

VANQUISH®
TRAINING ACADEMY
Security company providing
close protection services... **P16**



Autumn 2016

Police Resettlement magazine



Keeping
essential
information
safe understand the need for
information security.

Making the move
away from policing

Helpful advice from Police into Private Sector



POLICE INTO PRIVATE SECTOR

We have been supporting police officers as they leave policing for over five years now, having set up Police into Private Sector (PiPS) in early 2011. **P6**

FACILITIES MANAGEMENT

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MANAGING YOUR FUTURE

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UK FORCES SALES PROGRAMME.

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Continue to serve in the Civil Service

If you're leaving the Police but the idea of still working within a government institutional environment appeals to you, you might well consider a career in the Civil Service.

A career in the Civil Service offers you the opportunity to make a difference to people's lives in the UK, learning on the job and good career development opportunities and flexible working hours with comprehensive benefits.

There are many different routes into the Civil Service and you would be well advised to visit the website www.gov.uk/government/organisations/civil-service/about/recruitment where you will find all the information you will need. You will also be able to view all the Civil Service jobs available and you can search by job type, salary range or geographical location. There is a Fast Track apprenticeship scheme and some service leavers might qualify. These cover a number of areas:

COMMERCIAL

Commercial professionals work on some of the most challenging and interesting projects in government. There's a wide range of experience available in the different posts, from procuring prisons for the

Ministry of Justice to buying battleships for the Ministry of Defence. The entry requirements are the same as above.

DIGITAL & TECHNOLOGY

This Fast Track apprenticeship

GRADUATE ENTRY

The Civil Service Fast Stream is the organisation's graduate entry scheme.

It offers talented graduates an accelerated route to leadership in the Civil Service. There is an informative short video on the website which gives more information about the Civil Service and the type of applicants the Fast Stream is looking for.

Developing civil servants' skills to help them fulfil their potential is crucial to the future of the Civil Service.

It wants to develop a strong and diverse pipeline of inspiring, confident and empowering leaders to shape the future of the Civil Service. Effective talent management will help to achieve this.

In his Talent Management Review, Lord Browne said: "Good talent management leads to greater efficiency. It delivers a diverse and

offers an excellent opportunity to learn valuable digital and technical skills. The roles vary from development and service management to testing and support.

You will need two A levels A* to C Science and Technology STEM subjects and five GCSEs A* to C including English language and maths.

BUSINESS

The business role as an apprentice is often to support collaboration and help bring teams together. For example, you could be organising meetings or managing communications. A significant number of the business apprenticeship roles are also dynamic and customer-facing.

The requirement is 5 GCSEs A*

to C including English language and maths or equivalent.

FINANCE

This programme offers a unique opportunity to make a difference, to contribute to strong financial management within government and to help make sure that Government delivers value for money for the taxpayers.

PROJECT DELIVERY

The project delivery apprenticeship gives you the opportunity to work on some of the most fast-paced and exciting projects being undertaken in the UK today.

This course requires two A levels A* to D in any subject and five GCSEs A* to C including English language and maths or equivalent.

inclusive organisation in which the best people thrive, whoever they are. It is a key leadership issue and a critical part of any senior role."

The Civil Service High Potential Stream is a corporate talent pool managed across the organisation with the aim of creating a succession pipeline of exceptional leaders for the most senior roles.

Participants are selected for their aspiration to progress, their engagement in the Civil Service and their ability to deliver in a variety of different environments.

The role model behaviours that reflect the Civil Service's culture and values, and Leadership Statement, and they show a strong capacity to grow and succeed throughout their careers. Those with senior leadership experience within the Armed Forces could be obvious potential prospects for this stream.

Of course, a career in the Civil Service could be an extension of your military service as many jobs previously undertaken by uniformed personnel become civilianised. There are also many opportunities to continue to use those skills gained during service in many roles and departments, including Defence Equipment and Support and many of those other MoD agencies who employ large numbers of civilian staff.

The name of the game is to keep your eyes and ears open for local opportunities and log in to the Government website regularly. Use the search engine to check out vacancies in your preferred salary range, location or job discipline. You will find all the information you need to get you started on a new career in the Civil Service.●

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Welcome...

Welcome to the Autumn 2016 issue of Police Resettlement magazine.



model and ongoing support and advice. Educational courses for those of you looking to enhance your career whilst still serving or gain qualifications ready for your transition back to civilian life. We will be attending the Security Cleared Jobs Expo at the QE11 building in Westminster London on the 27th October and hope to meet many of you there. Please come along and speak with members of our team who will appreciate your comments about the magazine.

Our Summer launch issue has certainly been generating lots of interest on social media, and we hope you have enjoyed reading hard copies that are freely available in parade rooms and front desks. To ensure you never miss an issue you can subscribe for free online and have each issue sent to your email address, visit www.policeresettlement.com/subscription and simply include your name and email address to subscribe.

These magazines are free and designed to assist you all with career development whilst still serving as well as gaining crucial transitional support and advice when finally leaving service. Our advertisers are carefully selected to ensure they make your transition back to civilian life an easy one, please be sure to mention our magazine when contacting them as without them none of this is possible.

Our next issue will include more lifestyle features to include information on pensions and investments, housing and motoring as well as more employment opportunities, education and training courses and franchising. For those of you leaving imminently we recommend networking on social media groups as well as contacting companies such as Police in to the Private Sector (PIPS) Servoca and Security Cleared Jobs to register your CVs with them as they have been helping find employment for many years. This issue we look at a number of training and employment opportunities for those of you considering leaving the Police force or about to retire. They include; Cyber Security, Digital Policing, Security, Close Protection and Risk Management, Surveillance and Investigation, Drone Piloting, Management, Health and Fitness as well as Franchising for those looking to go it alone but with the added benefit of proven business

Our social media groups are growing and we appreciate all your comments, shares, likes and tweets we have received, please keep spreading the word about the magazine and lets us know what you would like to read more about in future issues. We hope you enjoy reading this issue and look forward to welcoming you to our groups on social media and becoming a subscriber to our digital copies.

Steve Urban
Police Resettlement Editor

HOW TO MOVE FORWARD

Get on to LinkedIn – research companies and make connections. This will open your eyes to the possibilities and remind you of all the people you know. Join our group <http://bit.ly/PoliceintoPrivateSector> with over 6,300 members who are all former or serving police officers or staff – you will know quite a few of them already so get connecting.

Get a good first start, or make a fresh start if you are not securing interviews yet. Make sure that first CV or application is of the very best standard, your time will be wasted (and your ego damaged) by poor applications. Make sure you offer the very best account of yourself as you can, this is not a time to use false modesty. Understand your worth and let employers see it – they will not seek it out on your behalf.

Do not attach your CV to your profile – this is an open format and your CV is only for potential employers and, honestly, no one will just happen upon your profile, see your CV and offer you a job. Stop dreaming! Do not include your date of birth or address and remember it is not social media, it is business media. Behave on there as you would in business and you will be fine. A really good profile will show you are I.T. literate and indicate an understanding of modern business.

Making the move away from policing

When we started Police into Private Sector (PiPS) in early 2011 the main driver was to respond to the need for meaningful support for those leaving after thirty years, although that was clearly one of our better ideas, we had no more than a suspicion what was coming around the corner.

Angela Hackett

Now, we work with just as many people who have decided to step away from policing at an earlier stage than the anticipated 30-year.

I am aware that many who have committed to, or long completed, their 30 years remain surprised that anyone would step away – the camaraderie, the sense of working on something bigger and more important than many jobs can provide, the adrenalin and the rapid response to the unpredictable can be part of the heady mix. Or at least it was.

But now? With the dramatic changes, things just don't fit quite so well for many people and indeed the idea of many decades in any role can feel overwhelming. But what to do? Stepping away from a serious and fairly secure, although I

think we are now all too clear there is no longer such a thing as a totally secure job, can feel a little reckless perhaps. And even if you are leaving after 30 years, the thought of leaving that security can be overwhelming.

I often advise clients not to get too caught up with the thought of the decision at the end of the process, because of course when you are offered a role in the private sector you are not obliged to take it. Instead, I suggest projecting yourself five years into the future, are you still doing the same thing and still feeling unsatisfied? Might you look back and say "I wish I had given leaving more serious consideration to leaving back then" or "I wish I had pushed harder to get another job".

I suggest that leaving policing, whether at 30 years or 5, should be considered as a serious project. But of course, you did not sign up

to policing on a whim; you had to really work at building the right application, fitness and approach. Then you got through training school and probation. Clearly, you are no pushover and you absolutely know how to commit yourself to a project.

And all that learning and information is useful outside of policing and has helped form your character further and undoubtedly built you confidence. I do get so frustrated when police officers say that their skills are not translatable, of course they are. You have proved yourself to be an able learner.

A WORD ON INTERVIEWS

So your brilliant CV has now secured you an interview. By now you might be thinking that the interviews you have had within policing might be different to the ones in the private sector. Yes, they are, but nothing you cannot master.

It may be that you have always done fairly well in previous interviews, you are personable and certainly bright and able – that obviously means your interview style is fine doesn't it?

No, not really, because certainly, they are not looking for 'evidence' in the way you might have presented it previously. So no amount of rehearsing set pieces will help. The proof of your abilities and experience will come through how to talk on the subject and how it might be applicable to their business model.



If you have reached the interview stage, then your application has put you in the frame as a strong possibility for the position; they now need to hear more depth in the areas of interest to them and particularly, find out if you will be a good fit for the team.

- Do your due diligence. I trust you are applying to a company you like the sound of rather than a company that has a job you could do, and so you must come armed with a knowledge of their ethos and direction. This is now so easy on the internet, particularly on LinkedIn, to not be prepared on this is a real negative. At the very least the panel have all chosen to work for the company and for you to be less than on message and engaged may be interpreted

as having no real interest in the company, i.e. you are just looking for a job, any job! That flatters no one.

- Confidence – quiet, calm and clear – is very attractive. Overwhelming confidence is often not attractive and the panel may reflect that you may be tricky to work with. Be yourself and not what you think they want to see.
- From the moment you wake up consider yourself to be 'on'. Dress, act and think in your new position – this may feel a little silly but will have an astounding effect. Remember the panel want to see the person already in the role – be any less and they will hesitate. A recent story in the press drove this home when a chap on his way to interview, had a

negative interaction on a train with someone who turned up an hour later as one of the panel. No, he did not get the job.

- When you enter the room remember this is their game. They hold the power at this moment so please do not stride in and go to shake their hands. If they offer, then of course, respond warmly but on all points the lead is theirs. The only thing that is yours is the chair, and although this might sound odd, move it slightly – a strong but subtle message to all that you are not intimidated and can hold your own.
- As you sit be aware of your body language. You will probably be aware of this at first but check it after ten minutes – make sure you are still sitting well and not

grasping any sensitive part of your body for security (this is a very usual response!).

- Relax and be yourself. They want you to do well; it would make their life easier to find a good fit for the position. There is no point at all in trying to be what you think they want – it will not serve you well to be accepted into a role based on a performance that was not genuinely you. If you can work at being as relaxed as possible you also offer yourself the greatest chance of creative and deeper thinking that will inevitably serve you well.
- Consider that you are interviewing them too. Are they the sort of people you would be happy working with? Even thinking in these terms starts to allow our own confidence to come through.

