

career
transition
partnership



The Ministry of Defence
working with
Right Management

www.ctp.org.uk

The Career Transition Partnership (CTP)

is the MoD's official provider of Armed Forces resettlement, and is a contract between Right Management and the Directorate of Training, Education, Skills, Recruitment and Resettlement (TESRR), Ministry of Defence.

As part of the ManpowerGroup™, Right Management is a global leader in talent and career management workforce solutions. The company designs and delivers solutions to align talent strategy with business strategy.

With over 3,500 employees working from more than 300 service locations in over 50 countries around the world, Right Management has the skills and resources in place to solve workforce management challenges and help organisations grow talent, reduce costs and accelerate performance.

ManpowerGroup™ is the world leader in innovative workforce solutions that ensure the talent sustainability of the world's workforce for the good of companies, communities, countries, and individuals themselves.

What we Deliver

Over 20,000 people leave the UK Armed Forces and make the transition to civilian life every year. To date, we have assisted over 180,000 individuals with their transition from the military.

We have nine Regional Resettlement Centres in the UK and one in Germany, along with a Resettlement Training Centre in Aldershot.

Over 90% of all Service leavers transitioning via the CTP and seeking employment are settled into a new civilian job role within six months of leaving the Services. (Source, Defence Statistics: Gov.uk)

The CTP has a large network of career specialists who support our clients in the transition to civilian life. As part of this, Service leavers are helped to identify their own strengths and transferrable skills, which will lead them to a fulfilling second career. Alongside this, the CTP works towards raising awareness amongst employers of the transferrable skills Service leavers bring to the job market.

Staying ahead of employment trends, understanding local market needs, engaging with sector skills councils and identifying national skills shortages enables the CTP to successfully match employers and Service leavers.

Our key account team is focussed on engaging with major national employers to ensure a strategic approach by organisations to integrate military talent into their workforce planning. On a local level, our network of employment consultants ensures the CTP has a good overview and understanding of regional trends and requirements.

Part of the CTP's success is a knowledge of the many transferrable skills held by military leavers, and we are dedicated to promoting these benefits to employers.

How we Deliver

We provide Transition, Employment and Training Support. From up to two years prior to their discharge date, we prepare our clients for civilian life by giving them a range of tools to enable them to promote themselves successfully in the job market. Upon leaving the Armed Forces, Service leavers can access support from the CTP for up to two years. The support provided by the CTP enables the Service leaver to access:

Transition

- > Identify transferrable skills
- > Develop a Personal Resettlement Plan with Career Consultant
- > Create CV and online profile
- > Learn and practice interview techniques
- > Research the job market
- > Ongoing support

Training

- > Identify training needs
- > Research training providers
- > Accredited CTP courses at Resettlement Training Centre & RRCs
- > Access to approved Preferred Suppliers
- > External providers

Employment

- > Research job opportunities in preferred industry and location
- > Access Civilian Work Attachments
- > Attend employment fairs, industry events & company briefings
- > Receive advice from Employment Consultant
- > Regular searches on RightJob, our dedicated ex-military job site
- > Attend networking and job searching

Ongoing Support

- > For Wounded, Injured and Sick via Recovery Career Services
- > For Early Service Leavers via Future Horizons Programme
- > Housing and finance advice
- > Veteran organisations and Service charities
- > Working with Defence to support Reservist engagement

The tools we use

Our website is integral to all aspects of the CTP delivery and communication, as Service leavers log on to access:

- **RightJob**, our dedicated ex-military job site which has on average 4,000 vacancies posted each month by employers specifically seeking to recruit Service leavers
- **myPlan**, the personalised area of the CTP website, enabling Service leavers to track their own resettlement
- Resettlement Guides, to provide information on all aspects of transition, including finance, housing, social networking and approaching the job market
- Industry overviews, to provide advice and guidance on popular sectors of the job market

Further communications channels include:

- Electronic newsletters sent to both Service leavers and Employers
- Videos showing success stories and hints & tips, via YouTube and myPlan
- Social Media to promote events, jobs and share resettlement-related news and updates
- Events such as Employment Fairs, Industry Awareness Days and Employer presentations
- Online evaluation of the CTP to constantly monitor performance

ctprightjob

myplan



Employer Case Study

The CTP has been working with BT Openreach on a number of recruitment campaigns since 2011, and to date, Openreach has recruited over 1,500 Service leavers via the CTP. In an interview, Olivia Garfield, Chief Executive of Openreach said:

"For us, as an employer, it's fantastic that we've been able to recruit so many ex-Armed Forces personnel through the CTP. They are highly skilled, motivated and disciplined and have experience of complex engineering tasks in challenging environments, whilst having a disciplined approach and a very positive attitude.

"A key driver for the CTP is to source suitable employment opportunities for the Service leaver. The fact that the CTP offer a no cost recruitment solution means they were driven by the needs of their clients (the Service leavers) and also those of Openreach. They have such an in depth knowledge of their client base and understanding of the skills and attributes they possess, that they could ensure they matched the right candidates who suited our needs. This meant that the quality of candidates for our roles has been excellent.

"We have proven, during this campaign, that we can significantly minimise normal recruitment timescales and save costs through our close working relationship with the CTP. I have every confidence that as and when we have workforce needs in the future, that the CTP will work with us to meet those needs and offer a solution from the talent pool leaving the Armed Forces."

Visit www.youtube.com/CTPorg to view a range of case study videos.

Service Leaver Case Study

Ex-Captain Anthony Ross served for eight years as an Infantry soldier in the Army, and now works as a General Manager for Cloud2, an IT Solutions Provider.

Anthony attended a Career Transition Workshop along with an Insight to Management Consultancy workshop, and then, following discussion with his Career Consultant, completed an APMP Project Management course at the RTC in Aldershot.

Anthony settled into the role quickly, and says, "I have found that the military provided me with skills that have been immediately transferrable. The ability to manage limited resources to meet multiple and often competing targets has proved invaluable. In addition, the skills I developed in building teams, personnel management, planning and decision making have been used and developed further throughout my role."

Simon Hudson, Director of Cloud2, sees countless benefits brought to the organisation through employing an ex-Service leaver: "Anthony's ability to think on his feet, to manage a crazy workload and to flex according to the dynamic nature of our business meant he made a difference within days.

"His ability to support and motivate the team, his focus on quality and his ability to see business improvement needs and anticipate solutions on behalf of the directors soon made him stand out. In a year he has moved from being an emergency stand in to a senior manager in our business. A simply outstanding individual and I would love to have a dozen more like him."