



The Future Horizons Programme

The Future Horizons Programme is being developed in response to The Ministry of Defence (MOD) commitment to improve its resettlement provision to Early Service Leavers (ESL) who are defined as Service Leavers (SL) who are discharged:

- Compulsorily from trained or untrained strength and lose entitlement to resettlement provision.
- At their own request from the trained or untrained strength, having completed less than 4 years' service.

Research clearly shows that the ESL cohort are generally at a disadvantage in the labour market. Many young people break away from chaotic and dysfunctional lifestyles to join the Armed Forces, in which servicemen are looked after from morning until night, but then discharged early and are often unprepared for the daily demands of civilian life.

For many this can often take them down a path of homelessness, offending or dependence on alcohol or drugs. Experience tends to suggest that many young people join the Services, and in particular the Army, because they have low basic skills levels or in some cases a learning difficulty that has never been diagnosed (e.g. dyslexia) resulting in failure to engage effectively with the rigors of military training. This then leads to an individual leaving the Army with the same set of personal and social issues, often compounded by disillusionment, because joining the Army didn't provide the solution they expected it would.

The planned COBSEO Consortium's solution is designed to provide a comprehensive transition programme which assists the ESL cohort to find and remain in sustainable employment. It is based on a needs assessment and provides access to the required training, personal development and educational courses to overcome individualised barriers to work and ensure individuals are moving towards being 'job ready' and find suitable employment, once discharged from the service. The programme is adaptable to an individual's level of engagement and allows referral at any stage to different levels of the programme where appropriate. Finally, if required, individuals will also receive assistance to gain early access to the Department for Works and Pensions Work Programme (WP) which again offers a variety of different levels of support depending on individual needs.

The Future Horizons Programme will also provide the necessary comprehensive tracking and evaluation of the individual's journey through the programme which ever routes they take. This will enable a range of successful outcomes to be measured and identify crucial learning on which to base any adjustments that may be required to further improve the programme on an ongoing basis.

The Programme's strength lies in the integration of COBSEO consortium members which encompasses market leaders from the commercial, public and wider third sector organisations, with a proven ability to deliver for young people who are vulnerable or within the welfare to work sector.

The programme offers:

- A pre-discharge interview to identify an individual's transitional needs, identify individual skills and strengths, assess vulnerability and start to develop a Personal Development Action Plan (PDAP).
- Referral at any time needed to the Service Personnel and Veterans Agency (SPVA) and appropriate Service or other charities for those identified as having welfare or other immediate specialist needs.
- Extensive and immediate employment support and job-finding assistance.
- The services of a locally assigned Personal Consultant to provide individual advice, guidance and mentoring.
- Access to a comprehensive range of local life skills, vocational training and education courses, to address specific needs and obstacles to gaining suitable employment
- A central helpdesk to provide immediate advice, refer individuals to the most appropriate level of the programme, track individual's through their journey and capture sustainable employment outcome data.
- A bespoke information web portal which links into other web based services aimed at supporting service veterans throughout the rest of their lives.
- Ensure individuals are connected into Jobcentreplus, and the relevant regional Work Programme provider, and that they are recognised as ex-service personnel to meet the eligibility criteria for early access to the enhanced support the Work Programme offers.

The Future Horizons programme will be based in Catterick Garrison and will be operational by January 2012. Programme staff will work very closely with Hook Company personnel who are the unit that the majority of the ESL cohort have to be processed through, when being discharged early from the service.

Main Consortium Members

The Royal British Legion (TRBL)



The Royal British Legion (TRBL) provides welfare to the whole Armed Forces family – serving, ex-Service and their dependants. TRBL also campaign on a range of issues affecting Service people, are the custodian of Remembrance, run the Poppy Appeal and are one of the UK's largest membership organisations.

Regular Forces Employment Association (RFEA)



For the last 125 years RFEA have helped Service Personnel into employment, both when leaving the Services and at any stage thereafter in their careers. We currently deliver the Employment Arm of the CTP with a national footprint of Employment Consultants. We also run an ESL 'Service of Care', which is the only bespoke employment support service currently available for ESLs

Royal British Legion Industries (RBLI)



RBLI has developed a product entitled *LifeWorks* which is aimed at those leaving the Armed Forces and, in particular, those who may not have access to comprehensive support via other programmes. RBLI currently help support around 16,000 people per year and our success rate for achieving sustained employment outcomes is over 75%.

Groundwork



Groundwork helps people and organisations make changes in order to create better neighbourhoods, to build skills and job prospects and to live and work in a greener way. Operating nationally Groundwork focus activity on disadvantaged communities where they can make the most difference. Last year Groundwork provided 51,000 weeks of training, created 3,600 jobs, enabled 8,000 qualifications to be gained, achieved 5000 personal progressions into training, employment or volunteering.

