

Our impact
2022



The Forces Employment Charity exists to provide life-long, life-changing support, job opportunities and training to Service leavers, reservists, veterans and their families, irrespective 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 veterans and their partners lead fulfilling working lives.

Helping veterans and their families succeed throughout their working lives.

The Officers' Association (OA) and RFEA – The Forces Employment Charity (RFEA) worked together to create a single charity providing support to all Service leavers, veterans, reservists, and their families throughout the UK, whatever their circumstances, rank, length of service or reasons for leaving.

The Forces Employment Charity reflects the purpose and heritage of the two organisations. Historically, the OA existed to help officers, and RFEA supported veterans and Service leavers of all ranks. Both charities were driven by a desire to achieve the best outcomes for their beneficiaries. This objective will underpin the new charity's direction, building on the individual successes of the OA and RFEA, and turbocharging the two organisations' work to continue transforming the lives of military personnel for the next century and beyond.

The combination enables us to focus on the long-term success of our clients, working to support both those who are unemployed into employment and everybody in the Armed Forces community to lead fulfilling working lives.

Our year in numbers

Last year we...

Supported

21,977

ex-Forces personnel and families, and Afghan civilians

Created

115,012

job opportunities

Employed

176

specialist staff

61% Army

21% Royal Navy & Royal Marines

16% Royal Air Force

2% Families

Clients by gender:
88.5% male 11% female
0.5% other / prefer not to say





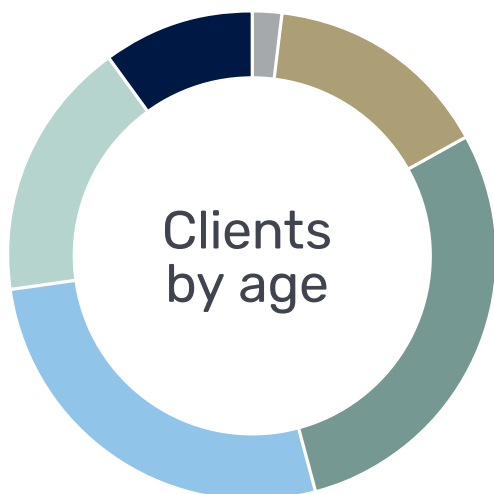
66%
Junior Rank

23%
Senior rank / NCO
or Senior rate

9%
Officer

1%
Senior officer

1%
Spouse / family



2%
Under 18

15%
18-24

29%
25-34

27%
35-44

17%
45-54

10%
55 and over

92p in each £1

directly supports veterans,
Service leavers and their families



**Our support
teams handled...**

48,072
telephone calls

38,727
emails

51,181
followers on
social media

23,682
newsletter recipients

Supporting veterans

Life-long employment support for veterans and reservists throughout the UK.

We continue to offer all veterans and reservists life-long employment support, irrespective of circumstances, rank, length of service, or reason for leaving the military. Working regionally across the UK, our Advisors provide tailored employment support and guidance that includes an understanding of the local job market, CV support, and access to a unique network of contacts and organisations that recognise the value that veterans can offer in the civilian workplace.

Our teams work to ensure that we provide employment support for clients of military charities providing welfare support so that we can move veterans out of dependency and enable them to lead self-sufficient successful lives.

Working with their Advisor, each client is supported in transferring their skills and qualifications acquired during service into the civilian workplace. Collaboration with other organisations is key. This year the teams worked with the Royal British Legion, the Department for Work and Pensions Armed Forces Champions and our own TechVets programme to achieve desired outcomes.

We have been able to increase our provision this year following receipt of a grant from the Royal British Legion. This has enabled us to strengthen and deepen our support across the UK.

Our veterans' Advisors supported

3,086 clients

63%

of clients increased their aspirations and motivation

64%

of clients saw an improvement in their job search skills

Veterans' employment programmes

- Ex-Forces Employment Programme
- Veterans' Support Programme
- Veterans' Support Team



“The Forces Employment Charity has given me an immense amount of support that I could not be more thankful for. The most beneficial thing has been having a person who understands me and my situation, and is there to support me, even if it’s just getting in touch and checking how I am. My Advisor goes above and beyond and that means a lot.”

