



**Forces
Employment**

Charity

Our impact 2024

The Forces Employment Charity provides life-long, life-changing support, jobs and training opportunities to Service leavers, veterans, reservists and their spouses, partners and children, regardless of circumstances, rank, length of service, or reason for leaving.

Founded in 1885 and operating across the UK, we have the specialist knowledge and understanding to bridge the gap between military life and civilian employment. We work in partnership with other organisations and employers who, like us, respect and value the unique qualities and abilities of all those who have served.

Our vision is a UK where all who have served and their families lead fulfilling working lives, enabling them to reach their potential.

2024 was a year filled with significant milestones and achievements for the Forces Employment Charity.

Last year, we marked the tenth anniversary of our justice programmes, representing a decade of impactful, life-changing, and life-saving work supporting veterans in navigating the complexities of civilian life.

Our partnerships with the Office for Veterans' Affairs and the Ministry of Defence kept us at the forefront of employment services for veterans and Service leavers. Our involvement in Op PROSPER and Employment Pathways is mobilising the business community to drive practical, cultural, and behavioural change within sectors, making them more veteran-friendly while also creating tailored pathways for veterans to transition into positions of employment. We are especially proud of our role in the new Career Transition Partnership contract. Working alongside Reed in Partnership, we continue to provide crucial support to Service leavers transitioning into their civilian careers.

Throughout the year, we remained focused on empowering our clients, whether helping them secure meaningful employment, explore new career paths, or enhance their quality of life. Witnessing their progress underscores the significance of our work and propels us to continue advancing our efforts. Inspired by the achievements of those we've had the privilege to assist and the successes of 2024, our dedication to providing impactful support to the military community has only grown stronger.



Our year in numbers

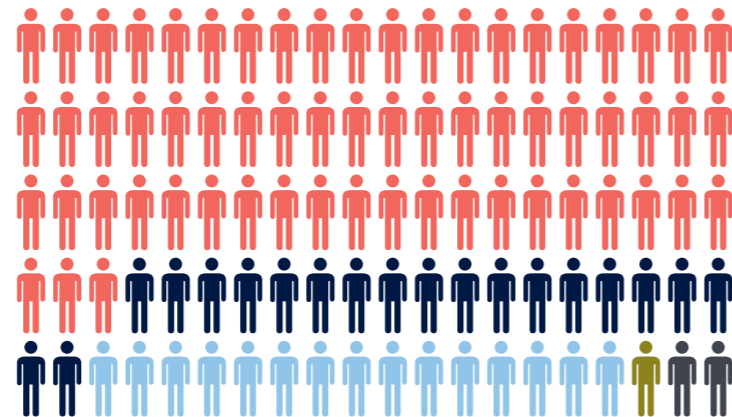
Last year we...

Supported **28,193** ex-Forces personnel, families and Afghan civilians

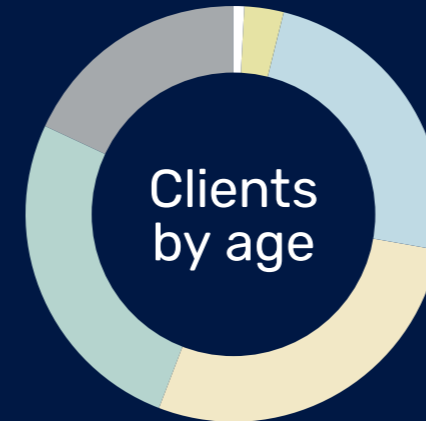
Engaged a further **20,432** members of the military community

Reached an additional **935,396** people online

- 63%** Army
- 19%** Royal Navy & Royal Marines
- 15%** Royal Air Force
- 1%** Reservists
- 2%** Families



- 61%** Junior rank
- 23%** Senior rank / NCO or Senior rate
- 12%** Officer
- 2%** Senior officer
- 2%** Spouse / family



- 1%** Under 18
- 3%** 18-24
- 24%** 25-34
- 28%** 35-44
- 26%** 45-54
- 18%** 55 and over

- +191%** MyForcesEmployment users
- +55%** Website visitors
- +48%** Registrations
- +44%** Mentors
- +22%** Event attendees
- +17%** Social media followers
- +14%** Enewsletter recipients

92p in each £1

directly supports veterans, Service leavers and their families



Supporting veterans

Life-long employment support for veterans and reservists of HM Armed Forces, both in the UK and abroad.

Our veterans' programmes provide dedicated support to former military personnel, including reservists, through a comprehensive range of programmes and practical assistance.

The Ex-Forces Employment team saw a significant rise in engagement this year, supporting 5,558 veterans, leading to a 98% increase in successful employment outcomes compared to the previous year. This growth demonstrates the team's improved ability to connect veterans with meaningful job opportunities, achieved through personalised job matching, skills training, and ongoing support. It underscores our commitment to equipping veterans with the skills, resources, and confidence necessary for sustainable employment.

