end recruitment solution which minimises the timescales from point of identifying a need for resources, to having people trained up and undertaking work for us out on the ground." With recruitment programmes often operating on timescales of just a few weeks, Openreach looks to the CTP to gain access to the skilled and motivated staff who they know can do the job.

Olivia Garfield recognises the value in employing Service leavers: "Service leavers are highly skilled, motivated and disciplined and have experience of complex engineering tasks in challenging environments."

"Their military training means they are flexible and prepared to travel at short notice whilst having a disciplined approach to work and a very positive attitude. For us, as an employer, it's fantastic that we've been able to recruit so many ex-forces personnel."

Visit [www.ctp.org.uk/employers](http://www.ctp.org.uk/employers) to watch a short film showing how Openreach and other organisations have benefitted from their partnerships with the CTP.

# KEY TRANSFERABLE SKILLS

## Making the CTP part of your workforce strategy

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 benefits to an organisation looking to strengthen its workforce.



British Gas is a highly diverse business operating in a fast changing environment. To succeed we need to attract a diverse array of talent with the right skills, attitude and motivation. The CTP is uniquely placed to help us find exactly that in the wide range of talented people they support in their transition from the Armed Forces.

Matthew Berry, Resourcing Director, British Gas

### **Accelerated Learning Curve:**

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

**Leadership:** The military trains people to lead by example as well as through direction, delegation, motivation and inspiration. Service leavers understand the practical ways to manage behaviours for results, even in the most trying circumstances.

**Teamwork:** Service men and women understand how genuine teamwork grows out of a responsibility to their colleagues. Military training is unparalleled in the area of teamwork and Service leavers truly understand the importance of working as a team and how an objective can be achieved through effective teamwork.

### **Efficient Performance and Flexibility:**

Service leavers appreciate the rigour 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.

Armed Forces leavers offer an exceptional work ethic, commitment, and ability to work in some of the most challenging conditions possible. With an unrivalled approach to team working and leadership as well as a multitude of skills, experiences and knowledge; they are an asset to any company.

Kelly Tatton, Senior HR Consultant, Jaguar Land Rover





“ We fully recognise the high skills level and experience that ex-Service personnel can bring to our business and coupled with their ‘can do, no nonsense’ attitude, they prove a great asset to our business, workforce and our customers. ”  
Gillian Lewis, Head of HR Operation, Wincanton

**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.

**Adaptable:** Service leavers are accustomed to adapting quickly to ever changing situations in a pressured environment, as well as learning new processes and integrating into new teams on a regular basis due to postings to new jobs in the military.

**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.

## My Story

Andy Aston



Ex-RAF Squadron Leader Andy Aston credits much of his 23 years’ military experience as useful in his new civilian role with Royal Mail.

I left the RAF in late 2010 in the rank of Squadron Leader, having served for 23 years, firstly as Non-Commissioned Aircrew and then as a Personnel Support Officer. During my service, I gained experience in leadership, communication, stakeholder engagement, and change management, to name just a few areas that are now useful in my civilian role.

During my resettlement with the CTP, I learned how to translate my military skills into civilian speak, and was able to create a strong CV. I used my Enhanced Learning Credits to complete a series of three consulting courses: Professional Consultant, Lean Ops Consultant and Strategy Consultant, all of which have stood me in good stead in the civilian job market. I had also gained a number of civilian qualifications during my military service; these include an Open University BSc and an MSC with Sheffield Hallam.

I now work as Head of Resourcing for Royal Mail (Logistics), and I initially joined the company as part of the Senior Entry Talent Programme. The interview process included online application and tests, a telephone interview, and a two day Assessment Centre.

Working in the RAF is a way of life, not just a job, and you have to transition from that; I did have to get used to learning the language of the new company and trying not to speak in military terminology, but am now fully settled on civvy street!

# EMPLOYMENT EVENTS

CTP events provide an excellent opportunity to meet with Service leavers first hand and to promote your organisation and the vacancies you have to offer.

The CTP organises different types of events across the United Kingdom and in Germany throughout each year, to enable Service leavers to network with potential employers wishing to promote job opportunities. Typically, our Employment Fairs attract hundreds of Service leavers from the Armed Forces who are seeking employment and provide an excellent opportunity to network with individuals with the skills and qualities that will potentially meet your recruitment needs. Previous employment fairs have proved to be a great success in bringing together employers and Service leavers.

CTP employment fairs are run with the sole aim of enabling employers to meet a wide range of candidates ready to bring their skills and experience to the workplace, and for these individuals to explore the opportunities available in the civilian job market. These events incur a small charge simply to cover the costs of running the event, and this is considerably lower than other commercial events. We hope that you will agree that our events represent excellent value for money, with the opportunity to meet highly trained, well motivated and adaptable potential employees.

## BENEFITS OF ATTENDING EMPLOYMENT EVENTS

- Access to hundreds of trained and skilled potential employees, all under one roof
- 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 on the day from candidates who meet your requirements
- Nationwide coverage if you require it as our events are held across all regions
- Opportunity to hold presentations about your organisation during the event
- Use of our no-cost job site, RightJob to upload your vacancies
- Excellent value for money: as we are government-funded and our events are not for profit, we charge a nominal fee simply to cover costs.