Roy Irwin
Army



Our impact
2022

Supporting those who need specialist help

“During my toughest time when I was not in a job, I received reassurance and emotional support from my Forces Employment Charity Advisor. [Gurkhas] have English language and cultural barriers, which makes it very challenging to compete in the job market. Help from the Forces Employment Charity boosted my confidence.”

Asim Gauchan
Gurkha



Longer, more intensive support for those further from employment.

For some veterans, finding work can seem an enormous and overwhelming obstacle. Our Specialist Vocational Advice programme provides intensive one-to-one support to those furthest away from employment into meaningful occupation.

Often struggling with complex issues such as homelessness, domestic abuse, mental health, convictions, and debt; SVA support gives vulnerable veterans the opportunity to overcome multiple barriers, regain purpose, and progress into employment. Advisors become trusted allies during life-changing journeys, building confidence through volunteering, training, upskilling, and reskilling.

The cost of living crisis has made life even harder for veterans who are furthest from employment, putting pressure on their ability to afford housing and food. Our long-term unemployed clients have faced increasing financial difficulty this year which has made their search for employment harder and more urgent. We have been grateful for the collaboration from other military charities who have supported veterans with their wider welfare needs and provided financial support.

Our specialist
Advisors supported

412 clients

68%

of clients developed their
job search skills

72%

of clients increased their
aspirations and motivation

Specialist programmes

- Specialist Vocational Team
- Gurkha Employment Support
- Veterans' Support Team

Supporting families

Working collaboratively to increase families with two working adults in the Armed Forces community.

“[My Advisor] was the voice in my head cheering me on, knowing someone believed in me was amazing. Her practical help – she took what I had on my CV and put it into a format that highlighted all the best bits about me – was incredible and invaluable.”

Ruth Cordingly
military spouse



Forces families often find it difficult to build their own individual lives and careers, beyond their family role with their partners and children. Our Families programme supports spouses to improve their skills, confidence and motivation to help them find suitable and sustainable employment. We are determined that military partners and spouses should have the opportunity to find their own success in their working lives.

Our dedicated team of Employment Advisors are all military spouses themselves, with lived experience. They understand the barriers that come from being a military spouse or partner such as career gaps, social isolation, rural locations, childcare, and frequent moves. We provide one-to-one career advice and guidance, including career and training diagnostics, practical CV assistance and application support, interview techniques, coaching and mentoring. We empower our clients to build skills and confidence, overcome challenges, achieve personal growth and aspirations.

By working collaboratively with Families Federations and resources such as Forces Families Jobs, we are continually expanding our ability to support spouses and partners in new and innovative ways. Our partnership with TechVets is popular with our beneficiaries in developing skills and learning new ones such as basic PC skills and digital marketing.

A national reach and strong presence in three key military locations – Tidworth, Plymouth and Catterick – means we've increased the number of spouses and partners we reach every year.

LLOYD'S



Our Families
Advisors supported

**431 spouses,
partners
and widows**

87%

of clients
increased their
aspirations
and motivation

72%

of clients
improved their job
skills and experience



Our impact
2022

Supporting transition

We deliver employment services into Right Management for the Career Transition Partnership (CTP) MoD resettlement contract.

“We are delighted to be working with the Forces Employment Charity partnering on several key initiatives. This impactful work ensures that all Service leavers and veterans get the support they need to access meaningful careers.”

Michelle Osborne
JP Morgan



The 2022 employment market was incredibly buoyant for job seekers as employers continued to tackle skills shortages. Our Employer Engagement Team continued to promote the key benefits of hiring ex-Forces personnel and generated record numbers of vacancies (115,012) and new employer registrations (4,569) as employers look to fill those shortages. The team also successfully delivered ten face-to-face employment fairs where employers promoted their opportunities directly to potential candidates.

The CTP Future Horizons Team provides support to all Early Service Leavers (ESLs) who have served less than four years, regardless of their reason for leaving. In the last contract year, the programme has supported 3,264 clients. As the vast majority are discharged from basic training establishments, most of our ESLs are between 16-21 years old. Our employment advisors support them with employability skills to help them achieve their aspirations of going into employment, education or training. The outcomes for this cohort are exceptional – 78% into employment within six months of leaving and a further 16% in training, education or on a career break.

The CTP Assist Team delivers an individualised, needs-based service to those Service personnel who face the greatest barriers to employment due to their medical conditions. Our Specialist Employment Consultants work closely with the Chain of Command to ensure a joined-up approach. The team also deliver on Recovery Transition workshops to help the clients prepare for their resettlement.