Above all, turn up as the best version of yourself. Nerves can get the better of us all but know this is not life and death – take a breath and try to enjoy talking to the panel. This will give you the best opportunity to shine. This is a brief look at interview skills, but hopefully, will offer some food for thought. If you would like more detailed support do get in touch, we run a great programme for interview coaching and development alongside our very well reviewed CV and LinkedIn service.

Angela Hackett
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THINGS TO CONSIDER

If you get professional advice (and clearly we are unequivocally the best for that!), make sure it is from someone who knows what they are talking about rather than just talking about what they 'think', find out what they actually know. What is their track record? Who have they helped succeed? How long have they been around? And of course, good old word of mouth. If you are talking to a professional they will not mind a bit, will not be offended and will entirely understand your questions.

Please note that it is a universal truth that your CV read by your partner/mother/best friend will often receive a glowing response. They know how good you are they will mentally fill in the missing parts. This will not help you in the long run.

Go carefully on signing up for training courses that promise too much. Assurances that you will absolutely get employment after 'this' course make no sense. Look at the qualifications held by those who are already in the

roles you are interested in or look at the qualifications requested on LinkedIn and job websites. If there is something there that is within your reach financially and academically, then make sure you go to a good provider and by all means get learning. All too often I speak to people who have spent a small fortune on courses that lead nowhere. Equally, I am increasingly aware that many companies are feeling weary of academically well qualified applicants who lack experience. Look at the companies that interest you and find out what they are looking for, or pick up the phone and ask if that is negotiable for some roles.

Do not take on too much advice – it will drive you crazy as everyone now knows a little about a lot. Connect with those who know their art and have really hunkered down and understood the requirements rather than jumping on a passing bandwagon. Quick and easy is often very unsatisfying in the longer term, take this seriously and you will thrive.





Want to keep preventing crime and helping victims?

As a member of a financial crime team you could be protecting the business from the external threat of fraud by organised crime groups, stopping staff stealing confidential information or helping customers avoid becoming victims of fraud. You could even be preventing terrorist financiers and money launderers from using your services to support their criminal activities or making sure that staff follow anti-corruption guidelines.

Consider the following scenarios which may be familiar to you from your police work...

- An 82-year-old man was asked for a large sum of money for unnecessary roof repairs. As he did not have the money, he was driven to his bank.
- A 75-year-old applied for a loan to have work done to his roof, which he had been told was essential after a couple of months of

installing new tiles.

- An elderly, disabled customer tried to withdraw £100,000 saying it was to help his cleaner buy a house.

In all of these cases (which are real frauds), action by bank employees stopped the crimes taking place.

This could have been you!

In one recent case, a gang of fraudsters scammed pensioners out of £1 million in life savings to support ISIS in Syria. Bank staff helped with the detection and successful prosecution of offenders.

This could have been you!

One insurance company uncovers around 45 fraudulent claims a day worth £300,000 and has a team of staff dedicated to detecting and prosecuting organised fraud rings.

This could be you!

The skills and experience you gained during police

service will be invaluable to many types of business; from banks to law firms, insurance companies to energy providers. But how do you stand out? An ICA qualification will make a difference.

The ICA Diploma in Financial Crime Prevention is an internationally recognised qualification that provides specialist knowledge and skills to law enforcement (current and former), financial services professionals and regulatory staff.

You will study with International Compliance Training (ICT), the largest and longest established training provider of ICA, who provide practical, captivating training designed to maximise your success.



Andy Clarke is AML/Financial Crime Course Director at ICT. He has extensive experience in anti money laundering and financial crime, having led multi-agency enforcement teams dealing with complex fraud and money laundering investigation.



ICA DIPLOMA IN FINANCIAL CRIME PREVENTION

Be empowered to think more, perform better and excel in your field.

An internationally recognised professional qualification designed for those working in or aspiring to work in financial crime prevention. The course covers:

- An Introduction to Financial Crime
- The UK Financial Crime Framework
- The Prevention and Detection of Specific Financial Crime Risks
- Investigation, Prosecution and Recovery

Find out more at www.int-comp.org/dip-fcp
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You learn, you do, you succeed with Edinburgh Napier University

At Edinburgh Napier University we nurture talent and create knowledge that shapes communities all around the world.

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We build on where you are now, and design courses to improve your personal and organisational performance. Learn alongside leaders and managers from organisations in a variety of sectors - in a rich, and highly interactive, learning environment. At Edinburgh Napier University, we believe that management shouldn't be a chore. Leadership should be exciting - and learning about it should be an engaging and enjoyable experience.

Learning new skills, embracing new technologies, and changing the way you approach challenges is key to both your personal development, as well as the progress of your organisation. Our innovative research provides solutions to society's challenges, and our graduates leave ready for the workplace - thanks to our wide-ranging links with employers and business.

Our track record in supporting military learners across the triservices has grown over the last four years, due to the popularity of our BA in Business & Enterprise degree, and our flexible Masters courses in Entrepreneurial Leadership. It is our hope that we can offer similar pathways to serving Police Officers, Special Constables and Police Staff, and afford them great qualification opportunities.

Edinburgh Napier University is renowned for fostering new businesses, as well as teaching and inspiring entrepreneurship. We excel in encouraging innovation and creativity, with our courses expressing best practice in strategic audits, growth-mapping and selling skills. Our BA Business & Enterprise (BABE) is one of the University's fastest-growing programmes, and is delivered both on-campus, and off-campus at various locations across England.

The course highlights Edinburgh Napier University's expertise in practical, work-based learning, developing

entrepreneurial spirit, creativity and innovation, business planning process and business growth development.

The aim of the BA Business & Enterprise is to develop your skills, and enhance your career opportunities. Assessments are therefore practical, including reports around work roles, workplace-based assignments, presentations and case studies. The BA Business & Enterprise has no traditional exams; we want you to apply your learning.

On graduating, you will be well-placed to address real business and organisational issues, work in innovative, creative ways and achieve results for you, your career and your organisation. There are also opportunities to progress into a range of Masters programmes.



This course has three intakes per year - in January, May and September. For further information please refer to:

www.napier.ac.uk/courses and search for BA Business & Enterprise

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You Learn: We work with you to blend and deliver learning, consulting and research methodologies which suit your needs.

You Do: Build upon your experience, and enhance your knowledge and strengths.

You Succeed: Measure the impact you achieve in your organisation.

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- Flexible study - one day per month - local venue with online support
- 3 entry start dates - January, May, September

For further information on how your experience and qualifications, police or civilian, can gain you access to the BA in Business & Enterprise, please contact us.

Call Suzanne Smith on 0131 455 4348 or email s.smith@napier.ac.uk
Further information is also available at www.napier.ac.uk/courses

*Subject to entry and qualifications

Coventry University College

A new way to learn



How a policing qualification can enhance your career prospects

With competition increasingly fierce in forces up and down the country, focus has shifted onto the plethora of skills a prospective officer can bring to the job; skills they have been expected to acquire well before they submit an application.

Standing out from the crowd is difficult in any sector; but one way to demonstrate your skills, knowledge and understanding to an employer is by undertaking a policing qualification. A qualification will not only introduce you to the knowledge and theoretical practices needed for life on the job, but will equip you with the necessary skills to be a desirable employee, such

as communication skills, time management, team work and project management.

For many, undertaking a qualification, particularly after a long absence from education can be a daunting prospect; however, various options are available.

Coventry University College offers high quality teaching and learning that is affordable and accessible and with flexible study and multiple intakes available, there has never been a better time to consider how a policing qualification can enhance your career prospects. Furthermore, with industry professionals, including current and formerly serving police officers teaching in the classrooms, the insight and experience provided is invaluable to our students just starting out.



Policing (BA, HNC, HND)

Taking around three years to complete, with full-time, part-time and Saturday University study options available, a BA Hons degree in Policing sets candidates up for success by providing a comprehensive and extensive overview of the nature of police work. Studying complex topics such as mental health, violent crime and community policing, the knowledge gained and the commitment demonstrated is

valuable to employers.

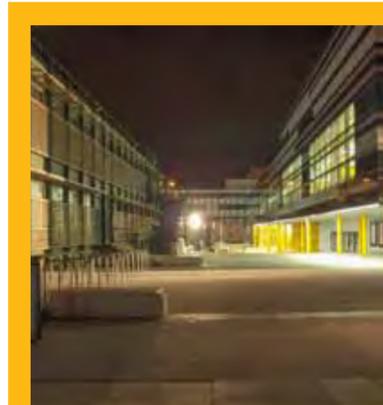
Student finance is available for certain courses, as well as payment plans to help you spread the cost of studying.

Students of Coventry University College also benefit from our highly qualified career professionals in the Careers and Employability department, on hand to help students find work experience, placements and full-time employment.



Certificate in Knowledge of Policing (CKP)

This level 3 qualification is a short, 10 week course developed by the College of Policing to form part of pre-joining activities for prospective officers. This is an inexpensive and time efficient introduction to the theory of policing, as well as an opportunity to have a go at the practical elements such as detaining and interviewing suspects in a safe, learning environment. Plus, with no formal qualifications required for entry, anyone is welcome to apply.



Want to find out more?

Visit Coventry University College to find out more about our courses, tour our facilities and meet our staff. Open Events, including evening availability are taking place in September, October and November. Visit www.coventry.ac.uk/cuc/life-at-cuc/open-day/ to book your place today.

Exiting the police force and keen to consider teaching? Coventry University College frequently recruit for industry specialists for our courses. Available teaching vacancies are available online at www.coventry.ac.uk/cuc.

Coventry University College

Saturday University

Policing BA (Hons) Degree

Why Policing at Coventry University College?

This degree is an employment-related higher qualification targeted at those seeking to establish a career in the Police Service, counselling, mediation or law. This policing degree provides you with an academic understanding of policing and also serves as an introduction to a career in the Police or legal sector. The programme emphasises the diversity of the policing role and draws upon a variety of contexts in which policing is discussed and analysed.

Modules

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visit: Coventry University College, Armstrong Salsbery Building, Priory Street, Coventry, CV1 5FB



We are accredited by the 'College of Policing'



I want to be a police officer why should I need a degree?

There is a growing desire from police forces and the College of Policing for serving officers and new entrants to possess a UK degree.

The current requirements vary from force to force, with some insisting on A-Levels, others requiring the Certificate in Knowledge of Policing, while a growing number are asking for a first degree in policing or a related subject. The

learning agenda is being driven forward by the College of Policing due in part to the growing complexities of the job; the need for officers to be more forensic in their decision-making and the growing need for officers to be adaptive to growing trends in cyber-crime, computer forensics and other high-tech crimes.

While degrees in Policing aren't new, the College of Policing's announcement in February of the Policing Education Qualifications Framework (PEQF) consultation has signalled the change in how officers will be recruited in future. According to the College of Policing's CEO, Chief Constable Alex Marshall, the proposals "were a key step toward establishing policing as a



profession and come after initial members of the College said they wanted their learning and expertise recognised."

"The new qualifications framework doesn't just affect new recruits," says Stephen Moss, head of academic programmes at Liverpool John Moores University's Liverpool Centre for Advanced Policing Studies. "We have been educating serving officers from

Merseyside Police for nearly a decade and many officers with years of service under their belts have decided to undertake a degree in Policing Studies."

