



HighGround Rural Weeks Programme



Interim Report from Weeks One and Two
AUGUST 2015

HIGHGROUND'S CHARITABLE OBJECTS

To help restore and maintain the health and wellbeing of those who have incurred damage, both physical and mental, whilst serving in the Armed Forces, using structured, outdoor activity in a supported environment.

To enable or support their treatment, rehabilitation and ability to pursue a fruitful career.

To provide insight into the range of employment opportunities within the rural economy for Service Leavers and the veteran community.

Anna Baker Cresswell
August, 2015.

“ THANK YOU FOR HELPING
ME FIND MY FUTURE.
Client B8 ”



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REPORT

After the successful delivery of 2 pilot Rural Weeks in Autumn 2014 and with the permission of the Board of Trustees, HighGround agreed a programme of Rural Weeks to be delivered at Plumpton College in 2015 and this Interim Report covers the first two of these Rural Weeks.

The journey to a Rural Week (RXW) starts when you first engage with HighGround. For those who know what their next career move looks like, advice, contacts and introductions from HighGround are what will be most useful and an RXW isn't really what is needed but, for those who simply don't know what they want to do or could do next, only that they want to be "Outside, and working" an RXW is the next logical step.

Below are the stories of some of the people who joined us for RXW's 1 and 2. Their names have all been changed but I hope it will give some context to this Report and help to illustrate who HighGround is here to help, and how.

RXW1 – 21ST TO 26TH JUNE

The cohort for our first RXW was made up of officers, veterans and a wounded Paratrooper. The Officers Association (OA) had asked me to do a webinar for them about careers opportunities for officers in the land-based sector and all the officers on RXW1 had found HighGround via that medium.

Tom is a serving member of the Parachute Regiment who was injured in Afghanistan. He is a triple amputee and I first met him at Headley Court during one of the Horticultural Therapy sessions provided by HighGround which his Occupational Therapist (OT) had referred him to. We got talking about what he wanted to do when he leaves the Army and I described to him what happens on a Rural Week.

For him it would be a reality check. He knows he wants to work outdoors in Horticulture and Wildlife Management, and the agricultural college setting at Plumpton would give him the opportunity to speak to experts in their field and get their advice about the sort of opportunities which exist for someone with his physical challenges, and how to access them.

The week was tough for him as everything takes longer with new prosthetics (he was our first injured student) but Plumpton's staff were hugely accommodating and by the end of the week, the conversations he had had with staff and our other students had all helped to confirm that this is the direction he wants to take. He will start a course in Wildlife and Countryside Management once he leaves the Army and HighGround will continue to be there as

he makes the transition to civvy street. We have already put him in touch with others who work in countryside management with similar physical challenges which Tom says has been “A great step forward for me.”

For Dan, the purpose of the RXW was different. After serving in the Army he spent 12 years working in the security industry and returned to the UK earlier this year in search of a change of direction. When he was referred to HighGround by another military charity and I told him about the RXW’s, he was cautiously optimistic they might help him to plot his next chapter.

As we progressed through the week, Dan listened to the introductory sessions about Agriculture, Horticulture and Conservation but it wasn’t until the Forest School session when it was explained that Forest Schools involves teaching, leading and inspiring children in an outdoor environment that Dan knew that this was what he wanted to do and how he could use so much of his military skills and experience “In a positive way.”

We have arranged for him to start volunteering with the Wildlife Trusts as an introduction to the Forest Schools sector and he will come back to Plumpton to gain some formal qualifications next Spring.

Sarah, still serving as a Major in the Army, heard about HighGround from the webinar I did for OA and wanted to find out if her dream of setting up her own agricultural consultancy business could become a reality. She is a country girl at heart and whilst she said she has really enjoyed all the many opportunities which the Army has afforded her, the decision to go back to the land has been hanging over her head and the RXW would help her to step back and find some perspective.