The Prince's Trust



The Prince's Trust is the UK's leading charity working with disadvantaged young people aged 14-30 helping them to develop the skills and confidence they need to break down barriers and move forward with their lives. Positive outcomes are currently at 80%.

Prince's Trust



Best known for running the annual Scottish Poppy Appeal Poppyscotland works year round to provide practical support to Scotland's Armed Forces community. Whether you have served, are still serving or are a dependant of someone who has, Poppyscotland provides a range of support services including advice, financial assistance, employment support as well as employment opportunities in the Lady Haig's Poppy Factory.

The Officers' Association (OA)



The Officers' Association, which was founded 90 years ago, is the only Charity dedicated exclusively to supporting Officers and ex-Officers from all three Services and their dependants. The OA supports around 2,000 Officers into employment each year.

Officers Association Scotland (OA Scotland)



The OA Scotland was founded in 1919 as a distinct branch of its sister Association in London. It has the same mandate as OA and together with RFEA and OA forms the Joint Employment Partnership.

Right Management



Right Management is the talent and career management expert within Manpower, the global leader in employment services. As the world's largest talent and career management consulting firm, Right Management have over 12 years experience in the United Kingdom of working with Service leavers as part of the Career Transition Partnership (CTP) and have provided support, advice and guidance to over 150,000 Service leavers.

The Poppy Factory



A team of 50 people – most of them disabled and ex-Service connected – work to make the poppies and wreathes for Remembrance day. Poppy Factory has now expanded its mission by supporting disabled ex-Service men and women into varied employment near to where they live in the UK.

The Shaw Trust



Shaw Trust is the largest not-for-profit UK provider of employment services for disadvantaged and disabled people. In 2009/10 it worked with 78,000 people and supported over 21,000 into jobs. The Trust helps individuals fulfil their potential through training, employment and independence. Customer groups it works with include those with physical, sensory and/or learning disabilities, people with mental health problems, Black and Minority Ethnic (BME) communities, young people, substance misusers, ex-offenders, ex-military, individuals 50+, lone parents and the long-term unemployed.



Reed In Partnership have helped over 115,000 people into work across the UK and have access to thousands of jobs through our strong relationships with local employers. We can help you gain new skills, build your confidence and access work experience opportunities. With Reed in Partnership's support, we'll help you access opportunities for you and your family and find the job that's right for you.

Tomorrow's People



Tomorrow's People is an innovative national charity whose mission is to help excluded and disadvantaged people to get and keep a job and since 1984 it has supported nearly 500,000 of the hardest to help people by designing and delivering general back to work programmes.



Armed Forces & Veterans mission is to provide extraordinary savings to our heroes who have provided extraordinary services to our country - and continue to do so every day. The intent is simple; to create a Lifestyle and Affinity based co-operative society that through its bulk purchase buying power, can generate significant discounts for its members and significant sums of money for Service based charities.

Consortium Members Who Can Offer Additional Support



Manpower Inc is a world leader in innovative workforce solutions; creating and delivering services that enable its clients to win in the changing world of work. With over 60 years' experience, Manpower offers employers a range of solutions and services for the entire employment and business cycle including permanent, temporary and contract recruitment; employee assessment and selection; training; outplacement; outsourcing and consulting. In the United Kingdom Manpower is the leading employment expert with a network of over 200 UK offices providing staff for around 5,000 clients.



The National Institute for Adult Continuing Education (NIACE) aims to engage Adults to engage in learning of all kinds. Last year it ran 314 innovative adult learning programmes.



The Warrior Programme is a personal transformational, motivational and educational course run over 3 days. More than 500 individuals, over half of whom being ex services and serving personnel, have attended the course which is free to our clients. Using coaching techniques it enables clients to take control of their lives, increase confidence, provide motivation and direction to allow them to lead a healthy and balanced life



The aim of Remount is to provide personnel of all ranks and status and their dependents with the psychological tools, techniques and procedures to manage the dramatic change in cultures which takes place when they resume civilian life.



Remploy are the largest specialist provider of support for the people with disabilities and health conditions and are actively engaged in supporting disabled service personnel into work in partnership with Army Recovery Capability and CTP. With 63 Branches and Offices nationwide Remploy are also a National provider of support for those with complex barriers who are seeking sustainable employment. We have a national employer infrastructure which means that we manage over 70,000 vacancies a year and placed over 10,000 disabled people into work last year.



Skillforce is dynamic education charity that delivers inspiring programmes that increase the numbers of young people entering education, employment and training on leaving school. SkillForce programmes produce positive outcomes for students, improved results for schools and real benefits where they operate.



Skill is national charity promoting opportunities for young people and adults with any kind of impairment in post-16 education, training and employment.

The initial set up of the programme has been funded by The Royal British Legion with continuation funding coming from the Forces in Mind Trust.

Further updates on the programme will be available on an on going basis

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