When you look at an officers' motivations for undertaking a degree, they vary greatly. Some may wish to rise through the ranks and have ambitions to be promoted to Inspector and beyond, whereas others



have a personal desire to better-understand the theoretical side of the job. Stephen continues, "our degree courses are designed and written specifically for the UK police forces and cover a broad cross-section

of topics; from community policing to management of big data and policing ethics – particularly around culture change and ethical policing.

All of our degrees mirror the current and future needs of police forces." This is why the Centre has launched a new range of Policing Studies degrees, combined with highly specialist areas, including Cyber-Crime, Computer Forensics and International and Transnational Policing.

The Liverpool Centre for Advanced Policing Studies, based in LJMU's School of Humanities and Social Sciences, was launched in October 2015 with the backing of the College of Policing, Merseyside Police and the Police and Crime Commissioner for Merseyside. Its main aims are to support the needs of 21st century policing by conducting research, working with forces to enhance learning for serving officers and support staff, and to provide a learning portfolio for civilians who may wish to enter the force in the future.

For employees who think they would like to boost their skills, expertise and experience in

the classroom, or by distance learning, the Centre for Advanced Policing Studies can meet these needs and support UK forces in gaining highly targeted specialise qualifications, to ensure forces remain one step ahead of the criminals exploiting new technologies to commit their crimes.



For more information, visit ljmu.ac.uk and search for 'Policing'

Take your knowledge to the next level

Liverpool Centre for Advanced Policing Studies is offering a range of world-class, multi-disciplinary masters courses in policing to candidates who are serving officers or planning to leave the force.

The degrees are taught by former officers and specialist academics, which examine emerging and new areas of policing practice.

- MSc Advanced Policing
- MSc International and Transnational Policing
- MSc Policing and Criminal Investigation
- MSc Policing and Cyber-Crime

To find out more or to have an informal discussion with a course leader, contact apsadmissions@ljmu.ac.uk or call 0151 231 5175

Visit ljmu.ac.uk/courses and search for 'Policing'

Supporting the sector to meet the challenges of 21st century policing





Malpeet K9 Academy specialises in the use of operational dog teams, the sale of dogs in various disciplines and handler training both for UK and overseas customers. We are members of, and approved trainers for the National Association of Security Dog Users (NASDU). All detection dogs are trained utilising 'real' drugs and 'live' explosives. Malpeet K9 Academy is currently one of only a few UK companies licensed to possess controlled substances for the use of training detection dogs Malpeet K9 Academy is also an ELCAS approved training provider. We have helped many service personnel pursue a successful dog handling career. Working with various local and national charities such as the ABF Soldiers Charity, we provide the best training courses covering many aspects of working in private security as a dog handler. Our MD Simon Mallin has worked with clients around the world and is currently working on projects in Kenya that include Lewa Wildlife Conservancy's anti-poaching dog unit. Learners at Malpeet K9 Academy have a unique opportunity to learn from

industry experts with international operational and training experience.

Case Study

Mike contacted us in February 2015 to enquire about a detection dog handler course, with a passion to work with dogs, he has chosen to become a dog handler as his second career after a very successful one in the armed forces. Mike was able to use his entitlement with the Enhanced Learning Credits to fund the 32 days Explosive Detection dog handlers course as we are one of a few dog handler training providers with ELCAS approved status. We introduced a small payment plan last year to help learners who self fund course fees spread the cost into monthly payments with no extra fee. Mike took the opportunity and funded the general purpose level 2 course himself. Upon completion of the general purpose dog handling course, Mike was introduced to his current employer by our MD Simon Mallin. We pride ourselves on our continued support for our graduates from the first day of training through to employment.

COURSE FEATURES

- Realistic scenario based training
- Licensed to hold live explosives and real drugs for training purposes
- On-site complimentary kenneling
- On-site self-catering accommodation
- Green dogs for sale in conjunction with handlers course

NASDU COURSES

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- Drug Detection Level 3
- Pyrotechnics Detection Level 3
- Explosive Detection Level 4

www.malpeetk9academy.com

0845 519 2359

info@malpeetk9academy.com

4229

NATIONAL ASSOCIATION OF SECURITY DOG USERS



Ever Considered a Career in the Private Security Sector?

At 1200hrs on Saturday 5th November, Vanquish® Training Academy are hosting a **FREE** open day at their International Headquarters in Central London for you to attend and learn why 2017 is the year to enter the industry.

CLAIM YOUR FREE SPACE AT

VanquishAcademy.com/OpenDay

LIMITED SPACES AVAILABLE





Vanquish® Training Academy

Vanquish® is an interesting organisation. There are a several companies operating underneath what is known as The Vanquish® Group. The security company provides close protection services to high net worth individuals and celebrities through two major corporate clients; Universal Music Group and the BBC. The investigation company provides investigative services to private individuals and corporate clients such as law firms. Vanquish® Training Academy has one purpose, to provide operatives to the other two companies.

The Academy's History
Vanquish Security & Investigaiton Consultants Ltd was set up in 2011 to provide security services to celebrities and high net worth individuals. Because the security industry is very competitive, they chose to

include investigation services whereby should any of their clients receive a threat, they could investigate that threat to establish where it was coming from as opposed to just simply providing more security. Later in 2011, Vanquish® decided to open their investigative services to the general public purchasing ThePrivateInvestigators.co.uk and later winning ThePrivateInvestigators.com from the US after a lengthy bidding war.

They already had a number of security operatives but now they needed surveillance operatives. According to the SIA, surveillance training must be included as part of a close protection course. The reality is that most have only attended a 12 day course whereby surveillance will only make up approximately half hour of the syllabus. The result? Not a great deal of skill

or knowledge when it came to surveillance. Vanquish® noticed that the work quality and report writing abilities of their operatives was somewhere between average and very very poor. For this precise reason, Michael Chandler decided to write a very basic surveillance training course outlining basic techniques, standard operating procedures, report writing and legislation. All Vanquish® operatives were invited to the free 2 day course in hope that there would be some form of unity between them and their surveillance reports. It worked. The work quality and the quality of the reports (which are received by the clients), improved considerably. Almost immediately after the short number of courses, the head office started receiving requests to hold more courses for the friends and colleagues of the existing Vanquish®

operatives who stated that their friends were willing to pay which is where Vanquish® Training Academy was born. In 2013, the investigation business made a decision that they would only ever recruit those who have done one of their own surveillance courses, not as a money making exercise, but to ensure that tasks are being conducted properly and professionally. As of August 2016, the security company will adopt exactly the same recruitment policy. Since the beginning, Vanquish® Security and Vanquish® Investigation Services have become separate companies but are still managed by The Vanquish® Group.

The Man Behind The Courses
Born and raised in central London, Michael Chandler spent many years working in large security teams on high profile events such

as film premieres, award ceremonies etc. During this time he was also conducting covert surveillance operations in and around the London area as a trainee. Because of his consistent dedication to the industry and his four years service in The Royal Military Police (TA), he was shortly conducting close protection operations for a range of clients from celebrities to businessmen and sport personalities alike, some of whom had received serious threats from various organisations.

Sometime later, Michael began conducting surveillance and counter surveillance operations all over the UK and quickly became the biggest contractor for a private investigation company based in London who were at the time, one of, if not the biggest in the country. This later led to a promotion which was to become the Head of International Surveillance Operations.

After this, Michael continued his work with various celebrities in a close protection capacity. He also consulted and advised other security companies on Anti & Counter Surveillance matters along with providing any investigative services they required.

In 2012 Michael decided to change his low profile and covert lifestyle and stared in a documentary about the spy industry.

As well as being the Chief Operating Officer of The Vanquish® Group, he consults both individuals and compan He is also the author of the International seller 'The Real Guide to Surveillance' which sells in most English speaking countries including; UK, Australia, New Zealand, Canada and The US.

Michael has written all of our courses himself for which people come from all over the world to attend as well as him travelling to train people overseas. Between now and February 2017 he is expecting to train people in Ghana, New York and California.

For more information on Michael, please visit his blog site at MichaelChandler. Online

The Courses
Since the first 2 Day Basic Surveillance Course, they have released a range of courses to chose from including the 5 Day Advanced Surveillance Course, 3 Day Counter & Anti-Surveillance Course, and now the Close

Protection Courses. During an interview Michael stated "The content of our course is relevant to the type work and tasks that we actually deploy people on. Our main client base are celebrities and high net worth individuals who are more than likely going to be in London or another metropolis environment. If people want to attend a training course in the middle of nowhere whilst rolling around with guns in a forest or driving like a lunatic around a racetrack then that's ok. But if they want to train in a realistic environment such as central London or central Manchester whilst implementing relevant knowledge and skills with real work opportunities afterwards, then take a look at the Vanquish course. In other words, our course is relevant, realistic, open and honest. It's not a lads week away playing with guns etc."

In a blog post, he mentions firearms training in the UK "I am often asked why the close protection training course that I wrote does not include firearms training. The answer is simple but relatively long and that is, the course I wrote was to be used by Vanquish Training Academy from which Vanquish Security would recruit candidates from. The type of close protection tasks that Vanquish® deploy operatives onto are usually for two main principal types; celebrities and high-net-worth individuals and are more often than not, low threat. Also, most of these tasks take place in the UK where it is ILLEGAL to carry firearms as a method of protection, please refer to the Firearms Act 1960 In essence, the Vanquish CP Course is written to train candidates in a setting that is realistic to the environment in which the company operates. Furthermore if you still wish to pursue firearms training after your bodyguard course then why not do it as part of your continuous professional development (CPD)? CPD is essentially something that you do after you have passed a course in order to remain up to date as a professional in your chosen field. That could be with legislation, equipment, new procedures and so on. For example, a bodyguard in any country should endeavour to remain physically fit, consider learning a foreign language, looking into new equipment that is available in the security industry etc. My honest opinion, and this



comes after having firearms training both with the British Army and as a civilian as an optional extra on a CP course, is that it's infringes on valuable learning hours. By that I mean if you have a set amount of time on a training programme, why waste it on something or a skill that is more than likely never going to be used. Firearms should be considered a last resort regardless of which country you are in and as such, should be considered far less important to learn in as opposed to threat assessments, surveillance and all of the other relevant topics and units in a modern bodyguard course."

The World's First "Application Only" Close Protection Course Because Vanquish recruit people from our own training courses, we want to ensure that we are getting the very best people to join our growing team". Rather than going on to the website and booking your seat, you will now have to complete a very short application form and wait to hear whether you've been successful or not. Successful applicants will be notified two months before the due start date of the course. This may seem awkward at first, but I'm sure that people will understand that we are looking for high calibre applicants from ALL backgrounds, especially from the Police due to their transferable skill sets, and for us, this is the best way to do it. If you want to attend a course that offers you real job opportunities, then apply now."

Chandler had the idea to only allow successful applicants to join the Vanquish Close Protection Courses making it the World's first "Application Only" Close Protection Training Course.

The problem was, no one thought that this would be a good idea and everyone at HeadQuarters opposed it. But, after a convincing argument the board of directors decided to relent. Rather than going on to the website and booking your seat, you will now have to complete a very short application form and wait to hear whether you've been successful or not. Successful applicants will be notified two months before the due start date of the course. This may seem awkward at first, but I'm sure that people will understand that we are looking for high calibre applicants from ALL backgrounds, especially from the Police due to their transferable skill sets, and for us, this is the best way to do it. If you want to attend a course that offers you real job opportunities, then apply now."

