

Plenary 2

Reducing the skills shortage by employing ex-servicemen

Speaker: Bob Lisle, Sappers Network

Chaired by: Jon Cross, Essenjay Associates

Room: Queens



National Housing
Maintenance Forum

NHMF
Maintenance
Conference
2019





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SAPPERS
NETWORK

Sappers Network

National Housing Maintenance Forum



22 January 2019



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Introduction



Bob Lisle

Business Development Manager



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Who are the Sappers?



- 8 Engineer Brigade
 - https://www.youtube.com/watch?v=l2E2PK_W1mM&t=10s
- The Sappers
 - <https://www.youtube.com/watch?v=XDCztd56RqI>



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Who are Sappers Network?



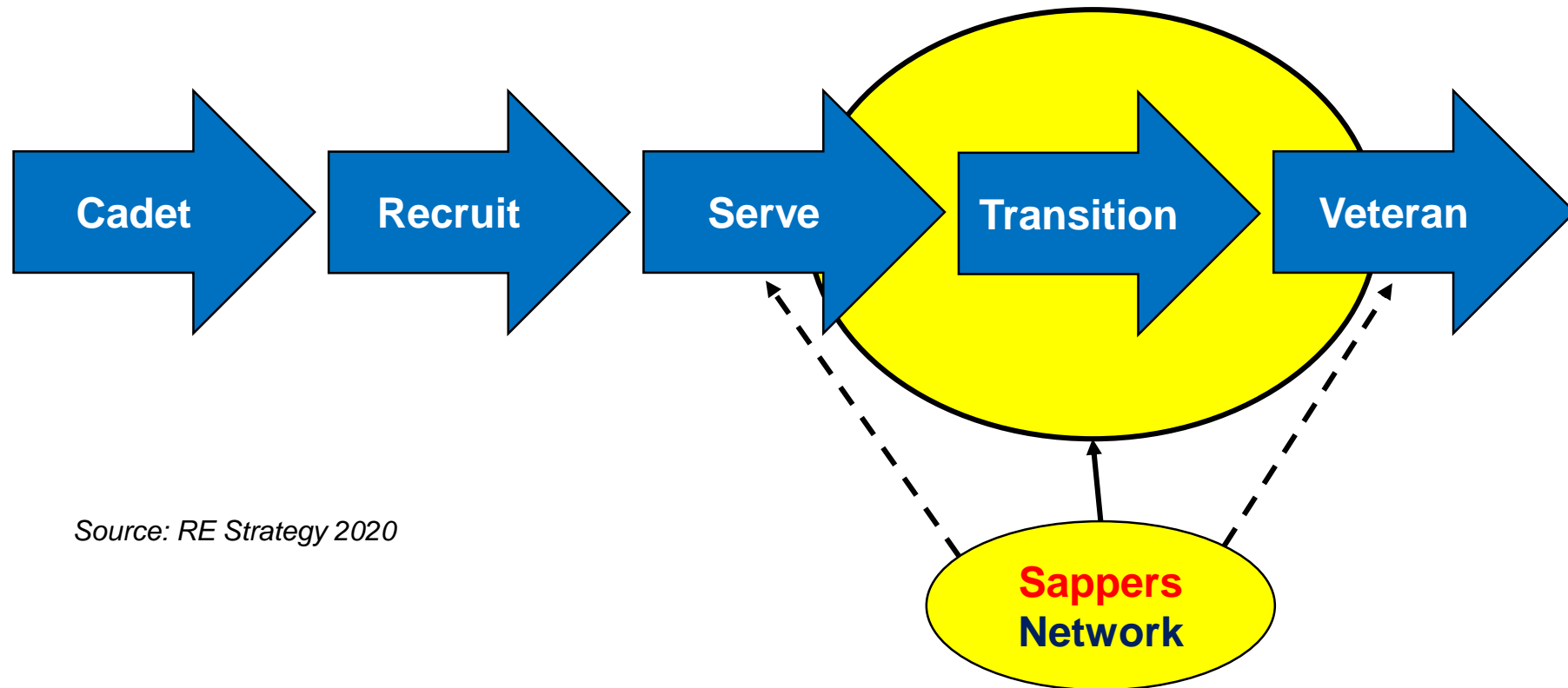
- A private limited company owned by RECCT
- Board of Directors:
 - Chairman
 - Max Heron
 - Ex-officio Members
 - Corps Col; Corps Col Res; Corps SM
 - Members
 - Ian Caws; David Richards; Tony Whitbread; Claire Howard
- Executive
 - Business Development Manager
 - Bob Lisle
 - Employment Coordinator
 - Fiona Louch