## PARTICIPATING IN EVENTS

**If you are interested in joining the hundreds of employers who already exhibit at our Employment Fairs, you are invited to register your interest by contacting [CTPEvents@ctp.org.uk](mailto:CTPEvents@ctp.org.uk)**



“ Amazon offers a wealth of opportunity for those looking at a second career in operations, logistics, supply chain, health & safety, finance, IT, transport, engineering, HR and Customer Services. Recognising the ‘tip of the spear’ operational experience that Service leavers gain in the military, Amazon fully support CTP employment fairs. ”

Darren Gosling, UK Military Recruiter, Amazon





## EMPLOYER CONNECTIONS: FUJITSU

Fujitsu works with the CTP to recruit ex-military personnel for roles in the Defence and National Security sector of the business, accessing highly skilled Project Managers, Test Analysts, Service Engineers and Security Architects: job roles that transfer directly across from the Armed Forces into Fujitsu.

In January 2014, Fujitsu signed the **Ministry of Defence Armed Forces Corporate Covenant**, which sets out the moral obligations of society towards members of the Armed Forces community. In signing, Fujitsu has pledged to support the British Armed Forces, by upholding these key principles.

Duncan Tait, Chief Executive Officer Fujitsu UK & Ireland said: "As an organisation that has a proud history of not only supplying products and services to the MoD but also employing many citizens who form part of the voluntary reserve forces, Fujitsu recognises the invaluable contribution these individuals make to our community and our business.

We also recognise that those individuals, previously employed by the Armed Forces, can contribute a wealth of transferable skills and experience and that it is therefore important for us as a business to support their integration into the civilian workforce in any way we can."

Fujitsu has formally introduced a number of policies and initiatives to

better support reserve personnel, veterans, and their families.

As part of the commitment, Fujitsu has established a strong working partnership with the CTP, setting up a recruitment process that recognises Armed Forces skills and qualifications in order to create a talent pipeline. Job vacancies are widely promoted to the Service leaver community via RightJob, and Fujitsu recruiters receive support from a personal Employment Consultant who is able to find the best candidates for the jobs on offer.

**//** Fujitsu recognises that those previously employed by the Armed Forces can contribute a wealth of transferable skills and experience to the civilian workforce. **//**

Duncan Tait,  
Chief Executive Officer,  
Fujitsu UK & Ireland



## My Story Ian Barclay

Following 36 years' service as a Wing Commander in the Royal Air Force, I now work as Defence & National Security Head of Cyber for Fujitsu. During my service, I gained numerous qualifications which have proved useful in my new job, in areas including Electronic Engineering, Defence and Project Management.

As with many Service leavers, I found the role with Fujitsu via networking, and encourage others to use as many informal social networking opportunities as possible.

Prior to starting the role, I was able to complete a work attachment with Fujitsu whilst still serving in the RAF. This gave me a very useful insight into the company and provided a greater understanding of the requirements of the role before formally starting.

Overall, I found the transition process easy thanks to the range of experience I gained during my RAF career. Service leavers have strong skills in planning, communication, team work and adaptability, along with a wealth of technical specialisations, so are extremely well placed for a new career with Fujitsu."

# RECOVERY CAREER SERVICES

Leaving the Armed Forces can be a challenging prospect, but leaving when the decision has been forced upon you due to serious illness or injury can present a far greater challenge. Launched as part of the Defence Recovery Pathway in June 2013, the Recovery Career Services, supported by the MoD and Charity Partners, aims to help those individuals who require a greater level of assistance with making that transition.



The Recovery Career Services (RCS) is intrinsically linked to the service provided by the CTP, complementing the resettlement programme by providing a vocational, needs-based service, offering specialist support to those who face the greatest barriers to employment, given their medical condition.

A Specialist Employment Consultant (SEC) is assigned to each individual in the RCS pathway, and provides an individualised service with one-to-one support, employment advice and guidance, empowering wounded,

injured and sick Service personnel to achieve a fulfilling second career.

The RCS is supported by Partner organisations across the UK, offering a broad range of inspirational and motivational opportunities that will help these individuals build new careers after leaving the Armed Forces. These opportunities can be accessed at [www.recoverycareerservices.org.uk](http://www.recoverycareerservices.org.uk).

If your company would like to offer support to wounded, injured and sick Service personnel, the RCS would like

to hear from you. We are seeking opportunities principally across the UK, but also further afield in the form of employment, apprenticeships/internships, work attachments, mentoring, training and education, taster visits and volunteering.

## FIND OUT MORE

**To find out more please register your interest via**

**[www.recoverycareerservices.org.uk](http://www.recoverycareerservices.org.uk) or contact the Relationship Team at [relationshipteam@recoverycareerservices.org.uk](mailto:relationshipteam@recoverycareerservices.org.uk)**

## My Story

Lee Bagley served as a rifleman and was medically discharged from the Army in January 2014.