Sarah threw herself into the RXW with gusto and she was obviously completely at home in the agricultural environment. On follow-up Friday, 7 days after the RXW had ended when we contact everyone to discuss their thoughts and our next steps, she told us that she will leave the Army next year and that the RXW had been “The final bit of the jigsaw.”

RXW2 – 28TH JUNE TO 3RD JULY

Our cohort for RXW2 was made up of mostly veterans, all wanting to find employment in the land-based sector, some of whom haven’t worked for a considerable time due to health reasons; an injured Service Leaver and 2 officers, one again looking for a change of direction, but this time having “Not really addressed the issue as I thought it would never happen.”

Steve served in the Army and left in 1999 after suffering a serious head injury. He has struggled to hold down a regular job and many times during the week we discussed, as a group, the difficulties of having a hidden injury and trying to find work, when the mental health ‘label’ is used regularly as a lazy means of excluding people who genuinely want to work. Our Resilience Training is designed to give our students some self-knowledge and equip them with skills and techniques to guide them through interviews and workplace scenarios so they can approach job-finding and employment with more confidence, knowing they have plenty to offer, and feeling more able to express themselves in unfamiliar situations.

Steve had found himself volunteering for all sorts of charities and organisations where his military skills were hugely useful to the organisation, but he wasn’t being supported or appreciated for what he was doing. The RXW enabled him to understand how to be more assertive and to identify how he can use his many skills to benefit himself and not just other people and by Friday’s Working for Yourself session, Steve had decided that with a bit of focused and appropriate training, he can really make a go of self-sufficiency and both Plumpton and HighGround will continue to provide advice and support to Steve as he sets out on this path.

Peter served in the Royal Navy and wants to return to Northern Ireland where he comes from. He has a large family and although he is still serving, he felt that by coming on a RXW he would focus his mind on whether he could realistically entertain a career in the land-based sector or whether it would remain a ‘hobby.’

At the end of the week Peter said it had “Thrown up more questions but now I know how and where to find the answers and I feel I can at last have a conversation with my family about this as a realistic direction for us all.” Dave is still serving but when he leaves the Army later in the year he wants to set up on his own as a dog trainer. The RXW helped him ‘see’ himself for the first time as a civilian, doing a job in civilian life. He was struggling with how he would market himself and how he could stand out from other dog trainers and the RXW helped to reinforce the importance of taking who he is, from his military career, and using it to inform and structure who he is in civvy street and what he offers to potential customers.

David served in the RAF for 35 years. He was reluctant to come on an RXW as he told me there “Will be many younger and more deserving than me” but he was glad he had joined us as he has proved to himself and his family that his organisational skills can transfer to the equine sector which will give him a satisfying and worthwhile job as an event organiser in the south-west.

CONCLUSION

HighGround is not a recruitment agency and we don’t measure our success by the numbers of people we find employment for although our stated aim is always to help people to keep moving closer to employment. The narrative above gives an illustration of the softer, less easily measurable outcomes of the Rural Weeks; we will continue to work with everyone who joined us for RXW’s 1 and 2 as their journeys towards jobs, careers and vocational opportunities in the land-based sector continue.

We are extremely grateful to the RAF Benevolent Fund, the Westminster Foundation, and Anne Duchess of Westminster’s Charity for their generous support of the 2015 Rural Weeks Programme. For further information about costs and future funding, please see page 8.



ANECDOTAL FEEDBACK FROM PRE AND POST RURAL WEEK 1 AND 2 QUESTIONNAIRES

Pre course questionnaire:

Q1.

What do you hope to learn from your Rural Week?

Get overview of opportunities available to someone with limited experience in this sector.

To get an understanding of how my military skills are transferable to this sector.

To find new areas of interest/employment that I hadn’t considered before to enhance or replace plans that I already had in place.

As overview what is out there in farming that I can do.

An idea of what is possible in the context of the time I have available and the requirements of making a living.

If there are possibilities, what are the practical considerations for making this direction change happen.

