



# Transition Individual Planning and Personal Development (IPPD) Newsletter

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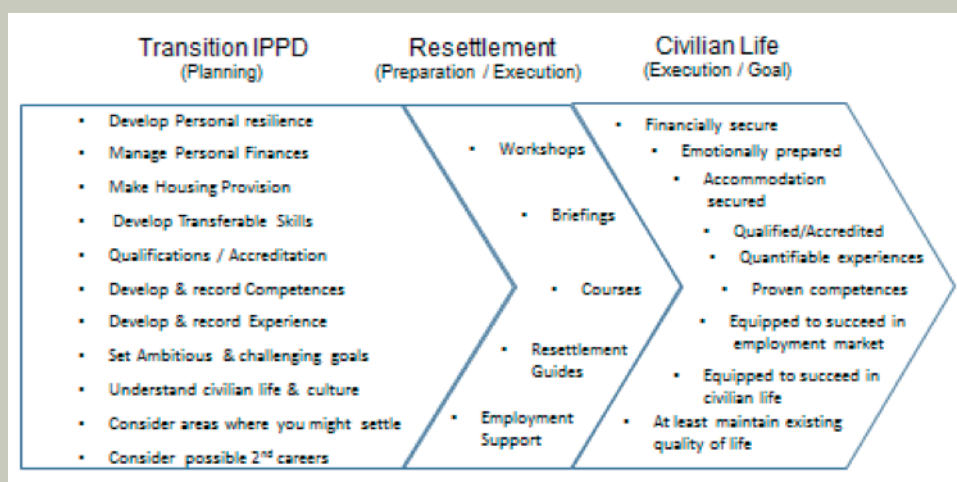


Message from  
Col N A Wilson  
ACOS Pers  
HQ Regional Command

## Use your time wisely

Did you know that the average age of a Service Leaver is 29 years old and that most Service personnel will have a civilian career that is longer than their military service? Service personnel are the Armed Forces greatest asset and the Army is extremely keen to retain its soldiers. Military service enables the Army to continuously support the development of soldiers in order to achieve a successful military career and subsequently prepare them to succeed in civilian life. Service personnel should take full advantage of the many opportunities that exist in Service and to use their time wisely to prepare themselves for civilian life and plan for their long-term futures. Basic information is available to all Service personnel within units in the form of Life Skills Briefings which identify key 'game-changing' issues and opportunities. More detailed information and assistance is available through HARDFACTS (which can be downloaded from the Transition IPPD page on [www.army.mod.uk / Welfare and Support/ Transition IPPD](http://www.army.mod.uk/Welfare_and_Support/Transition_IPPD)).

Investing time in your own Transition Individual Planning and Personal Development (IPPD) is essential as this is the foundation on which a successful military career and sound life-long planning is achieved. This means that, at the appropriate time, you will be in a much stronger position to benefit from the Resettlement support provided by the Career Transition Partnership (CTP) and should be confident and mentally and emotionally prepared to achieve ambitious goals and not sell yourself short as you return to civilian life. You will see from the schematic below that there is a close synergy between planning, preparation and successful execution that will deliver your personal goals. The inescapable fact is that if you don't commit to your own Transition IPPD throughout your military career you will be inadequately prepared to benefit from your Resettlement support which will most likely result in reduced choices, fewer opportunities and less favourable outcomes which will affect your potential and quality of life in civvy street for some considerable time. We will help you to help yourself but ultimately the responsibility is yours.



## Army Money Facts

Army Money News has been replaced with Army Money Facts –a guide for all, not just G1 staff. It is in your personal interest to understand your pay, pension and allowances. Without this knowledge you are unlikely to make the most of the benefits available to you. Your HR staff are there to advise but at the end of the day it is your responsibility to ensure you have the right money in your pocket. Over the last 18 months there has been significant change to pay and pensions. This first edition will inform you of the basics; later editions will focus on specific areas. [Army Money Facts \(Edn 1 - Aug 2016\)](#)

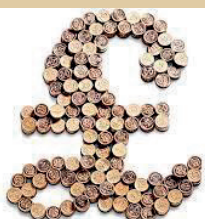
## Transition Information from Army HIVE

The latest news regarding the components of Transition: Individual Planning and Personal Development (Education, Employment, Housing, Health and Welfare) are available from any one of the 55 Army HIVE Blogs.