As our Veterans' Support Programme approaches its two-year milestone, it continues to exemplify the Charity's holistic approach. Veterans facing financial, housing, and mental health challenges benefit from our tailored employment assistance, complemented by partnerships with organisations such as the Royal British Legion, the Department for Work and Pensions, Armed Forces charities, and specialised local services.

Our Military Women Programme achieved significant success this year, tripling its reach and supporting over 900 female veterans. With a 155% employment target success rate in 2024, the programme has empowered women to achieve high-demand tech, energy, and healthcare placements, among others.



Watch Sam's video at youtu.be/4ssJ87FiHrk or scan the QR code



Our veterans' programmes supported **2,741 clients** into sustainable employment this year

Of our veteran clients **85%** saw significant improvement in their aspirations and motivations **88%** saw improvement in their job search skills

"Knowing there are people who care and want to see you succeed, that's really important."
Sam | Army veteran

Programmes supporting veterans:
Ex-Forces Employment Programme | Military Women Veterans' Support Programme | Veterans' Support Team

Supporting those who need specialist help

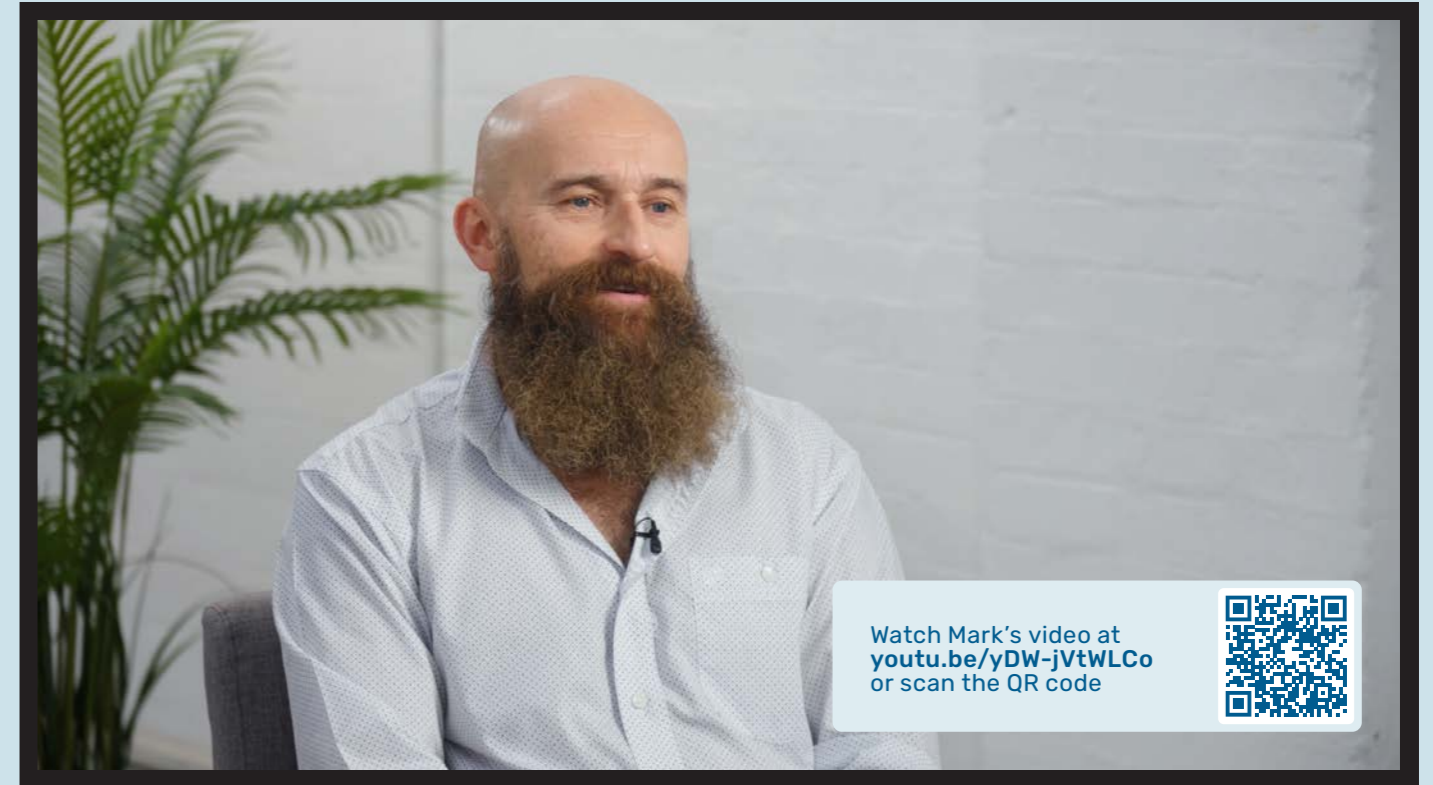
Enhanced support for clients furthest from employment.