Insight into modern agriculture/farming practices.

To meet people interested in the same areas.

I hope to come away with an understanding of what my 1st steps should be for getting a job in this sector.

Real understanding of what is realistic, how to qualify pay expectations. Again, is it realistic?

Q2.

Do you have any worries or concerns about attending?

None.

Q3.

Please use this space for any further comments you would like to make about HighGround and their support for you.

Outstanding concept and (more importantly) very well run by passionate people with a firm understanding of what they are trying to achieve and how the concept needs to develop.

Post course questionnaire:

Q4.

What did you learn from this Rural Week?

That there is a lot more out there than I thought.

V interesting, all aspects of agriculture.

The experience of this week has confirmed my interest in work in the land-based sector which was really my aim on arrival. In some ways it has posed more questions than it has answered due to the variety of opportunities exposed. However, the questions I now have are positive in nature and are likely to need work/research/effort to answer; the answers should be practical guides then to my future employment. It is also clear that guidance and help are out there.

That I need some point of focus, somewhere that I can go to for specific help if I struggle with the transition process as a result of my PTSD.

That there are a lot of people/organisations trying to help. I wasn't aware of the level of support that is present.

That I want to assist others in my situation in the future.

In 5 days of course learned a lot about moving skills over from Army to civvy street, great support and what support is out there to help.

Lots of research options highlighted.

Has made me consider avenues I hadn't thought of that need to be included, whatever land-based sector you want.

I now know what areas I want to look into further. Understanding of certificates/qualifications needed.





Q5.

How could this Rural Week be improved?

I don't think this week can be improved, it was excellent.

HighGround have been outstanding from start to finish. Friendly staff and always there to help.

HighGround was a fantastic experience in helping to look on the change to civvy street not such a scary experience and that there is support available as and when you need it.

Q6.

Please use this space for any further comments you would like to make about HighGround and/or the Rural Week.

It was good to meet others in a similar situation and share ideas about our futures.

It was great to have such a mix of backgrounds among my fellow students.

I haven't had a civilian job for 12 years so great to have a handrail from a course like this.

Ask us what we can do for HighGround.

PLUMPTON PERSPECTIVE BY ALEX HARDMAN

Equality and diversity are current drivers in education today and as a land-based college, Plumpton College ensures that where possible the courses provided are open to all. As an educator and veteran I am very pleased with the support and encouragement that the College has given to this collaborative work with HighGround. After careful planning and preparation, using Anna's hard won good judgement and vital experience in this area, Plumpton and HighGround were able to offer the first course. A Rural Experience Week is now part of the College's regular timetable which includes sessions from thirty of my colleagues who, for the purposes of the course, represent the different sectors of the Land Based Industries.

None of this would have been possible without the continuous support of the College's Principal, Des Lambert OBE and the colleges Senior Management team, whose advice and guidance have been much appreciated by myself and Anna.

From a College point of view the two recent RXW's we ran in June and July were a success and these courses were based on the two pilot courses we delivered at Plumpton in autumn 2014. Overall it seems to have generated a lot of satisfaction and enthusiasm from all the Plumpton Staff involved in the delivery and we will be showcasing our work in this new area during our forthcoming Ofsted inspection.

“ THE EFFORTS OF ALL THE TEAM WERE AMAZING. ”
Client A4



NEXT STEPS

We will work with course participants to clarify, support and deliver their individual preferences for future steps. Consider how participants can support HighGround at future events, including on RXWs, and how they might come together as a future network, for mutual support and information-sharing. Ensure effective coverage of the RXWs on the website.

There are 3 further Rural Weeks to be delivered in 2015 starting on 6th September. We will continue to collect data using Dr Morrison's questionnaires and a full report of HighGround's 2015 programme of Rural Weeks will be completed by the end of the year.