Run by Sappers for Sappers



Corps lifecycle

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Source: RE Strategy 2020



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Our Vision



“RE Service Leavers, Reservists and Veterans receive effective support in order to secure gainful employment outside the Corps”

Source: SNL Board 09 Nov 17



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Mission



“To deliver and run a sustainable employment support service and network for the Corps’ service leavers, reservists and veterans and to engage with external organisations and individuals to expand the Corps’ influence and reputation”

Source: SNL Strategy 13 Nov 18



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Core objectives



- **Priority 1** – Assist RE Service Leavers, Reserves and Veterans to find appropriate employment
- **Priority 2** – Support retention through the provision of future employment opportunities
- **Priority 3** - Enhance the Corps' influence and reputation with industry and the wider population
- **Priority 4** - Develop additional revenue for the RE Central Charitable Trust (RECCT)



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We provide



- A matching service for our Customers (Employers)
- A retained search service for Employers
 - Matching Candidates to specified skills
- An advertising service for Employers to the Corps:
 - SNL website
 - SNL social media (Twitter; Facebook; LinkedIn; Instagram)
 - SNL internal comms to appropriate Candidates
- Access to interim placements during transition
- Advice on “translating” Service qualifications into civilian equivalents
- Full compliance with statutory requirements



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We support ...



- The MoD Career Transition Partnership and their existing transition partners





RE careers

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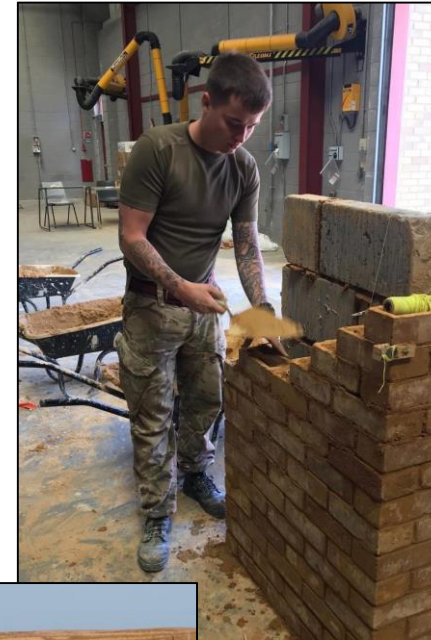
- Tradesman
- Plant operator
- Bomb disposal and search
- Communications specialist
- Logistic specialist
- Diver
- Parachute engineer
- Commando engineer





RE trades (1)

- Artisan
 - Bricklayer & Concreter
 - Building & Structural Finisher
 - Carpenter & Joiner
 - Electrician
 - Fabricator/Welder
 - Heating & Plumbing





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RE trades (2)



- Design
 - Construction Materials Technician
 - Design Draughtsman
 - Draughtsman (E&M)
 - Survey
- Fitter
 - Air Conditioning & Refrigeration
 - General including Equipment and U&P





RE trades (3)

- Military Engineer
 - Armoured
 - EOD & Search
 - Munitions
 - Command, Control and Communications
 - Driver
 - Geographic
 - Logistic Specialist
 - Plant Supervisor
 - Plant Operator Mechanic





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RE career progression



Time Served (approx years)	Rank	Role & Responsibility	Number under Command (approx)	Tasks
0 to 3	Spr	Team member; combat engineer; tradesman	0	Team member
3 to 6	LCpl	Team leader; combat engineer; tradesman	4 to 8	Small construction tasks; resource management
6 to 9	Cpl	Team leader; combat engineer; tradesman	8 to 10	Small construction tasks; resource management
9 to 12	Sgt	Team leader; site manager; task planner	20-30	Task planning; reconnaissance; resource management
12 to 15	SSgt	Team leader; site manager; task planner	25-35	Task execution; resource management; site management
15 to 20	WO2	Senior soldier in a sub-unit; works closely with OC (Maj)	150	Sub-unit discipline; resource manager; train the trainer
20 to 22	WO1	Senior NCO in a unit; works closely with CO (Lt Col)	600	Unit discipline; resource manager; train the trainer