If you would like to apply for any of our Close Protection Courses, then simply visit www.VanquishAcademy.com/Apply



Our savings and loans are exclusively for the Police Family...



JOIN TODAY



What is No1 CopperPot Credit Union?

No1 CopperPot Credit Union is a not-for-profit financial organisation that offers Savings, Loans and Mortgages exclusively for the Police Family. To qualify for membership you must either work for, or be retired from the Police. This includes Serving Officers, Retired Officers, Police Staff, PCSOs, and Specials.

In addition, we also provide membership to direct family members living at the same address as the introducing Police member (at the time of application) with our Family and Junior accounts.

How does a credit union work?

Think of a Credit Union as a group of people who all save money each month into one big pot, and this money is available to members as loans and mortgages. After deducting our running costs, members receive an annual dividend – this is your slice of the profits. Your dividend gets paid directly into your Member Account.

How much do I save each month?

Here at No1 CopperPot Credit Union, we encourage members to get into the habit of saving each month. Once you become a member, you will have a Member Account. This account allows members to save regular amounts and let their savings grow – maybe one day it will go towards a holiday or a new car. Another fantastic reason to save is to spread the cost of annual events, such as Christmas or birthdays over the course of the year.

To become a member of No1 CopperPot Credit Union, all we ask is that you save as little as £5 per month up to a maximum of £1,000 per month into your Member Account. This can be done easily via Payroll Deduction with 26 forces, visit www.no1copperpot.com/services/forces-with-payroll/ to see if this facility is available within your force) or Direct Debit if not. This money is always yours and you are free to withdraw these funds whenever you wish (as long as you have a minimum balance

of £5 within your Member Account at all times). You can hold a maximum of £40,000 across all savings accounts. So why don't you start saving for your future today?

Is Discretionary Life Cover included?

Yes, Discretionary Life Cover is included at no extra cost as part of membership. In the event of death, up to age 65, your savings could be doubled for your beneficiary, whilst up to age 70, loans up to the value of £40,000 could be cleared (Terms and conditions apply, visit <https://www.no1copperpot.com/services/life-cover/> for more details).

Why should I borrow from No1 CopperPot Credit Union?

We understand that members need to borrow funds, whether it is for home improvements, consolidating existing borrowing or to purchase a new shiny car. Our loans are tailored to suit your changing needs. We offer clear and simple loans with no early repayment or overpayment

fees. We pride ourselves on offering loans that have no hidden surprises, and we help thousands of our members each year – one day you may be one of them. All our loans are manually assessed from our experienced Lending Officers. All loans are based on affordability and not credit score alone. Our Lending Officers aim to get back to you with a decision within 48 hours.

How do I become a member of No1 CopperPot Credit Union?

To join No1 CopperPot Credit Union, please visit www.no1copperpot.com today to complete a quick application form – it's as simple as that! Once you receive your Welcome Pack through the post, you are able to apply for any additional products such as savings accounts, loans or even join our Friends of No1 CopperPot Credit Union Lottery. For more information visit www.no1copperpot.com today!

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So What Next?

We posed the age old question that has faced police officers approaching their 30 years service to John Wood, Director of Servoca Resourcing Solutions

I started working in Criminal Justice recruitment back in 2004 and when I told people that I found jobs for ex-police officers, 99 times out of 100 they would say "What? In security?" Because undoubtedly, traditional thinking was that was just what ex-coppers did.

Although times have changed significantly since then, there are some officers who haven't realised this and that is where we come in.

Based in Central London, Servoca Resourcing Solutions specialises in working with former police officers, and other members of the public sector, civil and criminal justice fraternity. We have been involved within police recruitment and services since 2002 and have supplied to over 75% of police

forces in England, Wales and Northern Ireland.

Servoca has provided resource domestically and internationally to police forces for operational, strategic, supervisory and managerial roles across the investigative, enforcement, compliance and intelligence disciplines, and can offer a range of additional skills and services that may not reside in-force due to cuts, efficiencies or lack of need on a permanent or ongoing basis.

We provide contract, permanent and fixed term opportunities to former officers

whether they have completed their full term of pensionable service or, as is increasingly often the case, they have decided to leave the service earlier to pursue other career opportunities. These roles may be full or part time or in some cases on an occasional ad-hoc basis.

As well as working with police forces, Servoca's client base extends beyond the immediate police family. We have identified contract and permanent opportunities across a range of public and private sector organisations as well as some within the third sector for individuals registered with us.

Predominantly, the most common denominators here are that they are all organisations that require investigative, enforcement, intelligence or compliance related skills and experience. Coincidentally, skills that are highly prevalent within the police service. They may be central government departments

or banks, charities or public/private sector partnerships.

On top of those easily recognisable areas of experience, former police officers also possess a range of "soft" skills that often go unrecognised in themselves but are apparent to alternative potential employers and that they could benefit from.

Skills such as conflict resolution and immediate or projected risk assessment are part of the everyday job for many police officers, whether in uniform or otherwise. Many former officers do not appreciate that the "people" skills that they have developed over the course of their service are exactly that, skills, skills which not everybody has or have to use to anything approaching the same level that they most likely have done in their policing role. To be able to gain access to that type of knowledge, knowledge and experience that can be shared with new colleagues is seen as an undoubted benefit for many employers.

With the increase in recent years of collaborative and partnership working, officers are often used to

operating within these types of arrangements, whether they be in lead or contributory roles. This has also opened many of them to a greater understanding of the differences in culture that they may face when they leave the service.

One of the biggest criticisms I would often hear regarding former officers when placed into non-policing work environments was that they were not very flexible in their working practices. This is hardly surprising as many grew up in a heavily rank structured, results driven working environment where instruction was not questioned or discussed, just acted upon, an approach which served forces well for many years but is somewhat out of step with modern policing and commercial practices. Recognising this, many employers are now more actively engaging former officers for the insight and experience that they can bring, gained from their time working within the police service.

We have also seen demand grow for former detectives to work across a number of areas. It is difficult to ignore the increasing number of reviews and historical or legacy investigations as

well as the effect that some of these have had on current case numbers; the "Saville" effect as it has become known for instance in relation to the significant increase in reports of current and historical child abuse. All of this is against a backdrop of "business as usual" for forces and other law enforcement bodies alike.

Demand for certain skills will tend to fluctuate and generally will be closely aligned to the key policing trends and priorities of the time. So by way of example, the most in-demand / requested skill types at the moment are:

- Public Protection /Child Abuse
- Child Sexual Exploitation
- Digital / Cyber Forensics
- Review Officers
- HOLMES Specialists
- Intelligence Analysts & Researchers

As well as recruiting on behalf of a variety of clients, Servoca will also engage former officers directly to deliver outsourced services to a range of criminal and civil justice organisations as part of Servoca Managed Services.

Servoca Managed Services deliver bespoke managed and outsourced services covering a wide range of civil and criminal

justice needs, from independent investigations through to training, taped interview transcription to professional witnesses. We have extensive experience in working within the police, civil and criminal justice sector, and have the capability to assist with an array of managed outsourcing needs.

With the wide ranging changes across the police and public sector, and the focus on greater efficiencies needing to be implemented, Servoca are listening to organisations to understand where they see these efficiencies being found, and how we can make available services that can help address them while they maintain the level of performance and delivery that is expected from them, whether they are fully outsourced services or purely resource based solutions.

In terms of Servoca Managed Services, we are always keen to hear from candidates with Professional Standards (especially Conduct & Harassment), low level surveillance or anyone with tape transcription experience.

Registering with us is simple and free. For anybody wishing to register with us they can call our Police Recruitment team on 0207 747 3044 or email their details or CV to

srs@servoca.com.

If you do not have a CV, we are more than happy to provide advice on how to create one, especially, as we appreciate that detailing 30 years of police service on 2 sheets of A4 paper is not necessarily the easiest of undertakings, and deciding what to include and what to leave out can lead to hours of reflection and deliberation.

Alternatively if you just want to get an idea of the type of roles that we specialise in, whether now or in the future, you can visit our website, www.servocaresourcing.com, as well as follow us on Twitter, Facebook or LinkedIn.

So, to return to this article's opening question, what is next? Well the answer is pretty much whatever you want, especially if you want to continue actively using the skills you have gained in your policing life. The bigger decision is probably whether you want to remain purely within the working surroundings that have got you to this point or if you are keen to try something different and utilise your experiences in a new and potentially more personally challenging environment.



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We are constantly looking for HOLMES skilled staff at all levels, especially Reader/Receivers and Indexers for police forces and other law enforcement organisations across the country.

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Servoca have current requirements for investigators looking short and long term contract opportunities. We are particularly interested in Child Protection, ABE and PIP2 experience as well Disclosure & Exhibits.

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Contract

We are looking for Statement Takers and Assistant Investigators to work within volume and major crime as well as investigative review teams for police forces and non-police entities. Preferably with experience from UK police forces.

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Security Cleared Jobs.com is a specialist Job Board that caters for vacancies throughout the UK that require a level of security clearance mainly DV, SC, CTC and NATO levels.

The Job Board was founded in 2007 through frustration in finding candidates that required a level of security clearance in order to carry out certain roles for clients of ours at the time. The fact that the security clearance process in the UK understandably can take up to 9 months to have a person DV cleared leaves many recruiting clients with a timescale issue when looking to do so.

We have over the last 9 years built a highly skilled database of candidates that have been security cleared and understand the process. The site now hosts over 1,500 jobs daily and has a searchable database of over 80,000 candidates. The Job Board hosts a large number of specialist IT and Engineering vacancies historically but it is now changing and we are seeing a large increase in the need for candidates with previous policing experience from our clients.

Security Cleared Jobs.com has formed strong relationships with the resettlement units of the Armed Forces through the Career Transition Partnership. We are now recognised by service

leavers as the place to go when they are going through the resettlement process. Security Cleared Jobs.com provides them the opportunity to see which companies are looking to recruit.

We are keen to now engage with as many candidates with a policing background who are retiring or may just be leaving through the cuts or perhaps looking for a change of career. Like with many candidates who leave the armed services we find that many police leavers when looking for their next role find it a daunting process and maybe think that their skills and training are only of use when working for the police forces they were with.

We have 100's of jobs advertised on the site that are looking for the skills and training that you have achieved through your years of service and they are highly transferable to many companies in the private sector or to other police authorities on a permanent and or contract basis. Job Roles that we are usually hiring for to name a few are: Investigators, Digital Forensics, Cyber Security, Interviewer, Intelligence Officers, Intelligence Analysts, Holmes Indexer,

Firearms Officers, Trainers, Fraud Investigators and many more. The skills that you have in the force and the fact that you will usually leave with an active level of security clearance that can be transferred opens up a number of opportunities that you may not be aware of through normal job searches.

We have a dedicated team of consultants at Security Cleared jobs.com that understand your needs when looking for your next career move and are here to help. If you have any questions on how the site works or the best way use our services please do not hesitate in contacting us.

www.SecurityClearedJobs.com Tel: +44(0)208 166 0616

Security Cleared Jobs.com is a FREE job board for all candidates using its service.