A programme of 8 Rural Weeks is being discussed with Plumpton College for 2016. In addition to seeking to raise funds for the operational costs of the RXWs, a key priority will be to identify and secure sources of funding for HighGround's managerial and administrative costs to support the delivery of the RXWs.

GLOSSARY

- LANTRA – UK Sector Skills Council for land-based and environment industries
- Land-based sector – Land management and production; Animal health and welfare; Environment industries – LANTRA definitions
- Transition – the process of exiting from employment in HM Forces to civilian life
- Tri-service – Royal Navy, Army and RAF

“I WAS FORTUNATE TO EXPERIENCE AN INDUSTRY THAT HAS THE SAME TEMPLATE AS A WORKING MILITARY UNIT OF WHATEVER LEVEL. IT CERTAINLY HELPED BECAUSE ON THE EVE OF THE INTERVENTION I HAD NO IDEA AND BY THE END A PLAN WAS IN PLACE.”
Client B5



CRITERIA FOR COMING TO HIGHGROUND

The criteria for coming to HighGround are:

- You must have served in HM Armed Forces;
- You must be looking in the direction of land-based employment.

FEEDBACK AND EVALUATION FROM RURAL WEEKS 1 AND 2

Data collection is a critical element of all service delivery and the Rural Weeks are no exception.

We are extremely grateful to Dr Zoe Morrison from Aberdeen University who has compiled pre and post Rural Week questionnaires which we anonymise and ask our students to complete.

The statistical evidence they contain is vital for our ongoing programme of research and evaluation to provide evidence of the need for HighGround's service and the anecdotal feedback gives us precious material to help us to improve our service and because it is anonymised, we can also use it to describe the Rural Weeks experience to others. Please find anecdotal feedback from Weeks 1 and 2 in Annex C.

COST

The operational cost of delivering a Rural Week at Plumpton was calculated at £1,526 per head after the pilot weeks in 2014. This figure does not include any managerial or administrative costs for HighGround, which are estimated at £2,000 per head for 2015.

The ideal number of Service Leavers and Veterans for each week was agreed to be 8, making each Rural Week costing £12,208 to deliver. The reason for a group of 8 is to integrate different learning styles. Each individual circumstance is different and this group size allows a balance of interests and engagement across different activities to ensure learning momentum throughout the week. (Dr Zoe Morrison)

RXW PATHWAY

Having found HighGround, some people already know they want to work in the land-based sector and may just need some advice about where the best chainsaw course is or how to find work experience in their local area.

If they don't find the answer to their question on our website, we will arrange for them to come to our office in London so they can meet with our Careers Manager and discuss how HighGround can help. It may be that there are other barriers to employment such as housing which need to be addressed and HighGround is working with other Service charities and organisations UK wide to develop a network of resources.

At this initial meeting we will describe Rural Weeks and if we all agree that a Rural Week would benefit an individual, we ask them to complete a Pro Forma and select the date which suits them best.

7 days before the Rural Week we send them Joining Instructions and 7 days after the Rural Week we follow-up as described below. Each individual's needs are different and we will always answer questions and communicate with them as quickly as possible as we understand how unfamiliar and confusing the pathway to new careers and opportunities can be.

LESSONS LEARNED FROM THE PILOT RURAL WEEKS IN AUTUMN 2014

In preparation for the pilot weeks we started with the LANTRA definition of the land-based sector and expanded it to include other areas where we thought that military skills and experience would map over such as the thoroughbred racing and breeding industry and wider conservation opportunities both in the UK and overseas. Please see Annex A.

Alex Hardman, ex 1 Para and now Programme Leader in Outdoor Education at Plumpton College then drafted a timetable, we got some evening speakers and a careers consultant, booked the accommodation at the College and with some very generous funding from the CLA Charitable Trust and the RAF Benevolent Fund, we were ready for the first pilot week and our intrepid first cohort.

Alex booked us a designated room for the whole week where most of the classroom based sessions were delivered. This created a safe space which was critical from a learning and sharing angle. All the sessions were closed to non HighGround participants and were conducted in the spirit of confidentiality and trust.