Local information is sourced from approved organisations and is loaded onto the web based accessible HIVE Blogs to help keep Service personnel and particularly their families, up to date on the latest news. Readers can sign up for regular email updates direct from the HIVE Blogs which will ensure that the latest information is made available to customers regarding the latest news and events.

Individuals are able to contact any HIVE and request further information on any subject at any time; this can be done face to face within the local HIVE Information Centre, via email or phone. HIVE contact details can be found at [www.army.mod.uk/hives](http://www.army.mod.uk/hives)

**Transition is the through-career offer of information, education and advice that supports Individual Planning and Personal Development (IPPD) that promotes a successful military career and prepares Service Personnel (SP) for their inevitable return to civilian life.**



**"You Ask -  
We Answer"**



## The Soldier Career Development Handbook.

The Individual Development Branch is a part of the Personnel Directorate that delivers individual development policies on behalf of Army HQ. These include education, literacy and numeracy, personal development, qualifications, language and culture, and transition and resettlement. In support of this, the Soldier Career Development Handbook has been created to guide soldiers through their military career. It is designed to provide direction and guidance on soldier training and education. It can be used by soldiers so they are able to progress through their professional development in a timely and effective manner. Further information is available on the [I Dev Intranet](#) site under 'Soldier Career Dev'.

## Forces Help To Buy (FHTB) Extension

During the period 2015 -16 some 10,000 applications for FHTB were approved. Due to this success the scheme has been extended until 2018. The Forces Help to Buy scheme allows Service personnel to take out an advance of up to £25,000 interest-free over ten years to help fund the deposit for their first home, extend their current one or move to another when they are assigned elsewhere or their needs change in other ways. The extension of this scheme will allow even more Service personnel and their families to benefit from the domestic stability home ownership can bring. More information is available at <https://www.gov.uk/guidance/forces-help-to-buy>

## Lifeworks for Families

The LifeWorks Families course is a career guidance and training course available FREE to all spouses and partners of any serving (or recently discharged) member of the Armed Forces, including Reserves. The course is designed around the often difficult circumstances of coping with existing family commitments and equips military spouses/partners with the skills and confidence to find employment and/or develop a career. It is also designed to help spouses to manage the impact of change, increasing their confidence and motivation. Delivered by Royal British Legion Industries (RBLI), the courses take place in various locations around the UK and abroad. Further details of the courses can be found at [www.rblilifeworksfamilies.co.uk](http://www.rblilifeworksfamilies.co.uk).

## Dependants' Business Start-Up Programme

The programme has been developed specifically for Armed Forces families to provide them with the transferable skills and support required to start and maintain a business that will not be restricted to a geographical area, allowing families to become more financially stable, and break the cycle of being unable to work. It is a 10 month programme that includes an introduction to business start-up; a four day business start-up course; and individual and group mentoring sessions with business advisers. The course is FREE to dependants of Armed Forces personnel, Veterans and Reservists and is run by experienced and knowledgeable business advisors. Further details are available at [www.wlv.ac.uk/supportingtheunsunghero](http://www.wlv.ac.uk/supportingtheunsunghero)



## 7th Infantry Brigade and HQ East

Come from the East Midlands or the East of England or currently serving within the region and considering settling here? If so, here is a useful summary of the opportunities that exist now and in the future which might help Service personnel plan their long-term futures.

- Lincolnshire is very popular with families because of its education which includes Grammar Schools. It also has a diverse range of industries including ports, farming and tourism and opportunities in Logistics and Engineering.