1. Logon to the site and search for the latest roles that may suit your skills.
2. Upload a copy of you CV to the site and our database of 100s of recruiting companies and agencies can then contract you directly.
3. Set up Job Alerts on the site, simply add the job title, technical skills, Location and Salary that you are looking for and we will automatically send you any relevant vacancies on the site and will alert you as and when they are posted until you find your ideal role.



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Communications	Engineering	Information Technology	Telecoms

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Facilitate your future

Facilities management is one of the fastest growing professions in the UK.

Facilities managers are responsible for many of the buildings and services which support businesses and other types of organisations.

Facility management is an interdisciplinary business function that coordinates space, infrastructure, people and organization. It is often associated with the administration of office blocks, arenas, schools, universities, sporting complexes, convention centers, shopping complexes, hospitals, hotels, manufacturing and shipping. Facilities management

currently represents about five per cent of global GDP. Its relationship to the human resources, real estate and information technology functions of an enterprise has increased.

Within this fast growing professional discipline, facilities managers have extensive responsibilities for providing, maintaining and developing myriad services. These range from property strategy, space management and communications infrastructure to building maintenance, administration and contract management.



FM TUTOR

FM Tutor is an award winning specialised education business, helping to raise the professional competence of facilities managers. It runs educational programmes for both individuals and clients. Based in Hampshire, the company can provide courses nationwide and across EMEA.

Jane Wiggins, owner and director of FM Tutor, began training and educating people in facilities management in 2004. After a successful career in management of facilities with organisations such as the BBC and BA, Jane established herself as a writer and tutor of FM, offering others the benefit of her extensive knowledge and experience. She worked for educational establishments, such as Newbury College, Malpas Flexible Learning, BPP Professional Education and the Careers Transition Partnership, helping many hundreds of people gain their BIFM Part 1 and Part 2 BIFM qualifications.

She said: "We are a team of associates, offering a wide range of expert tuition, training and education across the full spectrum of FM topics or components, such as space management,

FM strategy, hard FM and soft FM, procurement, risk and sustainability and many more.

"We are a BIFM Recognised Centre, for Levels 3, 4, 5 and 6 qualifications in facilities management. We are working with several educational centres, and clients providing assessment support, tutoring and learning materials."

FM Tutor can help you to maximise your annual grant to support your transition to a new career in Facilities Management.

The company claims to understand your needs and can guide you through the qualification maze to optimise your time and money.

FM Tutor recommends a Level 4 Award or Certificate for most Police Leavers, followed by a Level 5 Certificate or Diploma once you have landed the FM job.

The courses in north Hampshire comprise daytime workshops, distance learning or a blended approach to suit the budget and time available. FM Tutor also manages the Potential Facilities Managers course at RTC Aldershot. Each course includes an external site visit and a guest speaker.

It's important to relate the class based sessions to the

reality of a premises and the needs of the occupants and clients. Site visits ensure you get to see FM in action.

Director, Jane Wiggins, wrote an article for the Equipped Magazine, explaining how the FM industry suits the skills, aptitude and experiences of many service leavers. She said: "There are so many service leavers already working in our industry - you could find yourself employed by small or large organisations, in both public, private and the not-for-profit sector. There are opportunities to work for a FM service provider, or for the client or employing organisation. Your leadership, general management, and organisational skills, together with the "can do" attitude are vital to a successful Facilities Management Career.

You can find more information on FM Tutor by visiting the website www.fmtutor.co.uk. The site contains an easy-to-use enquiry form to enable you to contact the company and ask any questions you might have.



THE BRITISH INSTITUTE OF FACILITIES MANAGEMENT

The organisational abilities required of facilities managers has made the profession particularly attractive to those leaving the Police because of the transferable skills gained during service in the armed forces. Whether you are just starting out in facilities management or are responsible for managing the facilities for numerous sites, the British Institute of Facilities Management (BIFM) has something for everyone and is a good starting point.

This professional body provides career support, training, events around the country and works to maintain the high standards and values of the profession. Phil Ibbotson is workplace contracts manager at the Central Science Laboratory. He explained, "I enjoyed 26 years in the army

before jumping ship to work for British Airways at Heathrow in World Cargo Operations. I then joined Serco at RAF Fylingdales managing the BMEWS Support Services. Following a brief interim operational post with NCP in York, I moved to The Central Science Laboratory."

He continued: "I act as intelligent client liaison to all our service providers as well as projects managing them in delivering all hard and soft workplace services for the agency. I also get involved with security, environmental management systems, business continuity, disaster recovery, catering and childcare services.

"I joined the BIFM in the mid 1990s. I identified that being part of a recognised professional association would assist me in my career search."

The BIFM can also help you gain the necessary qualifications. Getting ahead in the current economic climate is more challenging than ever. Whether you want to develop your skills in

your current role or work towards a new position, professional qualifications can add considerable value to your skill and knowledge base. With expertise at a premium in this environment, as employers seek ever more efficient ways to meet their objectives, make sure you have the tools to deliver.

As the professional body for facilities management, BIFM has invested in developing clear progression pathways through our range of FM qualifications to support individuals and organisations in developing your FM expertise. This enables you to get ahead and achieve a benchmark of excellence in the FM industry.

The comprehensive suite of facilities management qualifications was developed with the expertise of leading FM employers and stakeholders. Endorsed by the Sector Skills Council, the qualifications are also flexible, accessible and accredited within the Qualifications and Credit Framework (QCF), which means they are recognised nationally.

Also some of the BIFM



ISS

ISS is an international facilities Management operation that recognises the value that Police leavers can bring to the workplace using their service gained transferable skills.

As part of its commitment to the Armed Forces Covenant, it launched The ISS Pathway programme in 2015, in partnership with the Ministry of Defence, the Recovery Career Services, Walking with the Wounded, and the Career Transition Partnership. The aim of the programme was to create a clear pathway for those leaving the Armed Forces into a career in facilities management. The same principles apply for those transitioning from the Police. The programme consists of four stages:

1) Insight – Through military talent days and informational days, ISS advises Armed Forces service leavers about the types of careers available with ISS and in Facilities Management generally. Participants are also offered a corporate mentor to help them make a successful transition.

2) Training – After gaining an insight into the Facilities Management industry the service leaver can use the first few months of their resettlement period to gain qualifications they need in their future career, through the

Career Transition Partnership.

3) Preparation – This stage involves getting the service leaver 'job ready'. ISS hosts a number of workshops on CV preparation and interview skills, with individual mentors then fine tuning these core skills.

4) Job Ready – The service leaver is now job ready and is supported in applying for job opportunities. Their mentor helps them tailor their CV to each application, takes advantage of guaranteed interview offers as well as being an 'insider' to help provide guidance. ISS works in partnership with a number of other corporations that are keen to help the Armed Forces community. They will approach these partners if they have suitable job opportunities as well as the conventional jobs boards.

In Employment – Once the service leaver has found work, ISS stays in touch periodically to see how they are adjusting to their new role. When they have settled in, they ask them to become a mentor in order to help future service leavers make a successful transition into civilian employment.

As a result of its ongoing advocacy for the Defence community, the company holds The Defence Employer Recognition Scheme Gold Award. This scheme recognises organisations that pledge, demonstrate or advocate support to defence and the armed forces community, and align their values with the Armed Forces Covenant.

If you would like to know more about the ISS Pathway programme, please email: Corporate.Covenant@uk.issworld.com.

Qualifications are regulated by SQA Accreditation and have been credit rated and levelled to the Scottish Qualification Credit and Qualification Framework (SCQF).

Additionally, BIFM qualifications are crossing international borders as they can now be referenced against European qualifications framework.

Qualifications are essential to gaining respect, recognition and a secure future. The BIFM aim is to ensure that, by listening

and being responsive, they reflect the needs of a dynamic and progressive facilities management industry in our suite of professional qualifications.

If facilities management is attractive to you, further comprehensive details are available on the institute's user friendly website www.bifm.org.uk. You can also telephone them with any questions you might have on 01279 712 651.



Digital Policing

Atmospherics?

No, it is nothing to with whether you need an umbrella or not! In the military and law enforcement, we could not live or succeed without Atmospherics!

It is not the days of 'Evening All', Dixon of Dock Green, Z Cars, Major Crimes or the Sweeney on television that solved crimes in under sixty minutes minus fifteen minutes of commercials.

HERE IS THE REASON WHY!

The general concept of Atmospherics and considering our social networks, communications, and modern living arrangements it is a vastly different world that I was introduced to on the parade square of Hendon, training for the Metropolitan Police.

Today, our social atmosphere is dominated by the "silent language" of wireless networks and digital communications which are ever changing and it is not uncommon to see couples or groups of individuals sitting together but totally involved in their personal cell phone, ignoring the presence of the others.

Recent research studies have discovered the importance of other silent languages such as body, temporal, and spatial languages in our social interactions and practitioners in all fields have continued to try and understand and exploit their uses, including in criminal investigations, interrogations and predictive analysis.

WHAT THEN IS ATMOSPHERICS USAGE IN LAW ENFORCEMENT? EVERYTHING!

If we consider a working definition of the concept of atmosphere as the social "silent communicator" of a geographical, political, social or criminal circles that can transmit and contain infrastructures that describe the attitudes, feelings, ideas, and intentions, of those within or a part of those circles, then it is absolutely tantamount, that Law Enforcement understand and analyze this portion of the social dialogue to effectively respond to and prevent crime and terrorism in this modern dynamic,

silent atmosphere. If this source of information is routinely missing from your department's planning and response to developing a method of operations, conducting investigations, developing community relations and intelligence gathering then you are only dealing with a small part of the evidence/fact acquiring equation.

This also has colossal implications for community policing and problem-solving activities within our communities as a data gathering and analytical tool.

The days have long gone of the thief, standing at pub bar, smoking, drinking and running his mouth of what he has just succeeded in pulling off. Today, it is social media of all forms and running their fingers and thumbs that allow law enforcement to drill-down on the crimes and connections.

WHAT DOES THIS MEAN FOR LAW ENFORCEMENT? CHANGE!

The Cultural Change must be enacted now!

Drastic changes in law enforcement are needed and demanded in leadership, technical expertise and the understanding and use of analytics, in the wake of hazardous political decisions on immigration, homegrown terrorism globally and drug cultures. Political decisions to accept high-risk populations and refugees into their countries without an appropriate, effective and balanced measures and tools to mitigate these high risks, has left law enforcement helpless to respond to the influx of potential terrorist and the subsequent frequent terrorist acts that we are witnessing in Europe, America, and the Middle East.

In effect, law enforcement agencies were caught without a game plan and their effectiveness was reduced in this new environment to just what they were accustomed to doing--- responding to incidents and conducting investigations in the wake of many lives being lost.



THIS DOESN'T HAVE TO CONTINUE!

It is the proactivity which in turn decreases the cost of operations and a harmony within when successes are at the forefront for all.

Today, recognizing this void of information, that has been built upon for our successes in analytics, proprietary predictions formulas and includes social media monitoring techniques developed for military uses in Iraq/Afghanistan and expanded our **atmospherics** to include **social media monitoring, crime analytics, community crime mapping and predictive analysis**, added to the existing street level human collection tactics enables greater accuracy and completeness in intelligence gathering activity. Predictive analysis and crime-

solving activity have become more effective when the totality of criminal justice information, social media monitoring, the media, and big data sources are integrated and considered together. Our data sources focus on what is happening in the streets now, who is doing what with who, where they gather, and the subject of interests, so our communities and yourselves do not have to wait for something to happen to develop a response plan.

