



LIFE BEYOND THE MILITARY –
OUTDOORS

EXECUTIVE SUMMARY

November, 2016

HighGround, 95 Horseferry Road, London, SW1P 2DX
Charity registered in England and Wales: 1151225. Company limited by guarantee: 823 6843.

THE NEED

Approximately 14,000 members of the Armed Forces leave every year. It is well recognised across a wealth of research that employment is a critical component of successful transition to civilian life and more importantly that those [individuals] who choose a job as part of a career path, are more likely to be motivated and feel they are progressing. Forces in Mind Trust, (2013) Understanding the transition process for Service personnel returning to civilian life.

Those who join HM Forces are predominantly outdoor people and the land-based sector offers an ever-increasing variety of opportunities for Service Leavers, Reservists and Veterans to use their unique transferable skills learned in the military to pursue jobs, careers and vocational opportunities in the land-based sector in the UK and beyond.

One of the principal challenges to face Service Leavers and Veterans is to be able to identify their transferable skills and then market themselves effectively to employers. In addition there are those for whom the transition to civilian life is not smooth and additional help, guidance and information is required.

VISION

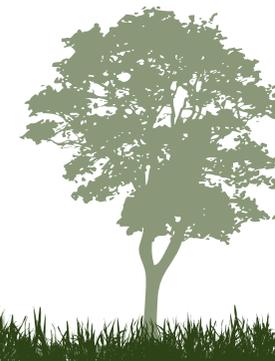
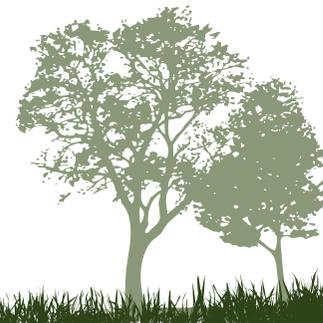
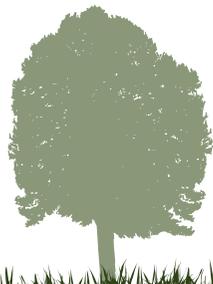
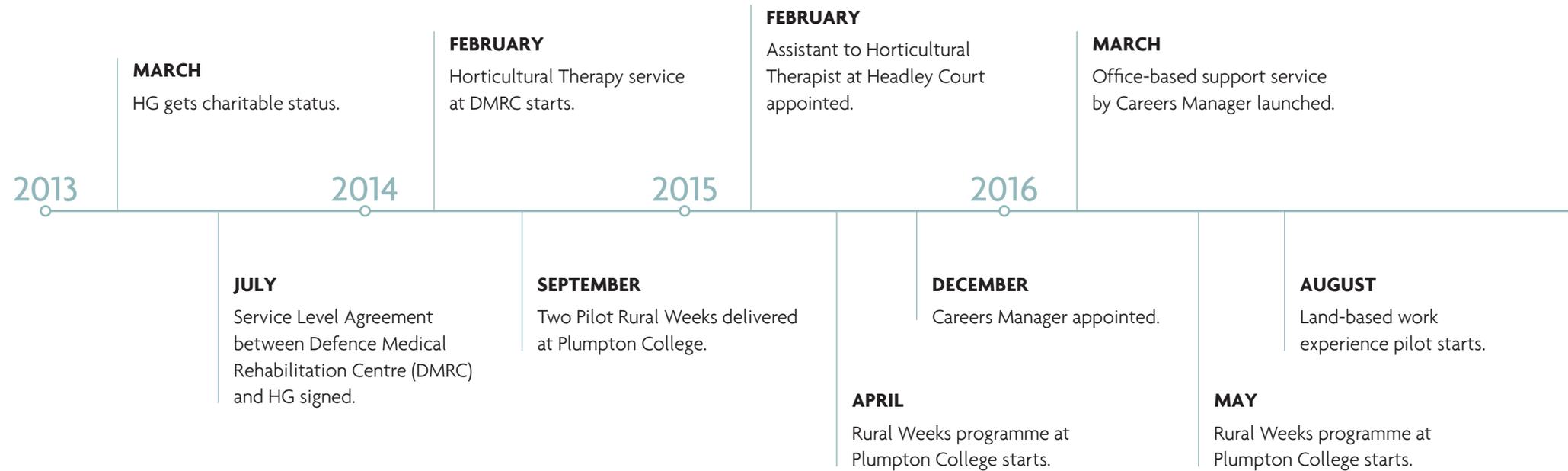
Our vision is to be the leading organisation for the provision of land-based opportunities for all ex-military personnel and Reservists.