This year, our team of Specialist Employment Consultants supported over 815 veterans needing additional assistance beyond our employment services. We partner with other organisations to help those struggling with financial, housing, or health issues. Each client received personalised guidance, helping them navigate a pathway to meaningful employment. In addition, the team works closely with our Op NOVA caseworkers to assist those in the justice system in securing employment.

In 2022 we introduced the Afghan Support Programme to assist Afghan refugees who worked with British Forces during the conflict in Afghanistan. This initiative has been transformative, especially for female spouses new to the workforce. We offered English classes and female-only groups to build confidence, reduce isolation, and enhance financial well-being. Additionally, collaborations with community leaders and local authorities have improved employment resources under the Afghan Relocations and Assistance Policy, providing tailored opportunities for Afghan families.

Our Gurkha Employment Programme also reported significant achievements. Sixty-seven per cent of clients transitioned to employment, and all progressed in their job search skills. This initiative has dramatically impacted participants' readiness for the workforce. Workshops and targeted support enhanced job skills and experience for 75% of our Gurkha clients.

The Charity's tailored programmes help those who are most disadvantaged by the lack of jobs, demonstrating resilience and adaptability in a challenging economic environment.



Watch Mark's video at youtu.be/yDW-jVtWLC0 or scan the QR code



Our Specialist Employment Consultants successfully placed **313 clients** in employment

93% of clients reported an increase in confidence when applying for employment

69 Afghan clients placed in employment, with nearly half securing full-time positions

“Having the Charity there to help you is so, so important. I’d encourage people to make it one of their first points of contact.”
Mark Probee | Royal Navy

Programmes supporting those needing specialist help:
Specialist Employment Programme | Veterans' Support Team
Gurkha Employment Programme | Afghan Employment Programme

Supporting families

Tailored employment support services for families of serving military personnel and veterans.

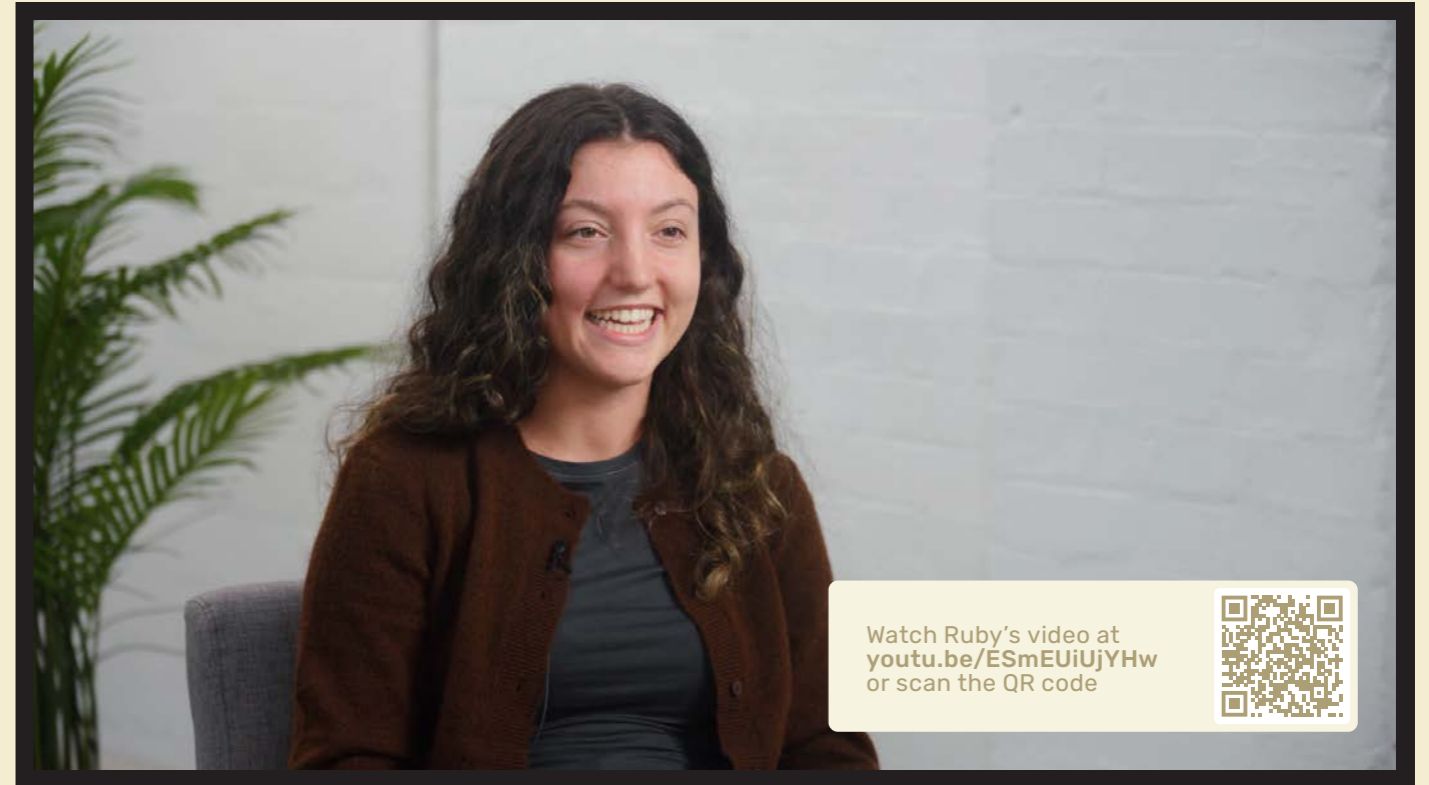
Our comprehensive Families Programme supports spouses and partners of Serving personnel and veterans, including those who are divorced, separated, or bereaved, both in the UK and abroad. Recognising the broader impact of military life and transition on families, we offer extensive support—such as mentoring and career guidance—for Service children and young people aged 16 to 24.