Sheriff's agencies like San Diego County, California, started their digital policing around 1972. Although a manual data entry solution, it changed the abilities to know information on inmates within their jails. Today they have a county-wide data information solution for all data that has cost more than \$30

million and after all these years, is not finished or where they would like to be, as envisioned in the perceptive days of 1980.

Having met and conversed with the visioners of those concepts and have worked in and with the building of these systems has been awe-inspiring, amplifying why **we** demand solutions for the protection of communities and society and created a cost-effective position.

Now at the fingertips of those that protect and serve are proven solutions that have been working for the last twenty years and been further enhanced due to social change. Law enforcement is people and people are the police and vice versa. There is no point reinventing the wheel, it is available, working and making society far safer at an effective investment.

Law enforcement has radically changed since the days of Sir Robert Peel and his Nine Peelian Principles, though, they are the basis of policing and when connected to strategic technology and change agency, times change for the betterment of all, this includes of course community and law enforcement agencies.

In Phoenix, Arizona, we contributed to the apprehension of the *Bearded Bank Robber* by providing probable dates and locations of the next robbery to the local and federal authorities working the case based solely on information published in the media. When they scoffed at the prediction and the robber hit on one of the days and at one of the locations predicted, they asked if we could do it again. We recalculated based on the new

information and this time they took our predictions seriously and were able to stake out the locations on the dates given and apprehended the robber before entering the bank. This was using only media information, and yes the predictions are not exact, but what if we could nail down a couple of days and some locations for you, routinely. The potential for preventing specific crimes is near.

Developed in war zones by CommSmart Global Group which has honed and expanded the effectiveness and success of these analytic tools, making us all Street Smart.

The key concept requiring further examination is that of the atmosphere. **Social Media Monitoring** is an absolute key today, but categorically useless, unless you have vast data

repositories to analyze, both public and of local, regional and national crime data from the arrests and events, that we have and our clients can have access to.

Additionally, there is few comprehensive, police information sharing consortiums in existences, even after 9-11, that share local police contact data (non-biometric), integrated with RMS/CAD, Jail booking and Criminal Histories (biometric based) together. To build these systems and participate in multi-agency networks have taken years and many millions of dollars and an exorbitant amount of time to develop.

San Diego County in California has such a system and it was started in 1980 called the Automated Regional Justice Information System (ARJIS) and it's still developing and adding a new query and analytical features. How long can we continue to take this approach of avoidance or waiting for our public leaders or someone else pushing to implement the next generation of information sharing and predictive analytics? The cost to build this system would be prohibited in today's market even if you could find and trust a vendor who could build it.

THEY ARE ALREADY HERE!

CommSmart Global Group, a LexisNexis Risk Solutions Partner has decades of law enforcement background with Change Agents, Cybercrime Analysts, ex-London Metropolitan Police Officers, Chiefs of Police and Sheriff Commanders on staff, including the former San Diego Commander, who was tasked to assist in the development of ARJIS.

Our involvement in counter-terrorism and cybercrime internationally allows us to think and act with the confidence demanded in these dire times. We understand all concerns, methodology and speak the right language to you all.

From a digital dashboard checked before the shift and compared with the briefing officer's information you have all at hand for a day's work. When there is a call for service a 999 call, the information on the building, suspect and all known relevant data is at your fingertips via Smartphone or tablet, thus increasing officer safety.

We coach and mentor in plain English and allow all to understand the buttonology of analytics and why we must embrace to resolve our crime issues.

Email: analytics@commsmartglobalgroup.com
www.commsmartglobalgroup.com
 Or call...
 USA: +1 (330) 366.6860
 - Europe: +31 611.303489
 - UK: 0844 774 8545

NEW CAREER

Health, Safety and Environment Management?

Corporate Risk Systems (CRS) has trained personnel from the Police and emergency services for many years. Allied to our experience in assisting hundreds of military service leavers make the transition to civilian life we feel we are best placed to assist you and all Police Force leavers take the next step in their career.

Your transition from a career in the Police Force can and will be a major career change and CRS understands this. You will be bewildered in what, how and where to go for constructive advice and help in ensuring that they get the right advice for them and your on-going career, just having someone to talk to about your options and also someone to be able to answer your questions.

Many questions being asked are: If I do this training where will I get a job? What sort of salary I can expect? At what level will I enter a company with these qualifications? CRS can help you with this.

CRS have many years experience in the delivery of Health Safety and Environmental Management Accredited training courses which lead to worthwhile qualifications recognised across the world. The NEBOSH range of Health, Safety and Environmental courses are also common to any sector so it does not really matter which sector your next chosen career might be, for example: Travel, Manufacturing, Oil & Gas, Leisure, Food, Rail Industry etc.

One of the most common 'one size fits' all qualification would be the NEBOSH National General Certificate in Occupational Health & Safety – which will lead you to Tech IOSH, this

qualification will certainly 'open doors' for you. You may not wish to become a HSE Manager but by having the qualification on your CV will help you have the 'edge' above applicants no matter which vocation/career you choose.

After attending one of our courses, you may decide that you would like to take your career and job prospects to the next level maybe from a level 3 (Certificate) to Diploma or Full Membership of Governing Health & Safety bodies, i.e. NEBOSH, IOSH, IEMA, City & Guilds.

CRS have recognised this and have "high end" career development Diploma and course programmes leading to Chartered Membership of IOSH, Full Member of IEMA, and Chartered Environmentalist etc.

CRS deliver Health, Safety and Environmental Management Training courses nationwide and below are some of the Open Course venues: Edinburgh, Darlington, York, Manchester, Derby, Birmingham, Gloucester, Southampton, Reading and Colchester.

At our CRS Training venues you can obtain the following qualifications:

- Nebosh National General Certificate in Occupational Health and Safety.
- Nebosh National Certificate in Construction Health and Safety.
- Nebosh Certificate in Fire safety and Risk Management
- Nebosh Certificate in Environmental Management.
- IOSH SHE Auditing
- IOSH Managing Safely
- CITB Site Managers Safety Training Scheme (SMSTS)
- CITB Site Supervisors Safety Training Scheme (SSSTS)

If you can't get away from the workplace why not consider a Distance Learning Course, CRS offer the following courses:

- NVQ Level 3 in Occupational Health and Safety Practice - (equivalent to the NEBOSH National General Certificate)
- NVQ Level 5 Diploma in Occupational Health and Safety Practice. (an alternative to the NEBOSH Diploma)
- Associate Certificate in Environmental Management by Applied Learning (AIEMA)

- Full Membership in Environmental Management by Applied Learning (MIEMA)

Our entire distance learning courses includes one to one mentored support and the added advantage of no written exams.

For more information about any of the courses, course availability or to book visit www.crsrisk.com or call **01332 527107** and ask for the sales team quoting Police Resettlement for extra special discounted prices



NEW CAREER, NEW HORIZONS
TAKE THE NEXT STEP
IN YOUR CAREER

NEBOSH, IOSH, CITY & GUILDS, IEMA, HEALTH SAFETY & ENVIRONMENT TRAINING COURSES

Why Choose CRS?

- NEW online booking system
- 16 Years experience in Training Health, Safety & Environmental Managers
- Market Leader in Health & Safety Training
- 15 Venues Nationwide
- 94% First Time Pass Rate
- Dedicated Account Manager for Service Leavers
- Over 20 specially discounted training packages
- All Our NEBOSH Courses with Sure Pass promise*

*CRS provides a unique guarantee on all of its NEBOSH courses. This guarantee is known as our Sure Pass Promise. We guarantee that if you take any NEBOSH course and all your exams with us, and for any reason do not pass, then we will refund your course fee. (This does not mean if you do not pass, you can re-sit the course for free. You must re-sit the course within 12 months of your original exam. FEES OF CHARGE are only cost to you will be your NEBOSH registration fees.)

Book now online or contact us for more information

01332 527107 | advice@crsrisk.com | www.crsrisk.com



LIKE WHAT YOU SEE?

Contact us:
 01234 243200
recruitment@eastamb.nhs.uk
 visit www.eastamb.nhs.uk
 or search NHS Jobs.

It's time to care.
 It's time to change.

It's time to work at the
 ambulance service.

THISISEAST
 Innovative. Responsive. Excellent.
 Always community focused. Always patient driven.

Have you considered working for the East of England Ambulance Service NHS Trust?

We cover the six counties of Essex, Hertfordshire, Bedfordshire, Suffolk, Norfolk and Cambridgeshire. We value care, teamwork, quality, respect and honesty in order to transform the care we deliver to our communities.

What is an intermediate ambulance practitioner (IAP)?

It is more than providing a transport service; you will be providing support where it's most needed to our patients, in emergency or urgent situations. You could be called to a road traffic collision, a cardiac arrest, or any scenario which requires an emergency response, driving our vehicles in any conditions.

What criteria do I need to apply?

A general education in reading, writing and arithmetic, and two years' experience of driving on a full UK manual licence (you will need to achieve full C1 category on your licence before starting your training). Experience of dealing with a range of people and able to demonstrate a caring, sensitive and compassionate nature is essential.



WORKING
 FOR YOUR
 AMBULANCE
 SERVICE

Intermediate ambulance
 practitioners

- Joining the ambulance service
- Who we're looking for
- Your next steps

How do I become an IAP?

You can apply to an advert on www.jobs.nhs.uk and participate in our recruitment and selection process. If successful, you will complete a 10-week training course (six weeks clinical training and four weeks emergency driving course) before starting your operational duties working alongside other clinicians responding to whatever job requires your help.

What will I earn?

You will join EEAST on salary band 3 (£16,800 - £19,655). We also pay a salary enhancement dependent upon your shift allocation. We offer excellent paid holiday entitlement, entry to the NHS pension scheme and other employee benefits.

We offer career progression, excellent training opportunities, friendly colleagues and the ability to make a difference to people in the community.

THISISEAST
 Innovative. Responsive. Excellent.
 Always community focused. Always patient driven.

The right people

We recognise the skills and aptitude that forces staff have, especially when faced with pressurised situations. Doing this job is not all about having medical knowledge; it's often about applying a common-sense approach to dealing with patients in their hour of need, or demonstrating personal resilience when a patient's life is at risk. Of course, the training will provide you with the skills and knowledge to assess and treat a range of patients in need of your help.



An exciting career opportunity to commence training with The Ambulance Service

No medical experience necessary... don't turn the page; read on

It's not the buzz of driving fast with blue lights flashing that will excite you; it's the knowledge that your presence as part of an Ambulance Team has made all the difference to someone. That someone is your patient.