RE officer progression



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Time Served (approx years)	Rank	Role & Responsibility	Number under Command (approx)	Tasks
0 to 6	2Lt/Lt	Team leader; recce; planner	30	Planning; small project delivery; career management;
6 to 10	Capt	Second in command for sub-unit; planner; resource manager; career manager	150	Operations and logistics manager for sub-unit
10 to 16	Maj	All aspects of command, control and management of sub-unit	150	Planning; project delivery; career management
15 to 20	Lt Col	All aspects of command, control and management of unit	600	Planning; major project delivery; career management;
25	Col	Normally assigned to a HQ; responsible for a department	Various	May include operations; logistics; specialist engineering; equipment procurement; MoD
30	Brig	All aspects of command, control and management of a formation	2000	Planning; major project delivery; career management;



RE CPD

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Accreditation Matrix - Summary of Qualifications, Accreditation, Professional Recognition Awards (PRA) and Professional Registration Available to Royal Engineer Soldiers by Rank (15 Aug 18). No

Career Stream	RE CEG/Tfc Light	CEQ Entry Qualifications	Spr (Class 2)	LCpl (Class 1)	Cpl	WO
TRADE COURSES						
Artisan/Cbt	ME (B&C)	English Language GCSE - D Maths GCSE - D Other GCSE (Sci, IT, CDT Pref) - D	Army Apprenticeship: L2 Diploma in Trowel Occupations (Construction) (CSkills) RE CPD Accreditation: Level 2 Diploma in Bricklaying and Concreting (ME)(DAO)	RE CPD Accreditation: Level 3 Diploma in Bricklaying and Concreting (ME) (DAO)	RE CPD PRA: Affiliateship of the City & Guilds Institute (ACGI)	RE CPD PRA: (L6) Graduateship of the City & Guilds Institute (GCGI)
Artisan/Cbt	ME (B&SF)	English Language GCSE - D Maths GCSE - D Other GCSE (Sci, IT, CDT Pref) - D	Army Apprenticeship: L2 Diploma in Construction Maintenance Operations (CSkills) RE CPD Accreditation: Level 2 Diploma in Building & Structural Finishing (ME)(DAO)	RE CPD Accreditation: Level 2 Diploma in Building & Structural Finishing (ME)(DAO)	RE CPD PRA: Affiliateship of the City & Guilds Institute (ACGI)	RE CPD PRA: Graduateship of the City & Guilds Institute (GCGI)
Artisan/Cbt	ME (C&J)	English Language GCSE - D Maths GCSE - D Other GCSE (Sci, IT, CDT Pref) - D	Army Apprenticeship: L2 Diploma in Wood Occupations (CSkills) RE CPD Accreditation: Level 2 Diploma in Carpentry (ME)(DAO)	RE CPD Accreditation: Level 2 Diploma in Carpentry (ME)(DAO)	RE CPD PRA: Affiliateship of the City & Guilds Institute (ACGI)	RE CPD PRA: Graduateship of the City & Guilds Institute (GCGI)
Artisan/Cbt	ME (Elec)	Eng Lang GCSE - C Maths GCSE (higher) - C Other GCSE Sci IT, CDT Pref - C	No Army Apprenticeship RE CPD Accreditation: Level 2 Diploma in Electrical Engineering (ME)(DAO)	RE CPD Accreditation: Level 2 Diploma in Electrical Engineering (ME)(DAO)	RE CPD PRA: Licentiate of the City & Guilds Institute (LCGI)	RE CPD PRA: Graduateship of the City & Guilds Institute (GCGI)
			RE CPD Accreditation: Level 4 Diploma in Electrical Engineering (ME)(DAO)	RE CPD Accreditation: Level 4 Diploma in Electrical Engineering (ME)(DAO)	RE CPD PRA: Licentiate of the City & Guilds Institute (LCGI)	RE CPD PRA: Graduateship of the City & Guilds Institute (GCGI)

Extract
Maps military and civilian equivalent
qualifications

Extract from RE CPD accreditation matrix Aug 18



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Why employ a Sapper?