In 2024, we expanded our reach to hard-to-reach, vulnerable, and minority military families. Notably, 27% of clients who registered for support were from non-white British or non-UK backgrounds. We also saw a significant increase in male client registrations, which rose by 10%. Additionally, 37% of programme clients identified as vulnerable or disadvantaged, highlighting the Charity's critical role in supporting those most in need.

Participation in TechVets courses significantly increased among spouses and partners. This enabled clients to obtain digital qualifications and transition into tech roles and other industries, addressing underemployment and supporting career advancement.

Throughout the year, spouse and partner attendance at events like Women into Employment, Op PROSPER events, and CTP Employment Fairs significantly increased, highlighting the growing demand for these initiatives and the expanded reach of our support.

The Charity supported 656 young people through workshops and provided one-on-one mentoring to 100 individuals aged 16-24. Our team strengthened partnerships with educational institutions and employers, raising awareness of the unique challenges military children face and promoting their resilience and adaptability strengths.



Watch Ruby's video at youtu.be/ESmEUiUjYHw or scan the QR code



756 children and young people

from military families received life skills, education, training and employment support

88% of spouses and partners demonstrated progress in their job search skills

85.5% of all clients increased their aspirations and motivation

"It reassures me that I can face anything in the future, thanks to my advisor. She'll help boost my confidence throughout university or even after."

Ruby Taylor | young person from a military family

Programmes supporting military families:
Families Programme | Young People Programme
TechVets | Executive Programme

Supporting transition

We continue to deliver employment services for the Career Transition Partnership MOD resettlement contract.

September 2024 marked the conclusion of the Forces Employment Charity's delivery under the Career Transition Partnership (CTP) contract with Right Management. Earlier this year, the Ministry of Defence appointed Reed in Partnership as the new prime contractor. We are delighted to have been selected to continue supporting Service leavers under the new contract and have been working closely with Reed in Partnership to ensure a seamless transition.

We exceeded targets across all our CTP programmes in 2024. Much of this success stems from the dedicated efforts of our Central Support, CTP Future Horizons, and CTP Assist teams, which provided targeted tracking and tailored support to Service leavers. We also achieved a 2% reduction in non-responder rates, ensuring more individuals received the support they were entitled to and helping them navigate their transition effectively.

Our CTP Employer Engagement Team delivered exceptional results, hosting nine large-scale and four regional Employment Fairs alongside 198 company-specific recruitment events. These initiatives attracted 4,132 Service leavers and resulted in many successful employment outcomes.

The [latest Defence statistics report](#), published in February 2024, revealed that 89% of those accessing CTP support were employed within six months of discharge. A further 7% were engaged in training or further education—positive outcomes, particularly for Early Service Leavers, who benefit from enhanced upskilling opportunities.

As we implement the new contract with Reed in Partnership, we remain steadfast in our mission to provide world-class support to those transitioning from HM Armed Forces.



The CTP Employer Engagement team generated **78,121 vacancies**

10,814
Service leavers placed in employment

75,806
telephone calls, emails and event bookings handled by our support teams

"If it weren't for my advisor's life-changing help, I wouldn't be where I am today."

Scott Brown | Army

Programmes supporting Service leavers:

CTP Future Horizons | CTP Assist
CTP Employer Engagement | CTP Support Team

Supporting the British Forces community into IT careers

TechVets helps Service leavers, veterans, and military spouses retrain and upskill.

In 2024, our free training programme made significant progress in helping clients transition to careers in technology. We formed new partnerships to equip clients with essential skills in artificial intelligence, machine learning, data analytics, and data science, aligning with the job market's focus on advanced technologies. This ensures our clients are prepared for today's dynamic job landscape.