The East of England Ambulance Service NHS Trust (EEAST) has embarked on an ambitious programme to recruit a significant number of student paramedics and associate practitioners; last year we recruited over 400 new staff, and we are looking to recruit another 400 new staff in this financial year. The chance to join our Student Associate Ambulance Practitioner and Intermediate Ambulance Practitioner programmes is the start of a new career. This

opportunity will mean you receive a salary and training throughout the duration of your development. The Associate Ambulance Practitioner (AAP) role with the East of England Ambulance Service NHS Trust is an exciting new role that is clinically-lead and patient-focused to deliver clinical excellence, improve clinical outcomes, ensure patient safety and provide a positive patient experience. Becoming an Intermediate Ambulance Practitioner (IAP) with EEAST is about more than providing a transport service; it's about providing support where it's most needed to our patients and our communities. Naturally caring and level-headed, you will instil trust, share our values, and provide a calming presence in whatever situation you find yourself in - from helping patients requiring urgent care get to hospital,

to assisting in emergency situations. Although you won't need a medical background, you will need to undertake the associated and required training in patient care as well as training in assisting other clinical colleagues. No medical training is required for this role, as full training is given. Working for the NHS also allows staff to apply for keyworker housing with local housing associations. Becoming an Intermediate Ambulance Practitioner with EEAST is about more than providing a transport service; it's about providing support where it's most needed to our patients and our communities. Naturally caring and level-headed, you will instil trust, share our values, and provide a calming presence in whatever situation you find yourself in - from helping patients requiring

urgent care get to hospital, to assisting in emergency situations. Although you won't need a medical background, or any formal qualifications, you will need to undertake the associated and required training in patient care as well as training in assisting other clinical colleagues.

A full clean UK manual driving licence with full **Category C1** and a minimum of 2 years' driving experience on a full licence is required. Consideration will be given to applicants who have a maximum of 3 penalty points on their license for minor motoring offences only). **Applicants without Provisional or Full C1 who are successful in the recruitment and selection process will be required to obtain Provisional C1 before being allocated to a training course, and must achieve FULL C1 before you begin a training course. You will not start your employment with the Trust without full C1 on your licence Priority consideration will be given to those who hold full C1 category.**

Successful applicants will be required to complete a 10 week training programme, which incorporates a four week advanced driving course, and will result in an accredited Level 3 award for those who successfully complete the course. This qualification can be used against career development pathways, should applicants wish to apply for Associate Ambulance Practitioner opportunities in the future.

The recruitment and selection process will consist of the following:

- Shortlisting against essential criteria in Person Specification
- Assessment Centre Stage 1 - Literacy and Numeracy Assessment and Highway Code questionnaire
- Assessment Centre Stage 2

- An Interview, Driving and Fitness Assessment
 - Pre-employment checks in line with the NHS Employment Check Standards
 - Work Health Assessment clearance
- Candidates are expected to undertake and pass all elements of the selection process. The East of England Ambulance Service NHS Trust (EEAST) provides emergency, urgent and primary care services throughout Bedfordshire, Cambridgeshire, Hertfordshire, Essex, Norfolk and Suffolk since 1st July, 2006. Our dedicated and skilled staff work 365 days a year, 24 hours a day to make sure patients receive the best possible care.

We have more than 4,000 staff operating from 140 sites and a fleet of 1,000 vehicles. We are supported by more than 1,500 volunteers who provide community first responder and volunteer ambulance car services.

The eastern region is made up of both urban and rural areas with a population of nearly six million, as well as several thousand more tourists who enjoy visiting the area in peak seasons. It includes major airports and docks which increase the number of people in our region on a daily basis. Whilst we are looking to recruit across all areas of the trust, we are particularly looking for staff to work in the following areas;

- Most of Essex (but not currently North Essex)
- Hertfordshire
- Suffolk
- South Cambridgeshire
- Waveney
- West Norfolk



The Training Programme

Successful individuals for the AAP programme will undertake up to 18 weeks of initial training and supervision in front line Ambulance Operations. This will include a four week emergency driving course. The course will include time spent attending classroom based learning, self-study, online learning, and practical simulation. You will be expected to undertake a range of written and practical assessments and will include completion of a portfolio of evidence, as well as dedicated clinical placement time with EEAST. It is anticipated that the full course will be completed in 12 - 18 months from start date of employment. Following successful completion of the full course, a portfolio, and operational duties, candidates will be awarded a Level 4 qualification against the Qualifications Credit Framework (QCF). Upon successful completion of the AAP programme, this qualification can be used against career development pathways, should applicants wish to apply for student paramedic in the future. Applicants must:

- Be highly motivated with excellent communication and numeracy skills with a minimum of 5 GCSEs of grade C or above of which two must be Maths, English or Science (alternative equivalent qualifications may be accepted).
- Be able to demonstrate a high degree of physical fitness by successfully meeting our fitness assessment standards and work health assessment check.
- Have their own transport, and a full UK manual driving licence (manual vehicle) with two years driving experience, (please note that the person specification states that 'a maximum of 3 points will be considered for a minor motoring offence only'). If you have more than three penalty points on your driving licence, there will be no exceptions to this rule and you will not progress through the recruitment and selection process.

- **Category C1 (manual vehicle) on your driving licence is essential in order to start on our Student Paramedic programme. Applicants without Provisional or Full C1 who are successful in the recruitment and selection process will be required to obtain Provisional C1 before being allocated to a training course, and achieve the FULL C1 before you begin a training course.**
- Demonstrate real drive, motivation and enthusiasm to pursue this challenging and demanding career throughout the recruitment and selection process and beyond.



The application and selection process

The recruitment and selection process consists of the following:

- Shortlisting against essential criteria in Person Specification
- Assessment Centre Stage 1 - Literacy and Numeracy Assessment and Highway Code questionnaire
- Assessment Centre Stage 2 - An Interview, Driving and Fitness Assessment
- Pre-employment checks in line with the NHS Employment Check Standards
- Work Health Assessment clearance

Candidates will be expected to undertake ALL elements of the selection process and can't be offered a start date until such time that all of the elements are complete.

All recruitment is conducted through the NHS portal www.jobs.nhs.uk. Use the job search 'Ambulance' and select 'East of England' as a location. This will take you to the advert where you can apply. Alternatively, the HR Recruitment team will be happy to answer any queries; please call and speak to one of the team on **01234 243045**.

Next Deployment?

Civvy Street!

Bluescreen IT Ltd has been established for 13 years and provides quality professional IT Training that includes Vendors like CompTIA, Microsoft, Cisco, ISC2, Checkpoint and many more. We offer a range of packages that are tailored according to where you want to head into the IT Industry, with the aim at keeping your personal contribution to a minimum.

Whether you are new to IT or enhancing current IT skills, Bluescreen can help you achieve your goal!

Our CompTIA Security + course has been awarded CCT accreditation by CESG and APM Group for the delivery, content and instruction of this course. This accreditation provides both the training provider and the student with confidence that courses certified under this scheme, provides a high standard of training of cyber security content and delivery. CESG is the information

security arm of GCHQ and we are the only training company in the UK who has this accreditation for the delivery of this course. Bluescreen IT are finding that Cyber Security related courses are fast becoming the most sought after courses that they deliver. Delegates that have now left the forces and have been on Cyber related courses are now working within some major companies protecting them from the ever growing threats that constantly target businesses.

Our training ethos is about hands-on instruction, with high-end equipment investment that ensures practical real-life

exposure. Students are provided with many labs, to build services and technologies discussed in theory. All training is full-time and instructor-led by industry experienced and cross certified instructors. Every course package that is offered includes a 12 month course re-sit from when your training commences free of charge!

We are Microsoft Gold Partners, Cisco Partners, CompTIA Members and Bluescreen IT have recently been awarded with a Bronze Award in recognition for their support to the Armed Forces. We are an authorised Pearson VUE and Prometric testing centre,

which means that you can certify right here on site with us and leave us fully certified, ready to head into the IT Industry. The qualifications that our courses offer are all internationally recognised that any employer world-wide would recognise.

Here is some feedback from clients who have experienced our training:

"I really enjoyed the course, all of the instructors were highly knowledgeable and were able to help with any questions. I came on this course with prior knowledge, even so I feel I have learnt a substantial amount and would feel confident for the future employment."

"A company that welcomes you from the start and sets a comfortable atmosphere for learning before you even begin, with knowledgeable instructors across the board it just added to the technical knowledge put across with real world experiences. With the whole package being geared around the individual, this is a company you will come back to for many courses."

MORE INFORMATION

If you would like to discuss your training options, please contact Allison Wallace or Paul Taylor on 01752 724 000 or email info@bluescreenit.co.uk

I'm running hard uphill trying not to knock down the shoppers who seem to be finding the most unpredictable ways to block me on these narrow pavements. In my ear piece I'd heard Darren say he'd parked my car first left past the bus stop and I'm pushing hard to get to it so we can prevent what seems like the inevitable and depressing loss occurring. After 4 successful hours of continuous foot and mobile surveillance against our target over 10 miles of a busy part of London it feels utterly sickening to think we may have been defeated now after all our hard work.

Surveillance requires the ability to understand and predict human nature but when a claimant unexpectedly jumps on a bus as the doors close and both of you are separated from your own transport, life in the surveillance business has just taken another difficult turn. Sometimes it seems the surveillance gods smile on us and sometimes they just laugh at us. Today they're laughing I think.

At 55 years old, sprinting down the pavement and as I almost take out another pedestrian, the question naturally enters my head as to how exactly I've arrived in this work when many of my former colleagues in the Police Service who've also 'retired' are probably that very minute negotiating their untroubled way to the 8th green on some golf course. I kick the thought into touch and get on with locating my car.

I won't pretend that life since leaving the Met has been plain sailing by any means. Anything but in fact. You could call it a search for purpose after a fairly dynamic, fulfilling, career.

In my 30 years of police service I had covert policing experience in the source world and running a proactive gun crime team so it seemed natural to try to find a way to transfer these skills into a new career. I came across The Surveillance Group in Worcester and liked the look of their training programmes so I signed up to one of their two week surveillance courses.

The students and staff were almost all ex-military and I immediately found a bunch of people I could relate to. The course was a lot of fun, was really good quality training and reignited my enthusiasm

for that kind of work. TSG run a number of different courses all of which get great reviews and most students that pass through the training centre are vying with each other to get a coveted chance of employment with the company. Previous experience of surveillance is not a requirement, it's more about who you are and how you adapt to the work and gain the necessary skills.

A year later after the benefit of experience doing freelance surveillance for various outfits I finally decided to see if TSG would take me on and so now I'm employed by them, carrying out surveillance for insurance companies.

I hadn't realised quite how important having some real purpose to work is in life and having lost some of that over the months since leaving The Job I am finding that not only have I regained that but I'm having fun too. Sure, long hours in the car with eyes fixed on a claimant's door are hard work, but when we get on the road and see some of them acting as though they have a debilitating injury but then suddenly seemingly forgetting that as they run across a High Street for a bus carrying heavy bags or putting in a fearsome gym session then our work is really very satisfying, knowing that we are helping to drive down insurance costs for us all by nailing the claimants who are defrauding the companies.

I actually feel a bit sorry for the claimants as in terms of experience they are up against a former DCI and an ex Army Warrant Officer - sometimes I think they don't really stand a chance. Today in true 'never give up' fashion Darren has put in a mammoth effort; he's run a mile after the bus keeping it in sight long enough for me to push past in my car and locate it 3 miles away in time to see our guy get off. After his familiar routine of waiting and looking for surveillance he decides it's all clear and walks off fast while carrying the crutch that 3 hours ago he was apparently so utterly dependent upon. All of which of course Darren and I filmed, so we end the day feeling that sense of professional satisfaction that comes with using our skills and experience to overcome today's difficulties. And later I reflect on how, thanks to TSG, it has added to my own sense of purpose, post the Met.