Our CTP Support Team is made up of professionally qualified Client Advisors who are critical to our ongoing engagement with Service leavers. They provide a helpdesk for CTP RightJob users and a job matching and event booking service to all clients across the CTP. They also conduct post-discharge follow-up calls to deliver ongoing support to those clients who need it most. From these interactions the team record Service leaver outcomes which provide us with greater intelligence on the types of employment clients are settling into.

CTP Employer Engagement
Team generated

115,012

job vacancies for
ex-Forces personnel

Record number of new
employer contacts

4,569

We hosted

**107 employment
events** attended by
2,756 clients

Future Horizons
Team supported

3,264 clients

CTP Support Team handled

21,495 calls and
22,697 emails
with Service leavers
and employers

CTP Employment Service Programmes

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



Our impact
2022

Supporting veterans and Service leavers into IT careers

“The community and resources that TechVets provides opened the door to career opportunities I hadn’t thought possible when I left the Forces. It’s great that I can now help other TechVets members that are embarking on a career change into IT as part of the TechVets community.”

Graeme Manzi
Royal Marines



TechVets empowers the British Forces community to retrain, upskill and successfully break into information technology careers.

With a powerhouse of 30+ strategic partnerships, including Immersive Labs, Fortinet, Splunk, Cognizant, Google, SANS, CREST, Cybrary, Pega, and StratCom, TechVets members can access support from within an online community of more than 3,400 TechVets members to access accurate advice directly from tech industry professionals who can provide guidance and support as our members begin their career change.

TechVets members gain access to 100% free training, helping them to upskill in IT Support, Project Management, Digital Marketing and eCommerce, Data, Networking, Cyber, Low-Code Automation, and Programming.

Finally, our members receive employment support that includes a CV review service from veterans experienced in hiring tech candidates; a distribution service that ensures their CV is sent out to more than 190 companies across the UK, and direct access to employers to provide career opportunities.



TechVets supported

1,875

serving military,
Service leavers,
veterans and spouses

3,400+

members in our
online community

£52,000

estimated average salary
of TechVets members
finding IT roles

Our journey

1885

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.

1900

1912

Renamed the National Association for Employment of Ex-Soldiers.

1919

The Association launches a Demobilisation Appeal to all units of the British Army, 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.

1921

The OA assists 24,221 cases financially.

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

Registrations reach over 40,000.

1939

45 branches manned by 99 staff.

1920

1922

1945

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

1945-1949

306,934 registrations.
236,120 job placements.

1946

The OA's charter is amended to allow women officers and their dependants to be supported.

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.

1952

The OA assists nearly 30,000 cases.

1967

Formally named the Regular Forces Employment Association.

1970

13,000 registrations.

1979

8,500 registrations.

1950

1946

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.



1998

2014

2020

1967

2000

2022

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 wounded, injured and sick soldiers.

2014

Project Nova launches in partnership with Walking With The Wounded, providing assistance to veterans who have been arrested, or who are at risk of arrest.

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, with dedicated support for female veterans, and expands the Families Programme taking on three additional advisors. Our staff continued to deliver full support to clients throughout the Covid-19 lockdown, working remotely and adopting digital communication methods. 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.

2021

The OA launches their flagship Women Into Employment event.

2022

RFEA launches the EM3 Armed Forces Veterans and Families programme, improving employment opportunities for Forces families in Surrey and Hampshire and begins supporting Afghan nationals who worked alongside British Forces.

The OA's employment services and RFEA combine to form the Forces Employment Charity, providing exceptional career support to all Service leavers, veterans, Reservists, and their families.

115,012
job opportunities created

11,994
job placements



Supporting veterans living in London

The Forces for London Programme provides support to ex-Forces living in the Capital.

London remains a challenging location to find employment, with unemployment rates higher than the national average¹, veterans can find it difficult to break into the employment space. Additionally, a lack of experience in seeking out civilian jobs, higher cost of living and the changing nature of work makes London a daunting location to live and work in.

By sourcing training and hosting employability workshops the programme helps veterans to upskill and enter the competitive London jobs market.