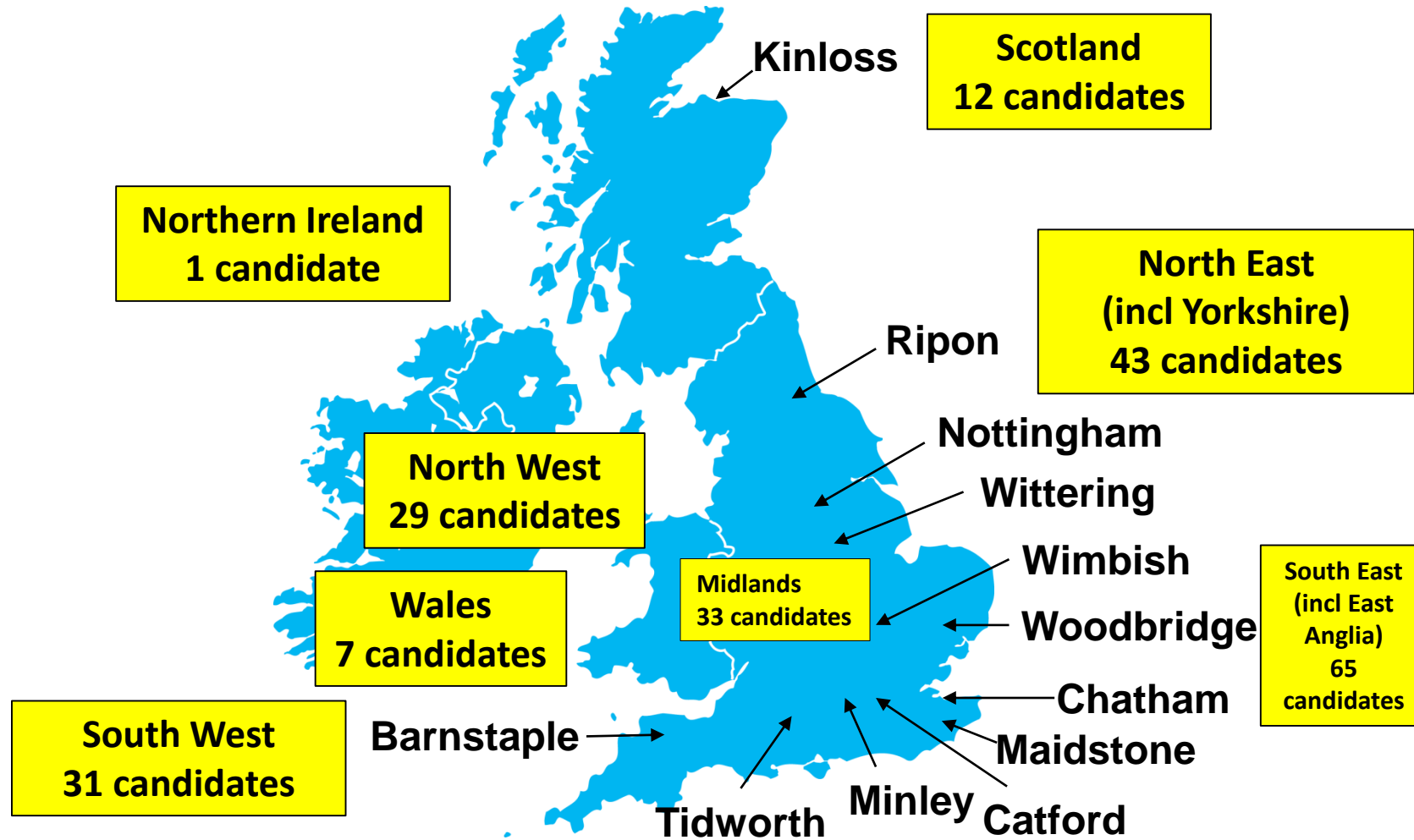
- Highly trained
- Multi-skilled in engineering disciplines
- Developed leadership skills
- Readily transferable skills
- Practical approach to problem solving
- Loyal to their organisation
- Trained to be resilient
- Wide-ranging experience at a early age
- Mix well with everyone



Main regular RE locations



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Case study - Mike



- 27 years service
 - Junior soldier to Warrant Officer
 - Multi skilled and leadership experience
- RE CPD – standard and enhanced learning
 - Theoretical and practical experience
 - Assisted in securing interviews
- Transition support from Sappers Network
 - Mentor network of former Sappers
- Now Head of Estates with a nationwide plc
 - Able to work during last month in Army
 - Realised 6-figure savings from lease and contract renewals in his first month!





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Case study - Robert



- 13 years service
 - Sapper to Sergeant
 - Multi-skilled
 - Commando engineer
 - Tradesman
 - Instructor
- Secured role through meeting at CTP jobs fair
- Now regional Maintenance and Operations Manager for M25 road services provider





Contact Us

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