In addition to training, TechVets organised several highly successful career events in partnership with some of the world's largest technology companies, including Google and Cognizant. These events offered valuable networking opportunities and practical career guidance, effectively connecting the military community with the tech industry.

We helped technology firms achieve Gold status in the Defence Employer Recognition Scheme, highlighting their commitment to integrating veterans into their workforce and linking new organisations with tech companies known for their excellent practices in hiring veterans.

Our work continues to make our clients more employable and strengthens connections between the military and technology sectors. This supports our mission to create fulfilling careers for the military community while addressing critical skill gaps in the tech industry.



Watch Louisa's video at youtu.be/Qc_3okXJH0Y or scan the QR code



Our team supported **200 clients** into new roles within the technology sector

More than **1,200** new members joined our online community, a 49% increase in engagement compared to 2023

We promoted **over 600** new technology and cyber security roles to our clients, including apprenticeship schemes

“What the Charity has offered has just been huge; it's had such a big impact on my life.”

Louisa McLaughlan | military partner

Supporting veterans in the justice system

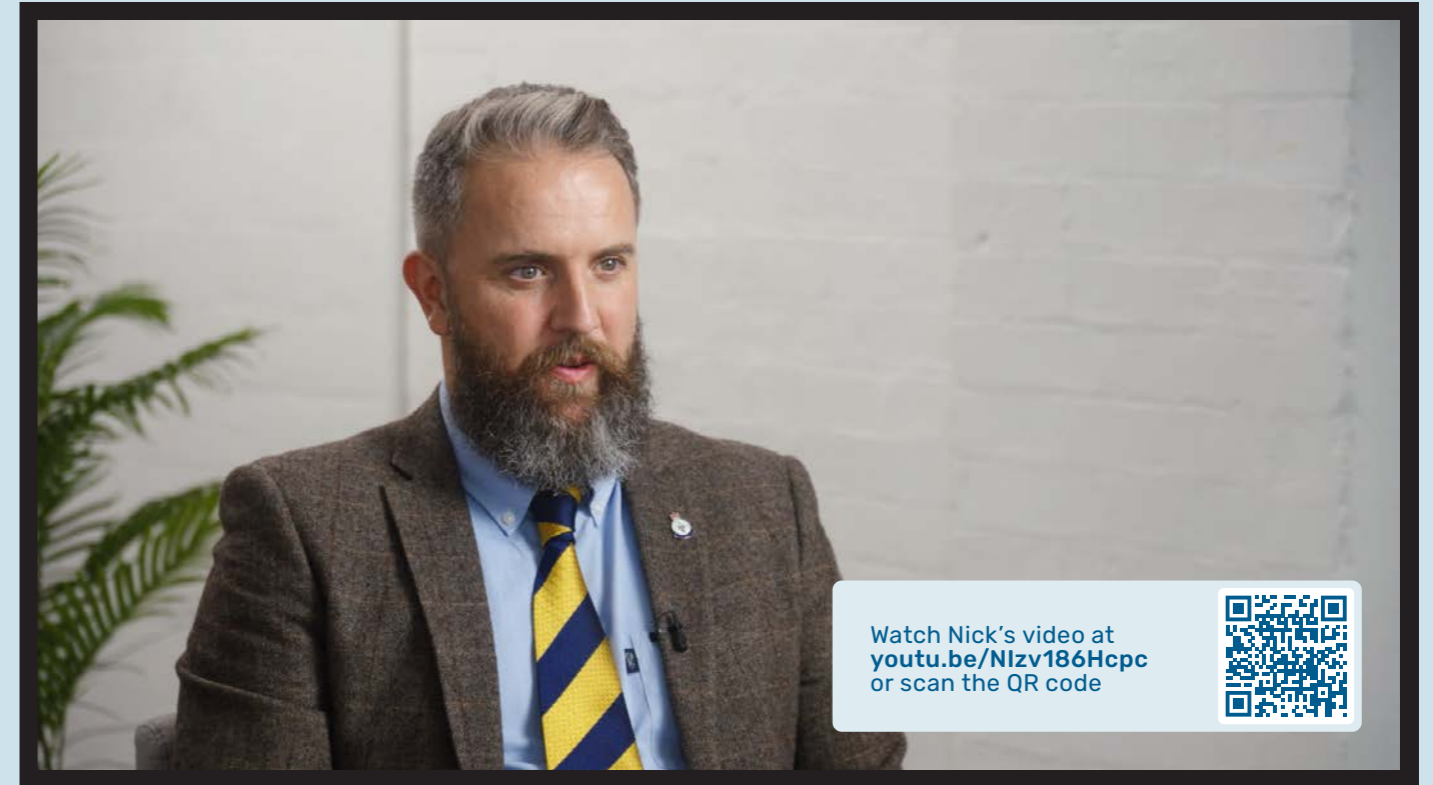
In 2024, the Forces Employment Charity celebrated ten years of providing justice support to thousands of veterans and their families, demonstrating our commitment to those who served in HM Armed Forces.

