

EMPLOYMENT DASHBOARD

EMPLOYMENT PROGRAMME VISION - All Ex Service personnel and their spouses achieve successful employment outcomes (satisfying, fulfilling, financially viable)

POLICY GOAL - No ex-Service personnel or their spouses are disadvantaged in achieving successful employment outcomes.

Supply - Ex-Service Personnel Readiness				
SUPPLY	Activity/Enabler		Proposed Performance Indicator	
	Transition Preparation		All personnel engage with CTP transition services.	
	Skills Transfer and Recognition		All service personnel leave with civilian recognised skills and education qualifications.	
	Personal Preparation and Resilience		All service personnel and their spouses have received a personal and cultural preparation brief at least two years before 1	
	Access to Support		All serving personnel and spouses have access to transition advisory services.	
	Outcome / Intermediate Goal	Enabling Activity	Current Delivery Projects	Comment
	Acquire recognised professional skills & qualifications	Skills Translation	Good People Skills Translation/Market Access Pilot and Feasibility Assessment. BuildForce Programme Support	Translating military skills into recognised civilian professional skills and acquiring the necessary civilian qualifications for civilian employment is an imperative. We've funded an applied research and feasibility study to explore skills translation and innovative ways of connecting the ex-Service community to SME employers in particular.
	Acquire 'soft' skills to apply for & succeed in civilian employment	Holistic transition preparation	Behavioural Insights Team Transition report.	FiMT continues to engage with MoD to capitalise on JSP 100 and DTS work. The FiMT Research Centre Conference 2021 intends to focus on families and an holistic approach to transition that underpins successful employment transition too.
Develop 'resilience' & knowledge to succeed in civilian life	Resilience planning	RAND Financial Stability study. Uni of Salford - Sanctions, Support & Service Leavers Studies. (Welfare Conditionality study & Experiences of Social Security System in Transition study).	Defence Transition policy acknowledges more early support needed for those most likely to struggle in civilian life. RAND and Salford studies will underpin support required for those claiming UC and JSA/ESA benefits and enduring financial hardship.	
Spouses able to achieve their employment and training aspirations	Personal & family preparation	Good People Skills Transfer/Employment Access Study Lifting the Lid on Transition report - Next Steps	Spouse and Family Job Board launched Sep'19. The Good People Study emphasis the value of networks and skills for spouse/partner employment.	
Those with additional needs attract appropriate support	Access to Support	Poppy Factory Employment Consultant Scotland's Bravest Manufacturing Company project support	FiMT will continue to support innovative schemes that are not otherwise receiving support via other FiMT programmes.	
Understanding of The SUPPLY Environment	Barriers & Opportunities Research	OA Older Work Force study SNCO's study Female Service Leavers study partnering with OA Mental Health and Employment Trajectories IER/RFEA/QuinetiQ 'Longer-Term' Employment Outcomes study	Following up on earlier research recommendations FiMT continues to fund studies into the barriers to and opportunities for employment (most recent studies as listed).	

Demand - Employer Readiness				
DEMAND	Activity/Enabler		Proposed Performance Indicator	
	Employer Engagement (perceptions & understanding)		All major business and trade bodies adopt and actively promote AFC principles with employers.	
	Employer Engagement (partnering & commitment)		Majority of large businesses achieve Defence Employment Recognition Scheme (DERS) Gold standards. Majority of SMEs achieve DERS standards of veterans recognition.	
	Outcome / Intermediate Goal	Enabling Activity	Current Delivery Projects	Comment
Employers acquire positive perspective & knowledge of veterans' worth	Improved understanding & perception	Black Country CoC - Chambers Military Network Deloitte - Veterans Work partnering XFE - Trade Association and Membership Body mapping.	FiMT will continue to develop proposals to support both delivery of Covenant pledges and Employer Recognition Scheme membership. FiMT works with partners to engage with the business community and to promote positive perspectives of ex Service job seekers.	
Employers can access the veterans workforce	Market Access K+E	Good People Skills Transfer/Employment Access Study	FiMT recognises that not all business has the knowledge or resource to readily access Service leavers or tap their potential. We will engage with projects that seek to address these issues.	
Improved understanding of AF employment, barriers and transition hurdles.	Employer engagement	Trade Association and Membership Body roundtables	Continuing the narrative from earlier events, FiMT will explore opportunities to work with partners to support future business engagement through Employer Forums.	