Forces For London has been delivering corporate mentoring opportunities since 2017. We have developed the opportunity to work with a volunteer mentor from an industry sector as part of our support. This has proved successful with our clients who gain insight into the particular recruitment approaches of each sector; and with the volunteer mentors who learn first hand about the challenges faced by veterans who are seeking employment. We aim to roll this initiative out UK wide in 2023. Organisations we have worked with include Salesforce, PA Consulting and Zendesk.

Our Forces for London Advisors supported

188 clients

87%

of clients developed their job search skills

80%

reported an increase in stability



“Forces for London is a phenomenal programme. [The Employment Advisors] have been my crutches throughout my post military life. Irrespective of whether I have had opportunities that have come to fruition, their motivation has kept me going, keep calm and carry on.”

Army veteran

Supporting female veterans

Our unique Military Women programme raises female engagement and improves employment opportunities and outcomes.

“I received a lot of feedback and advice from Annette. Having an independent perspective really helped boost my confidence, the Forces Employment Charity made me feel valued and listened to.”

Sandra Easton
Royal Air Force



Military women's needs often differ from men and their civilian peers. Although female veterans often step off their career path to accommodate personal changes and face similar challenges to non-veterans, for example being lone parents, childcare, and caring responsibilities, they sometimes don't recognise themselves as veterans and are less likely to seek out support from military charities and other support services dedicated to those who have served. The pragmatism of this group can mean that female veterans are employed but have settled for lower salaries and positions than they could achieve.

By coaching, and championing to set personal development goals, the programme empowers female veterans to achieve meaningful and fulfilling work and realise their worth. Clients receive expert one-to-one guidance, access to corporate mentoring, and direct links to employers.

This year, thanks to generous funding from the Call of Duty Endowment, the team grew to three Advisors.

Our first Military Women Employment Advisor, Annette Berry, was named the 2022 Champion of Women at the British ex-Forces in Business Awards for her commitment and impact on the female veteran community.

Our Military Women
Advisors supported

214 clients

52%

of clients
increased their
aspirations
and motivation

64%

of clients saw an
improvement in their
job search skills





Supporting veterans and families in the justice system

“Project Nova provided me with guidance and support. I was able to meet up with [my caseworker] and talk about things. He was always there when I needed him. Even though I’m not working with Project Nova now, [my caseworker] is always on the other end of the phone. I know the support is there.”

Royal Marines veteran



Extending our specialist support for veterans and family members in the Justice system.

We support ex-Service personnel across the UK who have come into contact with the justice system – working with veterans who are at risk of arrest, have been arrested, are in prison, or are on probation post-release. Veterans can self-refer and our network of partner organisations, including police forces and the NHS, refers veterans to our service. Our caseworkers provide specialist support to enable veterans to improve their health, housing and employment, so they can live more stable lives. We also chair the Cobseo Justice Cluster, collaborating with other charities to make improvements for veterans in the justice system.

In 2022, we expanded our delivery in South East England by launching a new partnership with Kent Police. We launched One is Too Many, which aims to reduce the risk of suicide amongst veterans. Clients who express suicidal ideation are referred to One is Too Many, where they are monitored and receive additional support. Our staff visit prisons to raise awareness about mental health and suicide amongst veterans, and new online and offline resources provide coping tools and information for suicidal veterans.

We are delivering within the HMPPS CFO Programme, working in Activity Hubs in London, and delivering employment support in the North East, to those on Probation. We also support prisoners within HMP Holme House.

Our Project Nova
Advisors supported

1,101 clients

85%

of client saw an
improvement with
their mental health
and well-being

65%

of clients improved
relationships with family
and friends

Justice Programmes

- Project Nova
- Project Nova Support Team
- NHS Regroup
- HMPPS Co-Financing Organisation and Prime Contractors

Supporting veterans into executive roles

Delivering executive level services to support those who have served in Armed Forces into executive appointments.

Executive Services provides career consultations to Service leavers and veterans seeking executive-level appointments. We support clients by providing interview advice, support with making a job application, and by supporting employers to recruit and retain those that have served.

Executive Services provides access to an executive jobs board (average salary £70k) and a network contact list of ex-military people offering advice and guidance.

The programme organises and runs a series of both live and virtual events including flagship events, webinars, workshops and networking events. Flagship events focus on key employment areas such as finance and defence, as well as the acclaimed Women into Employment events. We run regular LinkedIn workshops and our popular lunchtime webinar series covers subjects such as 'Getting job ready' and 'Me PLC'.