In 2023, NHS England Armed Forces Health commissioned us to deliver Op NOVA, which navigated new operational procedures and key performance indicators in its first full year. This led to winning the contract to deliver phase two in 2024, which provides in-prison support and a seamless care pathway in the justice system through our subcontractor, Care After Combat.

The Families Navigator position was introduced to support veterans' families with needs assessments and connections with local support. This role has already begun addressing issues like addiction, financial instability, and disability care.

NOVA Scotland launched in September after a successful pilot, addressing the needs of over 176,000 veterans in Scotland, as reported by the 2022 census. Recognised in the Scottish Veterans Commissioner's annual report, it is set for expansion in 2025.

82% of NOVA clients go on to lead a crime-free life; the national average is 25%. This remarkable achievement has been made possible by collaboration with police and probation services across England and Scotland. Their support has been crucial in helping vulnerable veterans and their families receive the care necessary to rebuild their lives.



Watch Nick's video at youtu.be/Nizv186Hcpc or scan the QR code

Op NOVA received **2,625 referrals** from 39 police forces, with 334 self-referrals

78% of clients showed improvement in their mental health and wellbeing

51 veterans supported by NOVA Scotland in its first year

"I'm forever grateful for what the Charity has given me. Op NOVA is still behind me, and the opportunities are life-changing."

Nick Newell | Army

Programmes supporting justice services:
Op NOVA | NOVA Scotland
NOVA Support Team | CFO Evolution delivered by Ingeus

Supporting Service leavers and veterans into executive roles

Providing executive-level services for clients seeking senior positions.

Our Forces Employment Pathways programme is a key component of Op PROSPER, an initiative by the Office for Veterans' Affairs funded by the Armed Forces Covenant Fund Trust. Launched in February 2024, it has engaged 274 employers in developing veteran-friendly recruitment and retention strategies, fostering cultural change. The program has hosted sector-specific events and created new opportunities for veterans in eight important sectors, such as energy, financial services, and technology.

To support Employment Pathways, we delivered a refined programme of events and delivered the largest Women into Employment gathering we've ever hosted. We expanded the reach of our events by incorporating online streaming and holding regional in-person gatherings, leading to a more diverse audience, including more veterans, a more significant number of other ranks, and their families. The success of these events is reflected in the positive employment outcomes experienced by many attendees as a direct result of their participation.

In the past year, senior executive workshops experienced a 50% increase in registrations, highlighting their value. Designed for clients pursuing challenging roles, these workshops offer access to industry briefings and networking. Key topics include the employment market, portfolio careers, and non-executive roles. Feedback has been overwhelmingly positive, with 93% of recent attendees recommending the workshop.



Watch Sarah's video at youtu.be/mQRN_CvvkmY or scan the QR code



Our Executive Career Consultants provided

336 personalised career consultations

274 employers supported by Forces Employment Pathways across eight sectors

Four flagship Pathways events were attended by 447 delegates, and **over 80%** of attendees would recommend our events

"The Charity has been a safety net throughout my career, and I very much value the support I've received."

Sarah Pittaway | Army



Our journey

1885

1920

1998

2019 2022

1900

1922

1967

2000

2024

4 February 1885

The National Association for Employment of Reserve and Discharged Soldiers is set up to promote communication between employers and men transferred to the reserve or discharged from the Army.

1886

Employment offices open in London, Berkshire, Cambridgeshire, Cheshire, Derbyshire, Gloucestershire, Montgomeryshire, Midlothian and Queen's County, Ireland. Queen Victoria consents to become Royal Patron.

1892

30 branches across the country.

1899

Registrations reach 10,800 a year with 6,160 placed in employment, including 100 marines and 31 sailors.

1904

Registrations averaging over 15,000 a year with placements around 8,000.

1909

110 branches including two overseas in Cape Town and Cairo.

1912

Renamed the National Association for Employment of Ex-Soldiers.

1919

The Association launches a Demobilisation Appeal, raising over £2,000.

1920

The Officers' Association launched in recognition of the need to provide benevolence and employment support to former officers and their families.

1922

Sailors and Airmen officially included within the operations of the Association, now called the National Association for Employment of Regular Sailors, Soldiers and Airmen.

1934

42 Jobfinders employed and over 32,000 job placements.

1938-39

Registrations reach over 40,000. 45 branches manned by 99 staff.

1945

The Association returns to pre-war staffing levels with 51 branches.

1945-1949

306,934 registrations. 236,120 job placements.

1946

The OA begins supporting women officers and their dependants.

1950

Women become eligible for registration with the Association (Women's Services made part of the Regular Armed Forces of the Crown in 1949).