David Steele who played such a vital part in developing the pilot weeks was responsible for meeting and selecting all the participants prior to the pilot weeks and he sent Alex a short pen picture about each person with their aspirations and any background information which would help them in developing their presentation to what was for them, a completely new audience. The feedback Alex got from staff indicates they found this really helpful and we have continued this practise.

Resilience Training – we all need to be emotionally resilient to help us navigate our way through life. We have incorporated Resilience Training delivered by an expert provider Strongmind Resiliency (www.strongmindresilience.co.uk) into our Rural Weeks programme to offer our students new tools to help them spring back emotionally from stressful situations as they continue their transition back into civilian life and employment, and stay strong and positive as they navigate their way to a new chapter in their lives.

Interview and CV advice from a careers consultant who understands the land-based sector and what employers will be looking for – critical that we provide this as it can help our students to see how their military skills and experience map over so well into the land-based sector. Currently the average age of the UK's rural workforce is 59. Everywhere I go employers are keen to find resourceful, motivated, loyal team players who enjoy working outside – enter HighGround!

Additionally, Alex delivered a workshop, using his unique perspective as a veteran and educator to highlight the transferable military skills which fit so perfectly into the land-based sector which was universally well received.

Evening speakers – we encourage people who have left the military and are now working in the land-based sector either for themselves or for others to come and talk to our students about their experience of transition and how they got to where they are now. This helps to develop networking skills which the military environment doesn't really require but the civilian one certainly does and all our speakers have shared their contacts willingly and generously. We are always looking for more evening speakers.

Follow-up process. This is critical as the Rural Week is an intense experience and in order for our students to get the most out of it, we arrange before they leave Plumpton on the Friday, to call them the following week to discuss what they have got out of the week, what their next steps will be and how HighGround can help them to move forwards. This could be arranging work experience, volunteering or training for them depending on what stage they are at.

Social evening on the last night – to give our funders and stakeholders the opportunity to come and visit Plumpton and meet our students, we have a social evening in the local pub, 5 minutes from the College. This gives students the opportunity to engage with people if they choose to and is a good way of encouraging social interaction and bonding each cohort.

PLUMPTON COLLEGE – A HISTORY

The College was started in 1926 and part of its original mission was to retrain veterans from WWI for careers in agriculture horticulture and poultry. During WW2 courses were discontinued and the College was used for training entrants to the Women's Land Army. Over two thousand trainees completed courses before being sent to farms all over the country. The College became a centre for the County War Agricultural committee. Post WW2 and the experience of rationing, there was an increased need for self-sufficiency which saw a drive to improve crop and livestock production. Many students during this period were veterans.

During the 1960s student numbers grew focussing strongly on agriculture, horticulture and poultry, the College carrying on its role established in the 1920s as a specialist education and training facility. Following the War years much investment was made on the farm and nearby Middleton Manor was taken on for student residential hostels. A development during the 1960s was the establishment of a large "extra mural" department which was the forerunner of much of the College's work with employers today.

Further major expansion took place in the 1970s with the building of new workshops and new hostels and at that time like many land-based colleges the College began to diversify into all areas of land-based education.

During the 1980s and 1990s equine, animal care, veterinary nursing, wine production, viticulture, metalsmithing, blacksmithing, forestry and an extensive range of horticultural provision was established not only for the traditional 16 to 19 age range but also for schools for 14 to 16-year-olds and also in partnership with the University of Brighton to provide Foundation Degree and Degree Level courses.

During 2004-2010 considerable expansion of the College took place with a new winery , animal care and workshop facilities and an expansion of the College's main building to include a new library and further residential accommodation.

Centres have been developed in the east of the County near Battle and at Flimwell and in Brighton at Stanmer Park, as well as the College's newest centre in Snowdonia, North Wales. Since the 1920s thousands of students have passed through the College and are now in employment all over the world.