Executive Services will expand its offer in 2023 to include all ranks, reservists and spouses.

Our Executive Career Consultants supported

371 clients

We hosted

13 events

with **1,060**

attendees

We listed

417 vacancies

on our executive jobs board



“I had been a veteran for some years and I wasn’t sure if the Forces Employment Charity was right for me but [my Career Consultant] assured me I was in the right place. Her support wasn’t typical but more a tailored approach and the experience has been invaluable!”

Jenny Reeves
Royal Navy



Supporting veterans and their families in the EM3 region

The EM3 Armed Forces Veterans and Families programme is improving employment opportunities for Forces families in Surrey and Hampshire.



European Union
European
Social Fund

We understand the importance of supporting the whole family unit, including dependents. Through our EM3 Programme, veterans, spouses, partners, and Service children aged 16-24 receive one-to-one expert guidance with education, career choices, and employability skills. We provide links to corporate mentors and employers offering a range of routes into sustainable employment; and access to free accredited training courses and qualifications through our specialist partners TechVets, University of Winchester, Building Heroes, and X-Forces.

Young people in military families do not see the same spread of employment opportunities as other children, due to their parents' service. The programme shows these young people their employment opportunities so that they can make the right choice about joining the military by arranging temporary employment, internships and work experience.

Our EM3
Advisors supported
56 clients

90%
of clients developed
their job search skills

75%
of clients reported
an increase in stability

Supporting Afghan refugees

We support Afghan nationals who worked alongside British Forces during the conflict in Afghanistan.

Following the fall of Kabul in 2021, we pledged to support Afghan refugees arriving in the UK via the Afghan Relocations and Assistance Policy. Our programme, funded by the Armed Forces Covenant Fund Trust and the Royal British Legion, assists Afghan heads-of-household with a Defence connection, and their working-age dependants, to prepare for and find employment in the UK.

The challenges are considerable. Our clients do not have educational qualifications recognised by UK employers, or references from their former employers. One of the most difficult barriers to employment is the impact of such a sudden displacement on the individuals and their families.

Our programme provides careers advice and guidance, and practical help including employability workshops, corporate mentoring and buddying, and access to vocational training courses such as English language conversion, and re-skilling into jobs suitable for the UK economy.

Our Afghan
Advisors supported

236 clients

Financial summary



34% CTP contract

35% Grants to support
Employment Services

27% Grants to support
special projects including CJS
4% Grants to support TechVets