1951

Non-regulars with at least five years' service between 1939 and 1945 become eligible for registration.

1967

Formally named the Regular Forces Employment Association.

1970

13,000 registrations.

1979

8,500 registrations.

1985

RFEA celebrates its centenary.

10,452 registrations.

4,290 job placements.

1987

40 branches manned by 55 staff.

11,499 registrations.

4,970 job placements.

1990

10,584 registrations. 5,030 job placements.

1995

12,241 registrations. 4,903 job placements.

1998

MoD resettlement contract and Career Transition Partnership (CTP) established with RFEA providing employment services to service leavers.

2003

Those who served less than three years now eligible for support.

2004

Reservists who served in the Balkans, Afghanistan and Iraq now eligible for support.

2005

The Central Support Team opens.

2006

25,000 job opportunities created and 9,800 job placements.

2008

Service of Care launches, helping early service leavers.

2011

Service of Care replaced by the Future Horizons programme.

2013

Recovery Career Services launches, with RFEA delivering an individual careers service to Personnel on Recovery Duty.

2014

Project Nova launches in partnership with Walking With The Wounded, providing assistance to veterans in the justice system.

2015

New CTP contract let. RFEA delivers the employment service including CTP Assist, CTP Future Horizons, CTP Employer Engagement and the Central Support Team.

Ex-Forces programme launches for veterans who have been out of the Armed Forces for more than two years.

2017

80,000 job opportunities created and 12,000 job placements.

RFEA operates 11 programmes for military charities and public sector organisations, providing expertise to help their beneficiaries.

2018

92,292 job opportunities created and 11,097 job placements.

Launch of the Forces for London programme in partnership with the Mayor of London, helping unemployed veterans living in the London boroughs.

2019

RFEA launches a Families Programme helping spouses and partners of veterans and still serving personnel, and Project Nova partners with the NHS and Care After Combat to help veterans in the criminal justice system.

84,976 job opportunities created and 12,275 job placements.

2020

RFEA launches the Military Women Programme and expands the Families Programme. Our staff continued to deliver full support through the COVID-19 lockdowns.

65,800 job opportunities created and 11,596 job placements.

2021

TechVets joins RFEA, bringing free tech and cyber training to veterans and Service leavers.

97,826 job opportunities created and 12,370 job placements.

2022

RFEA begins supporting Afghan nationals who worked alongside British Forces.

The OA's employment services and RFEA combine to form the Forces Employment Charity.

115,012 job opportunities created and 11,994 job placements.

2023

The Forces Employment Charity is awarded the Armed Forces Covenant Gold Employer Recognition Scheme Award, demonstrating our commitment to helping members of the military and their families.

Op NOVA launches, commissioned by NHS England, providing support for veterans in contact with the justice system.

Our Families Programme grows to include young people, with more outreach to bereaved partners.

MyForcesEmployment launches - an online community space for all our clients to access information, mentors and support 24/7.

97,715 job opportunities created and 13,246 job placements.

2024

We proudly announced HRH the Princess Royal as our new Patron.

Heropreneurs joined the Forces Employment Charity, bringing their expertise in supporting the entrepreneurial ambitions of current and former military personnel and partners.

We celebrated a decade of delivering vital justice support to veterans, ensuring they receive the assistance and advocacy they deserve.

78,711 job opportunities created

14,967 job placements



Financial summary



51% Contract income (CTP and Op NOVA)

