To Our Romanian Hosts

Buna ziua dragi organizatori si invitati. Sunt foarte bucuroasa sa ma aflu aici si va multumesc pentru invitatie.
Initiatives in promoting positive military transitions

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HOW IT STARTED

Mixed methods research on Resilience & Transitions (Paget 2016 & 2017)

Veterans who have positive transitions also have high resilience (higher than any other sector tested with the measure used)

RSA (Friborg et al 2005), Positive transitions measured using Job Satisfaction, Self Efficacy, Stress & a Career Coding (8 levels from Unemployed to Director level)

100% believed at least part of their resilience was nurtured by the military experience.
TRANSITIONS

2014/5 - Concerns over Transition of Military Personnel to Civilian Environment hits the news. Kill 22 campaign in US & UK.
  - No Employment, Homeless, Mental health issues, Suicide, Violence, Prison
Reports

Review all the reports Lord Ashcroft has produced, including those assessing progress in implementing the recommendations in the Veterans’ Transition Review, which was published in February 2014.

**October 2017:** Third annual follow-up report.
This report looks at areas including public perceptions, health, career transition, the Third Sector, and disparities in provision across the UK, including Northern Ireland.

**October 2017:** Public perceptions research.
Full details of Lord Ashcroft's new research into public perceptions of Service Leavers and veterans.

**November 2016:** Second annual follow-up report.
The follow-up report covers areas including career transition, information provision, public perceptions, health, charities, and work by the devolved governments.

**November 2016:** Research summary.
Summary of Lord Ashcroft’s research into public attitudes on the Armed Forces, Service Leavers and veterans.

**July 2015:** First annual follow-up report.
The follow-up report assesses progress made in implementing the recommendations in the Veterans’ Transition Review.

**February 2014:** Veterans’ Transition Review.
UK INITIATIVES

UK charity Forces In Mind Trust (FiMT) funded wider research into Resilience and Transitions. This research was completed by RAND in March 2018.

Initial findings suggested research is limited on the subject and transitions as a whole need considerable more investigation.

(Findings will be available in next 6 months on RAND and FIMT websites)
Building on 2017 Strategies

Teachers Bursary - £40,000 to retrain as teachers
Veterans Gateway – single point of information and support online
Veterans ID Card (which has had mixed reviews)
Lord Ashcroft continues to influence policy via Veterans Transition Review
Nationally Funded Veterans Research Hub

www.gov.uk
Government Veterans Unit

Objective: “The Veterans Unit will champion the changing needs of the ex-service community and ensure action is taken to meet these.”

Defence Secretary Quoted: “The vast majority of those leaving the Armed Forces go on to lead fulfilling and rewarding lives, which is a testament to their professionalism and resilience. However, for those who need help it is right that we step forward, create new opportunities, and remind them that they are not alone.”

Press release
Defence Secretary launches first ever Veterans Strategy and new cross-Government Veterans Unit

Veterans’ homelessness, loneliness, debt problems, and mental health issues will be tackled by the first ever Government Veterans Strategy, announced today by Defence Secretary Gavin Williamson.

Published 26 April 2018
From: Ministry of Defence, The Rt Hon Tobias Ellwood MP, and The Rt Hon Gavin Williamson CBE MP
Governmental Priorities

**Debt** - This issue represents the highest percentage of calls to the Veterans Gateway.

**Housing** – improve existing strategies currently regionally promoted

**Social Isolation** – Younger veterans can struggle with a disassociation from civilian life. A connection to be made with existing ‘Loneliness Strategy’

**Mental and Physical Wellbeing** – especially for those with lasting physical or mental health issues as a result of their service.

**Public Perception** – Improving how veterans are viewed, perceptions are often inaccurate, outdated or clichéd and do not recognise that most veterans are proud members of our society with a huge amount to offer.
Our vision

Our primary focus will be on veterans and their families, with the following objectives:

- to produce and publish world class research, evaluations and reports
- to influence national policy and practice delivery demonstrably
- to create an environment for enquiry and innovation
- to work collaboratively across disciplines and institutions, including all of Anglia Ruskin University’s faculties and research institutes
- to generate continuing income through consultancy and research opportunities
- to develop a network relationship with individuals and institutions to draw on knowledge and enable innovative proposals for research to be called Veterans Training Research and Education Network (VeTREN)
- to develop the nationally funded Veterans Research Hub
ARMY INITIATIVES

New Role - 8 SO2 Transitions, 1 x SO1 Transitions

Initially responsible for the education of personnel and family and liaising with outside organisations to promote positive transitions. The role has “taken wings” and they are actively seeking to determine best practice for resettlement training, preparation and when the optimal time for the activities.

Options for similar initiatives in Navy and Air Force are currently being explored.
Current Revelations from SO2 Transitions

• Lack of understanding of mortgage system and false believe that a similar salary to current role will be sufficient.
• Unrealistic expectation of repairs and maintenance to home and savings required
• Life will be so much easier as a “civvie”
• CV writing and re-wording of trade skills to appeal to civilian employers are good.
• More willing to take support and help than previous generations but promotion of them “deserving extra” can be detrimental.
A post-military career

There is established re-settlement processes & lots of external organisations eg RFEA, CTP, DRM to support employment & transition

Many companies actively seek to employ military personnel
eg DHL, JLR, Babcock, Google, Amazon

However, failure to transition may be some time after employment has been found

WHEN SHOULD DUTY OF CARE END?
Perceptions of Military Transitions vary:

Greatest Transition was not always to civilian life post career

- Promotion
- Gaining Senior Rank
- Starting a family
- For wives – post tour return to home, moving home/posting
- Basic Training

Great shift in perception between personnel and their families
Coming soon...

Development of a new scale to measure propensity to positively transitions.

Further research being commissioned to further investigate resilience and transitions within several of the aforementioned organisations.

Internal dedicated roles for Transition in all Tri-service.

Hopefully more than analysis.
Which came first?

Was their successful transition a result of resilience or were they more resilient as a result of their achievement?

Need to assess resilience earlier BEFORE transition.

Need to assess resilience at start of career.
THE RESILIENCE DEBATE

Even within Psychology/Sociology in the military context, there are diverse definitions and diverse approaches beyond resistance to medical pathology.

- Resilience & Leadership (Boe, 2016)
- Resilience & Performance
- Positive Psychology (Yates, Tyrrell & Maston 2018)

Is the construct for Assessment or Behaviour modification (Training) or both?

Ballenger, Browning & Johnson in 2010 raised concerns of training programmes falsely claiming to build resilience without even understanding attributes desired.
HAS RESILIENCE EVOLVED?

Can a single term related to pathogenic and salutogenic research or has one evolved from the other?

Seligman – resistance to operational stress pathology to general wellbeing in the PERMA model.

Is it a characteristic, a set of behaviours, a process or a result?
STILL FEELING RESILIENT....?

Moved on from Resilience theory to “Resilience Science” (Masten 2018)

Specific forms of resilience using specific measures?

CD-RISC - Cornum, Matthews & Seligman

RS – Wagnild & Young

RSA – Friborg et al

Psychological Resilience - Windle, Markland & Woods,

Or has the term become redundant?
"No problem can be solved from the same level of consciousness that created it." - Albert Einstein

**We are all here with a joint aim and unified goals to improve productivity and wellbeing of our military. I look forward to sharing knowledge with you all.**

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References


Cont..