- "The Midlands Engine" is a partnership between businesses, universities, colleges and the public sector to create 300,000 new jobs by 2030. Additionally, HS2 is coming to the region and should deliver all sorts of employment opportunities from now through to 2032.
- The Commercial Park in Derby consists of Industrial, Warehouse and Distribution units which are currently under construction and Leicester boasts the largest distribution park in Europe, the UK's second largest freight airport and a growing manufacturing centre.
- Northampton is 'the home' of Formula One and has many High Performance Technology Companies whilst Cambridge has world class research facilities and leads in agriculture, food and drink, and the area boasts 700,000 jobs and 60,000 enterprises.
- East Anglia is home to the ports of: King's Lynn, Great Yarmouth, Lowestoft and Felixstowe; Port of Ipswich (ABP) and the Harwich ferry port. In addition to its ports Norfolk has the NHS and Prison Service which are both keen to employ Service leavers.
- Bedfordshire offers a wealth of Manufacturing and Industry opportunities close to London. Finally, the South East Thames Gateway in Essex will offer a wide range of employment through to 2021.

The East of England is well supported by the Career Transition Partnership who arrange CTP Employment Fairs in both East Midlands and East Anglia. They are open to personnel who have registered for Resettlement and also to families if pre-booked.



## NW Focus – Cumbria

Cumbria is home to a number of large, multi-national companies who are major employers who are supported by an extensive supply chain. 99.7% of businesses in Cumbria are small and medium sized businesses and provide the backbone of the economy.

Two of the UK's largest industrial sites are Sellafield and the submarine shipyard operated by BAE Systems at Barrow in Furness. The Nuclear industry is one of Cumbria's key assets employing over half of the UK's nuclear workforce and is set to create over 13,000 new jobs. The industry employs a vast array of personnel, ranging from engineers and operators, to Health and Safety, clerical, cleaning and security staff. Other large scale employers include Eddie Stobart, Pirelli, Nestle, United Biscuits and Crown Cork and Seal formerly Carnaud Metal Box, Iggesund Paperboard (Workington), Kimberley Clark (Barrow), Heinz (Kendal), Sealy Bed (Aspatria) and GlaxoSmithKline (Ulverston).

Workforce projections from 2013 to 2031 based on known developments, i.e. Sellafield, BAE, GSK (GlaxoSmithKline) pharmaceuticals in Ulverston are:

Accommodation food services and recreation **+8,024 jobs**  
Professional and other private services **+6,743 jobs**  
Transport and storage **+1,756 jobs**  
Construction **+2,469 jobs**  
Public services **+7,529 jobs**

## Current Average Housing Costs

|                        | UK              | NW    | Cumbria |
|------------------------|-----------------|-------|---------|
| <b>Ave Rent</b>        | £910 (up 3%)    | £683  | £555    |
| <b>Ave House Price</b> | £206k (up 5.3%) | £152k | £177k   |



## HQ 11 (Infantry) Brigade and HQ South East

The South East has the second largest regional economy after London and is the second highest paid region in the UK with an average weekly wage of £644. With the lowest unemployment in the UK at 3.7%, there are still shortages in the construction and transport industries. Advanced engineering, retail and distribution are key sectors, with Mercedes, Red Bull and McLaren, Amazon UK, Argos and B&Q based in the region. The region is home to a large number of IT and telecoms companies, with many based along the Thames Valley and M4 corridor, particularly around Slough, Bracknell and Reading. Microsoft, Dell, Oracle and Cisco are here, along with Vodafone, Virgin Media and O2. Hiring intentions in the Energy sector are looking strong, fuelled by government initiatives to install smart meters in Britain's homes. Employers are on the hunt for new employees to support these systems therefore demand for "military talent" by way of reservists and service leavers remain high. HQ 11 (Inf) Bde is using the Defence Employer Recognition Scheme as a "hook" to encourage employers in key industries to work more closely with us. **Top tip:** check out the [Defence Employer Recognition Scheme](#) website to identify forces friendly employers. For further information, why not explore [CTP Industry Sector Guides](#) and the [National Careers Service Job Market Profile](#).

