



**EDUCATION & TRAINING
FOUNDATION**

FURTHER FORCES

BRINGING TECHNICAL SKILLS INTO FE

**INFORMATION FOR FE SENIOR LEADERS
AND MANAGERS**

[FURTHERFORCES.ORG.UK](http://furtherforces.org.uk)

What is the Further Forces Programme?

The Further Forces Programme is designed to support personnel preparing to leave the Services (or who have left in the last 5 years) to become Further Education (FE) technical teachers.

Further Forces is supported by the Department for Education, the Ministry of Defence, the Education & Training Foundation (ETF) and the Gatsby Charitable Foundation and is delivered by the University of Portsmouth, Association of Colleges and the University of Brighton.

The programme is distinct from Troops to Teachers which launched in 2013 and focuses on training Service Leavers to teach in primary or secondary schools.

The intention of the Further Forces Programme is to meet two key needs.

Need 1: Meet the high demand within the FE sector for skilled teachers who can bring expertise to technical education.

Need 2: The Ministry of Defence's commitment to supporting its Service Leavers' successful transition to civilian life.

The Service Leaver is provided with high-quality training as well as follow-on subject-specialist mentoring, leading to a nationally recognised teaching qualification and a job working as a teacher or trainer in the FE sector.



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I served as a Combat Medical Technician in the Army. The skills and knowledge gained in this role, coupled with my degree in sports science meant that I was well placed to embark upon a career in Further Education teaching and training.

Hannah Payne

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Which FE sector providers can get involved?

Any FE provider (colleges, independent training companies and organisations who have substantial in-house training programmes) can use Further Forces to find recruits for the 'hard to fill' teaching roles in technical education.

Further Forces funds trainee teachers in all technical subject areas:

- Agriculture, Environmental & Animal Care
- Business and Administrative
- Catering & Hospitality
- Childcare & Education
- Construction
- Creative & Design
- Digital
- Engineering & Manufacturing
- Hair & Beauty
- Health & Science
- Legal, Finance & Accounting
- Protective Services
- Sales, Marketing & Procurement
- Social Care
- Transport & Logistics

Who can apply to train?

Any Service personnel who are planning to leave the Armed Forces, or who have left in the past five years, can apply.

Are prior experience and qualifications required?

No, we are looking for people with technical knowledge and a desire

to teach/train in the FE sector.

All that is expected of the Service Leaver is:

- GCSE Mathematics and English language at grade 4 (C) or above, or equivalent.
- A subject specialism or skill that the Service Leaver would teach or train.
- A willingness to undergo a DBS (criminal record) check which demonstrates they have no criminal convictions that would disqualify them from working with students aged under 18 or with vulnerable adults.

Service Leavers complete six workbooks before beginning their teacher training so they can get a sense of what teaching involves.

How much will this cost?

There is no cost for Service Leaver or for the FE employer. The total cost of training, including mentoring support, is provided by the ETF and the Gatsby Charitable Foundation.

How does the programme work?

When you contact Further Forces with details of your technical vacancies, we initially check whether there is a match with the skills and location of the Service Leavers we already have in training. If there is not an immediate match, we will

keep you updated of new recruits. We send out a fortnightly email with details of all the available recruits, their preferred region and skills.

It could also be the case that you identify a suitable Service Leaver for a technical teaching role who is not yet registered with us. We would then provide funding to support their training and mentoring.

All Service Leavers are enrolled onto a career transition programme that will prepare them for the transition between the Armed Forces and a teaching role in FE. Part of this programme will help develop their job application and interview skills.

You will be able to interview the suitable Service Leaver and select the candidate most appropriate for your vacancy.

If the interview is successful, you can recruit the Service Leaver into a salaried post (usually full-time or possibly part-time- 0.8 FTE). Alongside this employment, the Service Leaver will also be enrolled on a teacher training programme that, upon completion, will result in a University-awarded teaching qualification. The training will be delivered by either the Northern Hub - led by the AoC, or the Southern Hub - the University of Portsmouth. You can also be funded to deliver the training in-house.

To begin your engagement with Further Forces, you can contact either the Northern or Southern Hub and we will connect you with the right person.

What support does Further Forces provide?

Throughout their training, recruits are supported by their Hub and also by a mentoring scheme, run through the University of Brighton. These mentors are FE practitioners and technical subject specialists, but they sit outside of both the training Hub and the FE provider, so the recruit has impartial, knowledgeable and personal support.

Recruiting subject-specialist mentors:

As we recruit more Service Leaver trainees, we need more subject-specialist mentors. Mentors are paid approximately £22 per hour.

Mentors will need:

- subject-specific expertise in technical education
- experience of teaching in FE sector
- previous experience of mentoring trainees.

Mentoring can fit in with ongoing teaching commitments, so if you have staff that might be interested, email Kathryn Clements: k.a.clements@brighton.ac.uk or visit blogs.brighton.ac.uk/ffmentors.

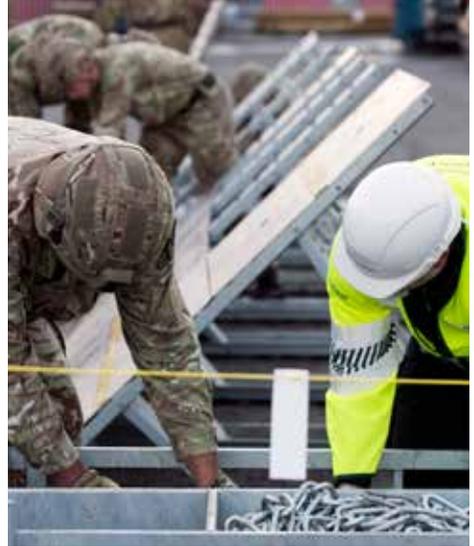
Why should FE senior leaders and managers support this programme?

The UK is facing a serious skills shortage that could be exacerbated by Brexit. The FE sector plays an important part in addressing this shortage that is challenging both businesses in the local community and the UK's overall productivity. You hold a powerful role, working across your community - businesses, learners and government.

To enable the FE Sector to be effective in tackling these critical shortages, there needs to be sufficient teachers/trainers to meet the increasing demand for skilled employees. You can help to address this situation by engaging with the Further Forces Programme and communicating its offer across your networks.

Through this, you will be supporting the Government's Industrial Strategy and helping build the capacity of technical education.

In addition, you can support the Service Leavers you employ to transition successfully into civilian life. Ex-Armed Forces offer valuable technical knowledge but also real-world experience across team work, communication and project delivery - all of which are valuable skills to pass on to learners. This will help to address the need of UK business for suitably skilled personnel to progress into priority industry sectors.



As an Officer in the Navy I specialised in telecommunications systems and information systems. I have always had a drive to help others to learn and I soon realised that I had developed a passion to teach.

Nick Harper



FIND OUT MORE:

🖱 [furtherforces.org.uk](https://www.furtherforces.org.uk)

✉ info@furtherforces.org.uk

📞 Northern Hub: 020 7034 9965

Southern Hub: 023 9284 5268



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