APPENDIX A



DIVERSE AREAS OF WORK IN THE LAND-BASED SECTOR!

LAND MANAGEMENT AND CONSERVATION	ENVIRONMENTAL (OUTDOOR) DESIGN, PRODUCTION AND LEISURE	ANIMAL CARE
Covers all aspects of work on the land from management and administrative roles to practical, 'hands-on' activities which may use trades already held.	Covers careers available in areas where there is an end product or a service to people, there are opportunities for practical work or skilled craftsmanship. Many of the roles will offer the opportunity for direct contact with the customer and the general public.	Covers the care of all types of animals large and small, their welfare and in many cases training.
Farming	Floristry	Equine – The Horse industry including thoroughbred racing and breeding
Agricultural Engineering	Horticulture	Farriery
Countryside and Environment	Landscape Design, Forest Schools, Adventure education to canoeing, mountaineering	Veterinary activities
Conservation (UK and abroad)	Viticulture/Cider making	Domestic and Companion Animals
Arboriculture	Green Space Management	Zoos and Wild Life Parks
Forestry	Sports Turf Management	
Horticulture	Aquaculture	
Game Keeping and River Management		
Small Holdings		

APPENDIX B

RURAL WEEKS – OBJECTIVES AND BACKGROUND

To fulfil HighGround's Charitable Object 'To provide insight into the range of employment opportunities within the rural economy for Service Leavers and the Veteran community' we have developed the concept of Rural Weeks to provide access to expert advice about land-based jobs, careers and vocational opportunities. We have created a unique partnership with Plumpton College in Sussex to deliver the Rural Weeks programme and we will continue to provide ongoing support for HighGround beneficiaries as they continue their journey through transition from a Service career to civilian employment and beyond.

As part of this ongoing work, HighGround and Plumpton will develop relationships with other agricultural colleges, further education colleges, work experience, training and employment providers in the land-based sector to ensure that everyone who comes to HighGround gets the appropriate support and ongoing assistance towards employment and fulfilment in civilian life.

In autumn 2014 we ran 2 pilot Rural Weeks at Plumpton College for a total of 12 Service Leavers and Veterans who had been referred to HighGround by DMRC, the Officers Association, Regular Forces Employment Association (RFEA), the Poppy Factory and Stoll.

Dr Zoe Morrison's Service Evaluation can be found at Annex B and as a result of these pilot Rural Weeks and their findings and having gained permission from HighGround's Board of Trustees, a programme of Rural Weeks was agreed with Plumpton College and this report contains the findings from the first 2 Rural Weeks of 2015.

“THE BREADTH OF JOBS IS VAST AND THE TRANSFERABLE SKILLS I HAVE MAP EASILY ACROSS MOST OF THEM.”
Client A2





APPENDIX C



EVALUATION OF HIGHGROUND'S PILOT RURAL WEEKS – PRELIMINARY FINDINGS

Overview

This document summarises key findings of an independent evaluation of the two pilot five day Rural Experience interventions delivered by HighGround at Plumpton College during Autumn 2014. The evaluation sought to assess the suitability of intervention arrangements and gain insight into the outcomes of the intervention with regard to clients' employment aspirations and learning experiences. The evaluation utilised two semi-structured written client questionnaires (one pre and one post intervention) to collect quantitative and qualitative data. All 12 clients completed both questionnaires on a voluntary, anonymous basis and sealed them in individual envelopes for direct return to the University (i.e. unseen by staff delivering the intervention). The evaluation was provided pro bono and is limited in that it does not include the perspectives of those providing the intervention.