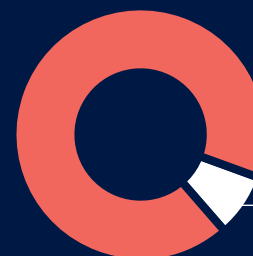


34% Service leavers' Transition

39% Employment Services

23% Criminal Justice Services

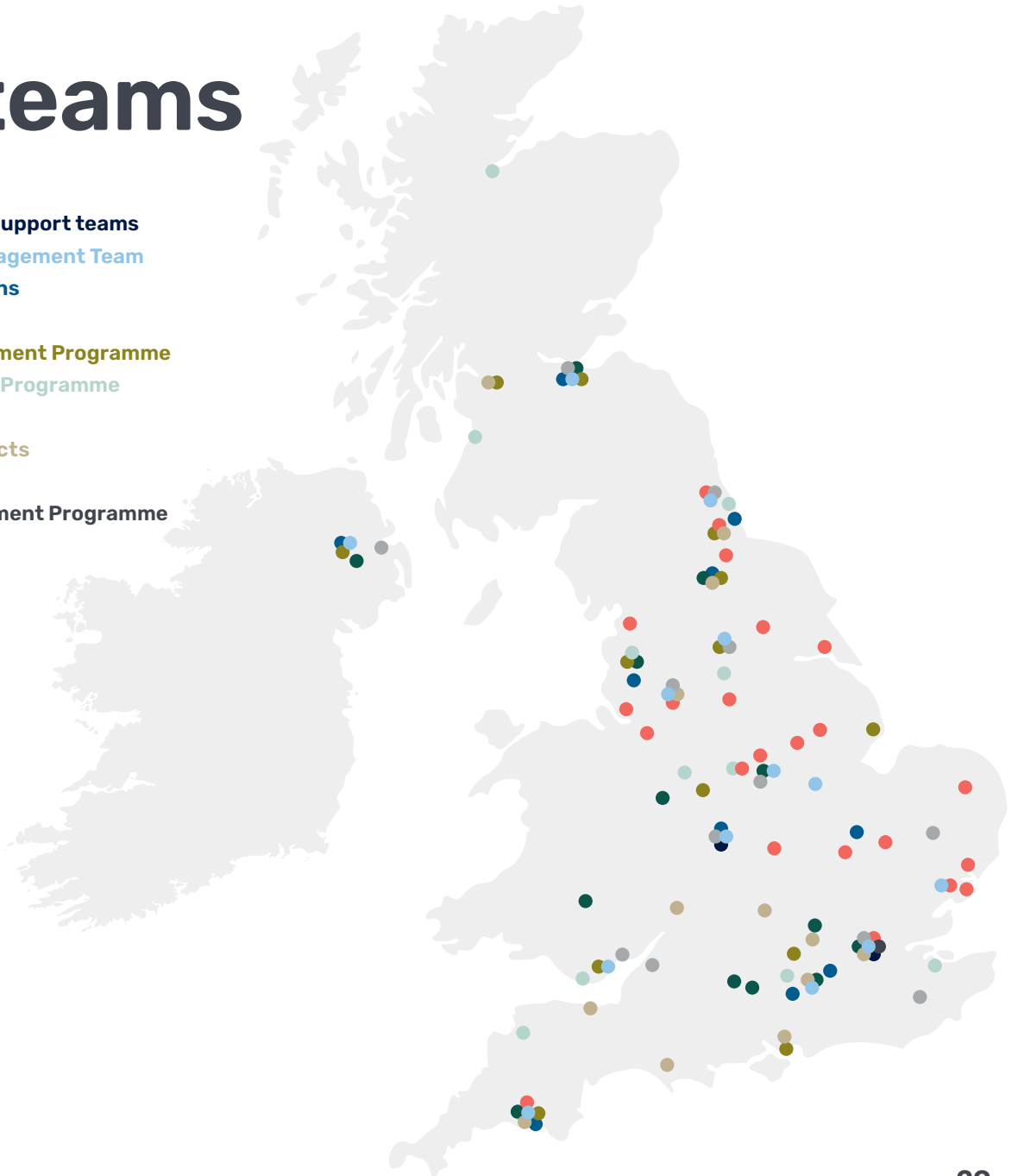
4% TechVets



For our full accounts, please 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
- Project Nova
- Employment Projects
- TechVets
- Executive Employment Programme



Thank you

2022 has been a remarkable year for us. After a period of careful planning and preparation we created the Forces Employment Charity – building on the notable successes of the RFEA and the Officers’ Association.

Alistair Halliday
Chief Executive

This important and unique combination has created a single charity focussed on every aspect of employment support for Service leavers, veterans, reservists and their partners and spouses, of all three Services and any rank and rate, through life and throughout the UK. As well as structural benefits, we are now able to enhance our Executive service provision into an improved service that compliments CTP and is widened to include non-officers with the potential and aptitude for Executive roles.

Our significant contribution to the flagship Career Transition Partnership has continued with stunning results this year, while our Ex-Forces programmes for veterans have continued to grow. We have successfully commenced our new Veterans Support, EM3 and Afghan Support programmes while our spouses, partners and Military Women and TechVets programmes have grown considerably with impressive employment outcomes. Project Nova has continued its life-changing and life-saving work and steadily growing into new counties that see the need to support this vulnerable cohort of veterans in the justice system. I am extremely proud of how our people have stepped up to the challenges and increased the number of beneficiaries we support from 21,000 to 25,000.

We have welcomed and encouraged greater collaboration in the sector and supported the work of Cobseo and the OVA representing Employment and Criminal Justice.

Once again we could not achieve all this without the amazing support we receive from our many partners who share our desire to help those in need into employment. As the Forces Employment Charity, we are honoured to deliver this employment assistance which is so essential for successful transition as well as to lead fulfilling lives and are immensely grateful and indebted for all your support.



The Forces Employment Charity is supported by 47 organisations including:



These organisations fund us **£45k+**



Contact us

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forcesemployment.org.uk

Connect with us    

Forces Employment Charity is a member of



Forces Employment Charity is a registered charity in England & Wales No. 1061212 and Scotland No. SC039262