40% Grants to support employment services

5% Grants to support special projects including justice services

4% Grants to support TechVets

28% Service leavers' transition

41% Employment services

28% Justice services

3% TechVets



92%

Delivery

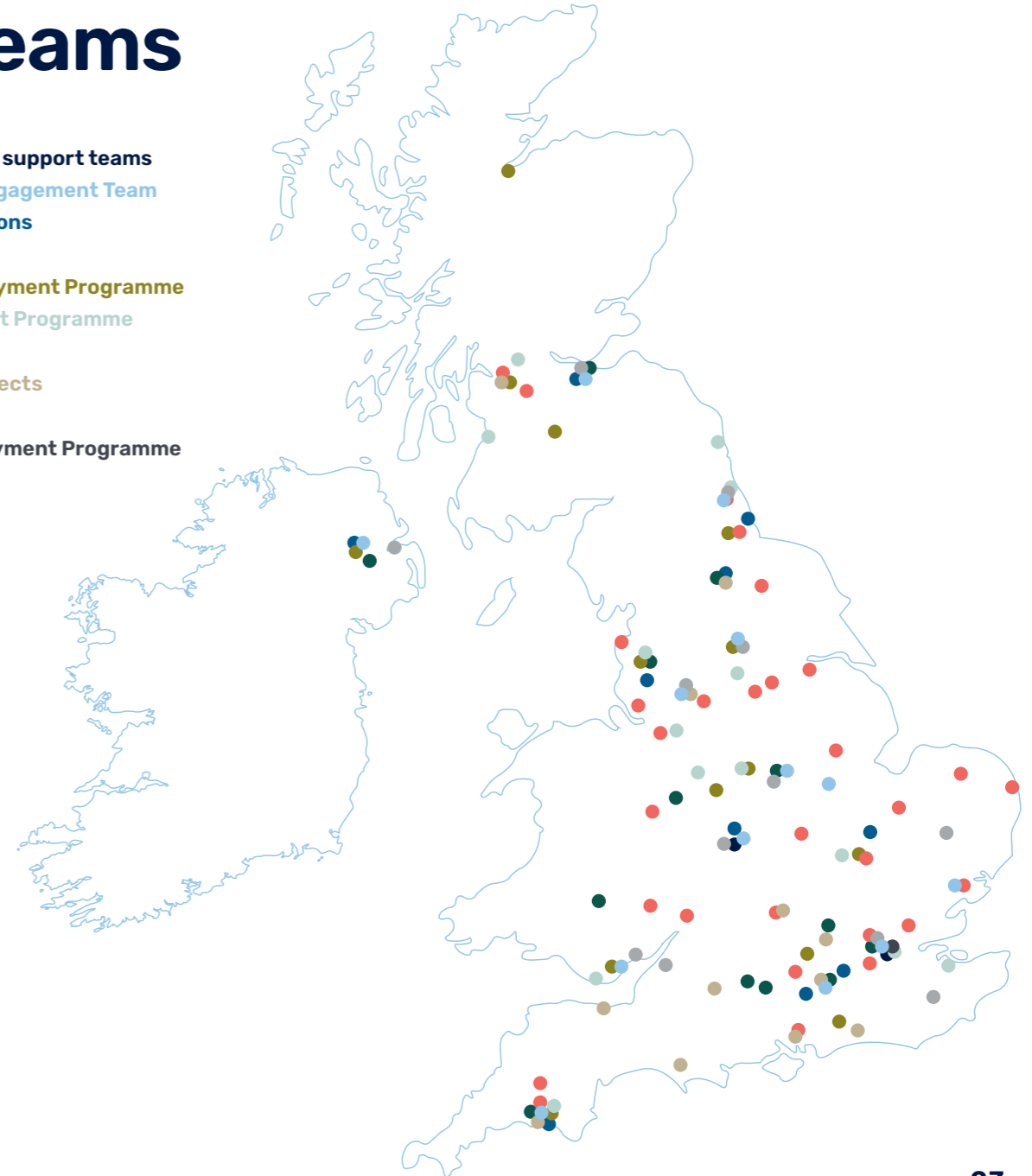
8%

Support costs

For our full accounts, see our latest annual report at www.forcesemployment.org.uk/publications

Our teams

- Management and support teams
- CTP Employer Engagement Team
- CTP Future Horizons
- CTP Assist
- Ex-Forces Employment Programme
- Veterans' Support Programme
- Op NOVA
- Employment Projects
- TechVets
- Executive Employment Programme





Alistair Halliday
Chief Executive

2024 has been an exceptional year for the Forces Employment Charity, with a notable rise of over 5,000 in the total number of beneficiaries supported.

In a busy 12 months, we supported 28,193 Service leavers, veterans, reservists, partners and young people. It has been a particularly significant year for CTP, which saw record results and the transition to the new contract with Reed in Partnership. Our veterans' programmes, families employment and military women programmes have continued to flourish with significant increases in registrations. Meanwhile, Op NOVA continues to deliver life-changing and life-saving support, successfully moving to phase two in 2024 to include in-prison support, delivering full provision throughout England and with 81% of Nova clients leading a crime-free life. In Op PROSPER, we have already supported over 2,000 clients with our Employment Pathways and the acclaimed "Pathways into..." events while enhancing our Executive Services. TechVets has continued to flourish, with around 200 clients joining this thriving community every month, accessing free training from some amazing employers. Finally, this year, we joined forces with Heropreneurs to harness mentors in support of veterans and spouses keen to become successful entrepreneurs.

I am incredibly proud of how our people have stepped up to the challenges and significantly increased the number of people we supported this year, reducing unmet need via one-to-one support, events and our online community.

We have fully supported the important work of Cobseo, the OVA, and MOD, representing employment and justice, welcoming and encouraging greater collaboration across the sector.

Once again, none of this would have been possible without the fantastic support of our many funders and partners, who share our desire to help our clients reach their full potential. As the Forces Employment Charity, we are honoured to deliver this assistance essential for a successful transition and, thereafter, to lead fulfilling working lives. We are immensely grateful and indebted to you all.

Thank you.



The Forces Employment Charity is supported by 34 organisations including:



These organisations funded us **£45k+** in FY 2023-24



Contact us

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forcesemployment.org.uk

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Forces Employment Charity is a member of



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