"When I was first injured, I had no idea what my future held. I attended an Individual Resettlement Planning (IRP) development course, which looked at where my skills would be best suited; a lot of the outcomes were not ideal due to my injury but the course helped me to identify reception/administration and book-keeping as a possibility, as well as other options.

I continued my medical treatment and started completing my AAT 2 qualification in Accountancy. When I was ready, my Specialist Employment Consultant helped me gain a work placement with Walsall Healthcare NHS trust, which provided me with an insight into how the NHS operates in various departments linking to accounting and finance. It

also gave me the chance to show the NHS staff that I had the skills and experience to succeed in a role with them. I realised that working in the public sector was the route I wished to pursue, and particularly liked the focus on providing a service to people, as I found this similar to my experience in the Armed Forces.

I was supported throughout the work attachment and encouraged to apply for a full time role; this secured me an interview and the offer of a permanent job, which I commenced in January 2014 upon discharge from the Army.

If it wasn't for the work attachment I don't think I would have had the confidence to apply for my job; the experience reassured me that I had the capability to do the role, and I felt supported every step of the way."

# EMPLOYING RESERVISTS IN YOUR ORGANISATION THE BUSINESS CASE



Reservists are ordinary men and women who volunteer to take on an extraordinary role in contributing to the nation's defence, and are exceptionally committed individuals. Since 2003 there have been over 27,000 mobilisations from the Royal Navy, the Army, the Royal Air Force and the Royal Marines where Reservists have been deployed to serve alongside their regular counterparts on operations, both overseas and in the United Kingdom.



Reservists develop core skills such as teamwork, leadership, loyalty and the ability to work under pressure.

Working in such pressurised conditions inevitably develops Reservists' self-confidence but it also helps them develop skills that many organisations in the civilian world don't have the time or money to. In fact, research by SaBRE (Supporting Britain's Reservists and Employers), endorsed by the Chartered Management Institute, found that the average employer would have to pay over £8,000 a year to purchase the same training in civilian skills as their employees receive from their Reservist training.

This research relates only to the skills that are relevant to the civilian workplace, including soft skills such as leadership, initiative, decision

making and working as a team – all valuable skills that any employer would value and respect.

The research also found that the experience gained from a period of mobilisation, including pre-deployment training, is worth over £8,000 for a Private, £14,000 for a Sergeant and £18,000 for an Officer.

The Reserves are an essential element in the UK's military capability. The government plans to rebalance the structure of the Armed Forces so that by 2020 there will be a significantly larger proportion of Reservists, and they will be used for additional tasks such as disaster relief and humanitarian operations.

With this increase in the size of the Reserve Forces in coming years, employers' support for their Reservist employees will be key in making it a success. Research shows that the more informed and engaged businesses are, the more supportive they are towards employing Reservists. According to research conducted by SaBRE in 2014, 87% of employers surveyed agreed that

Reservists are an asset to the UK workforce, and 83% also agreed that Reservists gain transferable skills that could never be learnt in their own job.

SaBRE is an organisation created by the Ministry of Defence to advise UK employers on the employment of Reservists. To date they have helped over 40,000 employers better understand the advantages and implications Reservist employment brings.

## FIND OUT MORE

For further information visit [www.sabre.mod.uk](http://www.sabre.mod.uk) or ring the SaBRE helpline on 0800 389 5459



The training a Reservist receives would cost an employer thousands of pounds a year to provide, but you can take advantage of these skills in the civilian workplace for free.

## A SELECTION OF COMPANIES WHO SUPPORT EMPLOYING RESERVISTS



CAPITA

Deloitte.



serco

# ARE YOU LOOKING FOR **EXCEPTIONAL TALENT?**

The Career Transition Partnership provides the connection for hundreds of employers seeking to employ Service leavers.

Whichever industry sector you are recruiting for, we are likely to have candidates with the skills and experiences to match; here are just a few examples.



## **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.



## **Security**

From technical and operative to managerial, strategic and consulting roles, Service leavers have not only the experience but also the mind set for employment within the Security industry. The CTP works with employers in specialist areas such as Maritime, Aviation and Close Protection, including those within hostile environments.



## **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.



## **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.

### **PLUS**

As well as their highly sought after vocational skills, Service leavers also possess a wide range of transferrable soft skills. These include:

- Communication skills practised with internal and external stakeholders
- Organisational skills
- Leadership & management skills
- High degree of professionalism
- Problem solving
- Health & Safety, Security awareness and best practice
- Team working
- Flexibility

### **FIND OUT MORE**

**To find out where Service leavers fit into your organisation and to cherry pick your future candidates, contact us today.**

Follow us on Twitter: @CTPforEmployers

Connect with us on LinkedIn: **Career Transition Partnership**

Call our Central Employment Team on **0121 236 0058**

Visit [www.ctp.org.uk](http://www.ctp.org.uk)

Follow us on Twitter: **@CTPforEmployers**

Connect with us on LinkedIn: **Career Transition Partnership**

Call our Central Employment Team on **0121 236 0058**

Visit

[www.ctp.org.uk](http://www.ctp.org.uk)