Intervention arrangements

- Prior to the intervention clients felt they had received the right information about the week (6 strongly agree, 5 agree) and support for travel (5 strongly agree, 6 agree). Upon completion, there was strong agreement (10 strongly agree) that the week had been well organized and travel arrangements had worked well (9 strongly agree).
- Group size, handouts and support materials were agreed as helpful. Data on pace and activities of the first week informed improvements made to the second and is therefore not reported in aggregate here.
- Prior to the intervention all clients were looking forward to going away for 5 days (10 strongly agree, 2 agree). This moved upon completion (7 strongly agree, 3 agree, 2 neutral), suggesting that the prospect of going away is attractive but in practice may be difficult. This should be further considered during intervention planning, in particular for clients with further to travel.
- Whilst clients were largely positive regarding the helpfulness of intervention preparation (4 strongly agree, 4 agree, 3 neutral, 1 N/A), they were unanimous in their strong appreciation of the helpful, supportive and positive delivery. Qualitative data also recognized the learning environment established during the intervention: "The efforts of all the team were amazing." [Client A4].

Employment Aspirations

- Findings showed client aspirations prior to the intervention to be varied, with only 3 clients certain of their preferred geographical area for employment and varying degrees of readiness for a new employment challenge (7 strongly agree, 3 agree, 1 neutral, 1 disagree). Movement in this post intervention (6 strongly agree, 4 agree, 2 neutral) suggests a more informed level of readiness when triangulated with qualitative data.
- Levels of prior awareness of land-based industries were varied (1 strongly agree, 4 agree, 1 neutral, 4 disagree, 2 strongly disagree). Clients attending were receptive to land-based employment and seeking advice, inspiration and motivation, although in various stages of actively seeking employment opportunities with some articulating low levels of self-confidence and health concerns. This indicates appropriate recruitment and referral to this intervention.
- Levels of awareness of land-based industries post intervention were significantly increased for all clients, with interest in employment in this sector developing for almost all clients (9 strongly agree, 2 agree, 1 neutral).

Learning experiences

- Prior to the intervention general learning objectives were clear to participants (6 strongly agree, 4 agree, 2 neutral) although individual learning objectives were less clear (2 strongly agree, 7 agree, 2 neutral) and there was variation in expectation regarding to what degree the intervention would meet individual needs. After the intervention clients felt they had achieved their objectives (8 strongly agree, 3 agree, 1 neutral) and all felt that they had learnt a lot (12 strongly agree). This is echoed within qualitative findings, suggesting that more be done prior to and during the intervention to clarify individual learning objectives to ensure targeted learning outcomes are identified and achieved. This may include a review as to the mix of attendees per intervention (i.e. all ranks and experience) but this was not evaluated here.
- Without exception the intervention was felt to assist in employment planning (9 strongly agree, 3 agree) as articulated by clients:

“The breadth of jobs is vast & the transferable skills I have maps easily across most of them.” [Client A2]

“I cannot thank HighGround enough for facilitating and making this week a reality. I believe that the Service Personnel have a lot to offer the land Based Sector and It’s merely a question of transferring the skills learnt in the military to the land based sector. From an injured serviceman I believe that injured servicemen/ women could offer invaluable skills which could be transferred.” [Client A1]

“I was fortunate to experience an industry that has the same template as a working military unit of whatever level. It certainly helped because on the eve of the intervention I had no idea and by the end a plan was in place.” [Client B5]

“Thank you for helping me find my future.” [Client B8].

Dr. Zoe Morrison, 10th December 2014.

“ I CANNOT THANK HIGHGROUND ENOUGH FOR FACILITATING AND MAKING THIS WEEK A REALITY. I BELIEVE THAT SERVICE PERSONNEL HAVE A LOT TO OFFER THE LAND BASED SECTOR AND IT’S MERELY A QUESTION OF TRANSFERRING THE SKILLS LEARNT IN THE MILITARY TO THE LAND BASED SECTOR. FROM AN INJURED SERVICEMAN I BELIEVE THAT INJURED SERVICEMEN/WOMEN COULD OFFER INVALUABLE SKILLS WHICH COULD BE TRANSFERRED. ”
[Client A1]





Please contact Anna Baker Cresswell for more information
about how to follow, fund, refer or support HighGround.

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