## Housing Briefings: January – March 2017

| Date       | Location       | Time                      | Booking/Registration                       |
|------------|----------------|---------------------------|--|
| Wed 11 Jan | Aldershot      | 09:30 – 12:30             | Via CTP (0203 162 4410)                    |
| Thu 12 Jan | Odiham         | 09:30 – 12:30             | Email: ODI-BSW-CommsSupportOfficer@mod.uk  |
| Tue 17 Jan | Plymouth       | 09:30 – 12:30             | Via CTP (0203 162 4410)                    |
| Wed 18 Jan | Tidworth       | 09:30 – 12:30             | Via CTP (0203 162 4410)                    |
| Tue 24 Jan | Worthy Down    | 09:30 – 12:30             | Email: WDTrgSpUnit-SptSvc-AsstUWO@mod.uk   |
| Wed 25 Jan | Northolt       | 09:30 – 12:30             | Via CTP (0203 162 4410)                    |
| Thu 2 Feb  | Portsmouth     | 13:30 – 16:30             | Via CTP (0203 162 4410)                    |
| Tue 7 Feb  | Abingdon       | 09:30-12:30 / 13:30-16:30 | Email: 3RLC-RHQ-RAO@mod.uk                 |
| Wed 8 Feb  | Aldergrove     | 09:30 – 12:30             | Via CTP (0203 162 4410)                    |
| Thu 9 Feb  | Hounslow       | 09:30 – 12:30             | Email: 1IG-BnHQ-RCMO@mod.uk                |
| Thu 16 Feb | Thorney Island | 09:30 – 12:30             | Email: 16RA-RAO-DetComd@mod.uk             |
| Tue 21 Feb | Colchester     | 09:30 – 12:30             | Via CTP (0203 162 4410)                    |
| Wed 22 Feb | Cottesmore     | 09:30 – 12:30             | Via CTP (0203 162 4410)                    |
| Wed 1 Mar  | Bicester       | 09:30 – 12:30             | Email: BicesterGar-ContractsManager@mod.uk |
| Tue 7 Mar  | Kinloss        | 09:30 – 12:30             | Email: 39ENGR-RHQ-RCMOAsst@mod.uk          |
| Wed 8 Mar  | Faslane        | 09:30 – 12:30             | Email: NAVYNBCC-NEPTUNEBWO@mod.uk          |
| Thu 9 Mar  | Edinburgh      | 09:30 – 12:30             | Email: TBC                                 |

## Forecast of Transition Events 2017

| Date     | Event  | Location                     | Sponsor                   | Remarks                     |
|----------|--|------------------------------|---------------------------|-----------------------------|
| 16/01/17 | Soldier in Society and Business Engagement Event | Merseyside                   | HQ NW                     | SO2 Transition 01772 260545 |
| 26/01/17 | Transition Fair                                  | Thiepval Bks, Lisburn        | HQ 38(Irish) Bde          | SO2 Transition 02892 269906 |
| 09/02/17 | North Wales Transition Fair                      | Wrexham                      | HQ 160 Inf Bde & HQ Wales | SO2 Transition 01874 613290 |
| 15/03/17 | South West Employment Fair                       | Tidworth Garrison Theatre    | HQ SW                     | SO2 Transition 01980 650322 |
| 24/05/17 | 'Opportunities4Life' Life Skills Event           | Tidworth Garrison Theatre    | HQ SW                     | SO2 Transition 01980 650322 |
| 22/06/17 | South Wales Transition Fair                      | Cardiff                      | HQ 160 Inf Bde & HQ Wales | SO2 Transition 01874 613290 |
| 29/06/17 | Transition Fair                                  | Thiepval Bks, Lisburn        | HQ 38(Irish) Bde          | SO2 Transition 02892 269906 |
| 12/07/17 | Soldier in Society and Business Engagement Event | TBC                          | HQ NW                     | SO2 Transition 01772 260545 |
| 14/09/17 | Employment Fair                                  | Stadium of Light, Sunderland | CTP (4 Inf Bde & HQ NE)   | Book via CTP                |

Bookings through CTP can be made by telephone 0203 162 4410 or <https://www.ctp.org.uk/events>

Additional Transition events and details will be added periodically. For up to date information refer to: [www.army.mod.uk/Welfare & Support/Transition](http://www.army.mod.uk/Welfare%20&%20Support/Transition)