The organisation is positioned as a forward-facing destination where beneficiaries can be assured of understanding, assistance and long-term support and advice to help sustain their successful transition to civilian life.

In particular HighGround will:

- ▶ Provide a Horticultural Therapy service at Headley Court for Defence Medical Rehabilitation Centre (DMRC) patients as part of the Defence Recovery Capability and will move to the new Defence National Rehabilitation Centre at Stanford Hall in 2018 when Headley Court closes.
- ▶ Develop Rural Weeks for Service Leavers, Reservists and Veterans to provide access to expert advice about land-based jobs, careers and vocational opportunities.
- ▶ Provide ongoing formal and informal support for HighGround beneficiaries as they continue their journey through transition.
- ▶ Collect an evidence base to increase awareness of transition challenges, needs and outcomes which will inform the development of appropriate services.
- ▶ Partnership working is at the core of HighGround's vision and the Charity is developing relationships with further education, work experience, training and employment providers in the land-based sector and is working closely with other Service charities to develop resources for this unique client group.

TIMELINE



DELIVERY

Horticultural Therapy service at Headley Court in 2015

530 patients received 1,559 sessions of Horticultural Therapy at the Defence Medical Rehabilitation Centre (DMRC).

There are three patient groups at DMRC:

- ▶ Complex Trauma (amputees)
- ▶ Neuro (head injuries)
- ▶ Force Generation (joints and spines).

Everyone who attends Horticultural Therapy must be referred by their Occupational Therapist, reasons include:

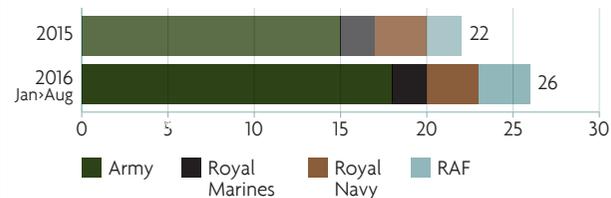
- ▶ Improve standing tolerance and endurance
- ▶ Increase fine motor skills and cognitive processing
- ▶ Improve confidence and self-esteem
- ▶ Encourage social interaction
- ▶ Promote transferable skills.

In 2016 to end October, we have delivered 1,438 sessions of Horticultural Therapy to 412 patients.

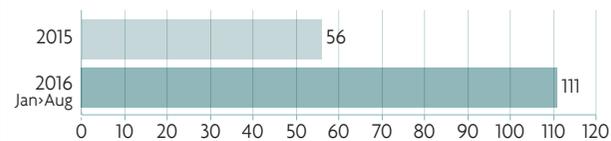


Rural Weeks at Plumpton College

After the arrival of the Careers Manager in December 2015 the profile of the land-based employment service has been raised exponentially.



Individuals who have contacted HighGround



Of the 111 contacts in 2016 47% were still serving.

Of the 61 who required career guidance, vocational or employment support, 16 are now employed, 8 in voluntary work, 4 in further education and 1 started an apprenticeship. The remainder are on the Careers Manager's active caseload.

Self-employment is ideally suited to the land-based sector and so far we have supported 9 individuals with this.

Our referral agencies include:



STEP TOGETHER

stoll housing and helping Veterans



We welcome self-referrals.

HighGround is the specialist provider of land-based careers advice for the Officers' Association.



FUNDING

The 3 year pilot at Headley Court has been generously funded by The Soldiers' Charity, Westminster Foundation and Clive and Sylvia Richards Charity.

For our land-based employment service including Rural Weeks, we currently rely on grant-making trusts and foundations and public donation and a corporate funding strategy is under development for rollout in January 2017.

We have excellent connections with the City Livery Companies, and a PR campaign focused on our land-based work experience pilot will take us to Christmas 2016.

The Charity's budget to deliver and develop our work for 2017 to 2020 is £770,000

GOVERNANCE

There is a small Board of Trustees; Tony Groom, Brian Payne, Tim Eastwood and Anna Baker Cresswell. Tony Groom was appointed Treasurer in April 2016. Brian Payne is Acting Chairman. There is also a Development Board drawn from a wide range of experts in all topics relevant to the land-based career support provided by HighGround which meets regularly.

Accountants and auditors: Haysmacintyre

Legal advisors: Bates Wells Braithwaite LLP

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