Are you looking for a challenging new career within a fast growing industry?

TSG would like to invite you to our **FREE OF CHARGE Insight Day. Where you will:**

- Meet the experts and see real life video examples of up to date operations.
- Learn how and where to research the industry.
- Gain honest advice about starting out on your new career path.

For dates and availability please see our website or contact our dedicated training team on the telephone number below.

training@thesurveillancegroup.com
0800 587 0170

The Surveillance Group Ltd
Brook Court
Whittington Hall
Worcester
WR5 2RX



Keeping essential information safe

If you've been in the services its odds on that you're going to be computer literate, and furthermore you will understand the need for information security. Subversive organisations are increasingly using computer technology as an effective weapon for espionage and to breach government information and defence systems.

Computer security, also known as cybersecurity or IT security, is the protection of information systems from theft or damage to the hardware, the software, and to the information on them, as well as from disruption or misdirection of the services they provide.

It includes controlling physical access to the hardware, as well as protecting against harm that may come via network access, data and code injection, and due to malpractice by operators, whether intentional, accidental, or due to them being tricked into deviating from secure procedures.

The field is of growing importance due to the increasing reliance on computer systems in most societies and the growth of "smart" devices, including smartphones, televisions and tiny devices as part of the Internet of Things – and of the Internet and wireless network such as Bluetooth and Wi-Fi.

Commercial organisations with a need to keep their business plans, manufacturing processes, formulas and staff data are also vulnerable to cyber-attack. Infiltration by security has become a way of life – in all walks of life. Consequently there is an increasing demand for trained people to counter these cyber-crimes.

If you have a military background and you like the idea of a career in cyber security then you have a big advantage. You will understand the critical importance of security and the need for vigilance and you will have been through security clearances. In short you start from a position of trust.

THE SANS ACADEMY

Training in cyber security is available through a number of reputable organisations with many with government recognition and approval.

SANS Institute has launched the UK Cyber Academy and is offering fully-funded training scholarships, including accommodation, to Service leavers.

The Cyber Academy is an intensive eight week, residential,

cyber security training programme hosted by certified SANS Instructors. Through the duration of the training, students are educated in the latest techniques, skills and methods needed to protect an organisation from cyber attack using content drawn from across the SANS curriculum and enhanced with additional hands-on, technical lab work.

Demand from enterprises and governments for skilled cyber security professionals is incredibly high and Service leavers with suitable training behind them are often fast tracked into employment.

SANS Institute is the world's largest cyber security training provider and invites applications for full scholarships to attend Cyber Academy. The first step will be to take an Aptitude Assessment, specifically designed to measure the suitability of each individual for a career in cyber security.

Those considered most suitable based on their initial Aptitude Assessment will be invited to complete the application procedure, following which the scholarship awards – valued at £30,000 – will be made.

James Lyne, lead instructor and Director of Education, said:

The Academy will teach tonnes of practical skills. It provides a safe environment to play with malicious code most people will never get their hands on. This is a radical new way of developing cyber skills and absolutely the best mechanism to accelerate the development of raw talent

The SANS Institute was established in 1989 as a cooperative research and education organization. With a deep rooted trust position and known for providing the highest quality information, SANS is revered as the global leader in cyber security training, certification and research. Security professionals are the foundation of the SANS community, sharing lessons and information and jointly finding solutions to the challenges they face.

With a community of over 300,000 security professionals, SANS provides opportunities for information security vendors to position their products directly in the sight of technology focused decision makers and influencers with purchasing power.

The company provides a range of course for organisations and individuals and you can

find out more by visiting the website www.sans.org.

IT GOVERNANCE

IT Governance is a leading global provider of IT governance, risk management and compliance solutions, with a special focus on cyber resilience, data protection, PCI DSS, ISO 27001 and cyber security.

In an increasingly punitive and privacy-focused business environment, committed to helping businesses protect themselves and their customers from the perpetually evolving range of cyber threats. Its deep industry expertise and pragmatic approach help its clients improve their defences and make key strategic decisions that benefit the entire business.

The IT Governance comprehensive range of products and services, combined with flexible and cost-effective delivery options, provides a unique, integrated alternative to the traditional consultancy firm, publishing house, penetration

tester or training provider. The company prides itself on its ability to serve an international customer base and deliver a broad range of integrated, high-quality solutions globally, while meeting the real-world needs of today's organisations, directors and practitioners.

Having led ISO 27001 implementations since the inception of the Standard, its strong global cyber security presence gives it the knowledge and insight to provide valuable advice, tailored to meet any organisation's specific needs or budget. IT Governance has successfully helped over 400 companies achieve ISO 27001 certification, proving their compliance with one of the world's most demanding management system standards.

Founded in 2005, IT Governance Ltd started as an e-commerce business offering just a few books and documentation toolkits on information security. Since then, the company has grown

to become a global provider of comprehensive solutions and a recognised authority on ISO 27001 certification.

IT Governance was founded by Alan Calder, who is its executive chairman. The company's early days were defined by the demand for expertise in implementing information security management systems (ISMS) – which was still a relatively new field in 2005. In fact, Alan and his fellow director, Steve Watkins, were the first people in

the UK to successfully implement an ISMS compliant with BS 7799 (the precursor to ISO 27001).

Based on their experience, Alan Calder and Steve Watkins co-wrote and published IT Governance: An International Guide to Data Security and ISO27001/ISO27002 (now in its sixth edition), the definitive compliance guide to the ISO 27001 standard. Today, this book is the basis for the Open University's postgraduate course on information security.

With cyber security becoming a top business priority, and the increasing demand for specialist services, IT Governance has been growing rapidly. The company has considerably expanded its portfolio of products and services over the past few years, while also deploying technology to innovate its offerings and enable the delivery of its solutions globally.

A range of training courses are available through IT Governance. The IT Governance training programme is built on the foundations of extensive practical experience of designing and implementing management systems. These training courses offer a structured learning path from Foundation to Advanced level for IT practitioners and lead implementers, and help to develop the skills needed to deliver best practice and compliance in an organisation. In addition they provide the tools for career advancement via industry standard certifications and increased peer recognition.

Full information on the courses available is clearly listed on the company's website, www.itgovernance.co.uk. Alternatively you can telephone 0845 070 1750.

THE CYBER SECURITY CHALLENGE

Many IT employers have reported difficulty in recruiting for cyber security positions and 60% have indicated that demand is to increase over the next five years. Military personnel have exactly the skills cyber employers are looking for – problem solving, logical thinking and a thirst for knowledge – and the Cyber Security Challenge UK is an unparalleled opportunity for people with a military background to hone and test their skills and learn more about the rewarding and lucrative careers in the sector.

The Cyber Security Challenge is a series of national competitions, learning programmes, and networking initiatives designed to identify, inspire and enable more EU citizens resident in the UK to become cyber security professionals.

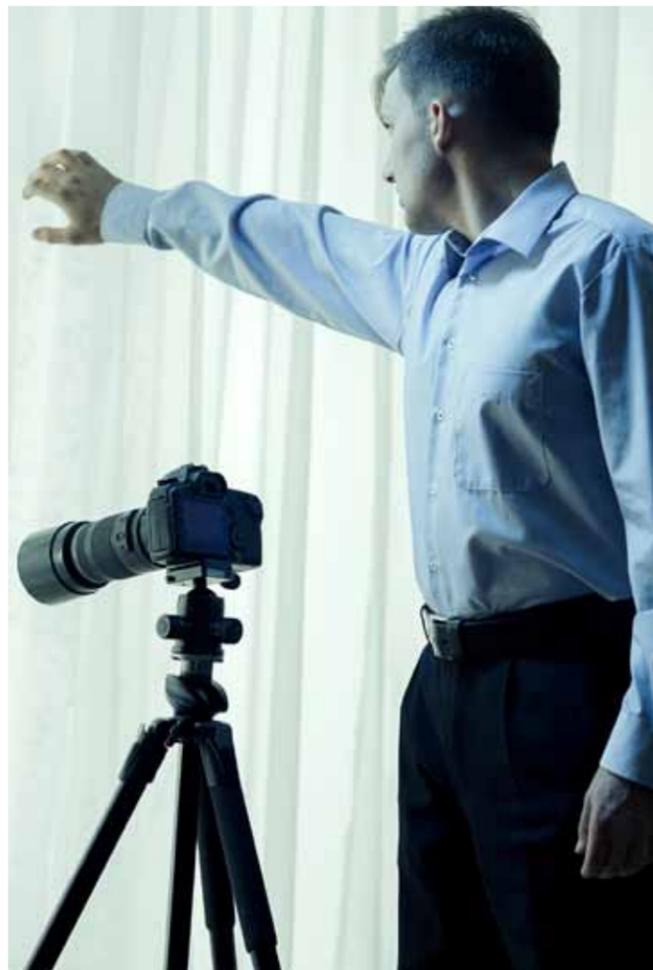
Established to bolster the national pool of cyber skills, it offers a unique programme of activities to introduce sufficient numbers of appropriately skilled individuals to learning and career opportunities in the profession.

The Rt Hon Baroness Pauline Neville-Jones said: "Cyberspace is woven into the fabric of our society; it is integral to our economy, our communities and our security. Defending all of our interests in cyberspace is a relatively small cadre of talented and highly skilled public sector and private sector cyber security professionals. This pool of professionals must grow and the Cyber Security Challenge UK offers an innovative and exciting way of attracting talented individuals to take up rewarding careers in this field."

The Challenge is already helping to find hidden talent across the nation. It provides safe environments in which thousands of people can test and demonstrate their skills and showcases the spread of opportunities for future cyber defenders. It acts as a catalyst for:

- Identifying those with appropriate skills
- Inspiring them to seek learning opportunities and a career in cyber security
- Informing them about available education and training opportunities
- Enabling them through the awarding of prizes as training courses.

The competition is taking place across several countries and the organisers are keen to attract service leavers up to the age of 30 to participate. You can find out more by visiting cybersecuritychallenge.org.uk. It could be a spring board into a career in cyber security. ●



AN EXCITING, REWARDING & ADVENTUROUS CAREER CHOICE

Becoming a professional private investigator is an ideal opportunity for many Police and Military personnel leaving the Service who have a wealth of skills and experience together with leadership qualities, and the ability to get things done, all of which are extremely beneficial in becoming a professional private investigator. However, police officers deal mostly with criminal matters whereas private

investigators deal mostly with civil matters of which police officers have little experience. It is of course also an important factor to have the necessary basic knowledge of the industry. With the forthcoming licensing of the UK private investigation industry when it will be necessary for all applicants applying for a private investigators licence to be able to prove competence in all the core units as specified by the Security Industry Authority

(SIA). More information can be found on our website www.pi-academy.com.

The Academy in conjunction with Industry Qualifications, being a UK Government Qualifications Awarding Body, have developed the IQ Level 3 Certificate in Principles of Professional Private Investigation (RQF) regulated by Ofqual which has been designed primarily for those people who have little or no previous private investigation experience, knowledge or qualifications. This Nationally and Internationally recognised qualification in professional private investigation consisting of 12 modules, 5 units and 240 hours of learning does not, as a distance learning course, require the candidate to attend a school/learning centre even for the final examination which is invigilated via skype in the students own home. At the end of each module the student will need to complete a questionnaire and when all 12 modules have been completed the student will then sit the final examination; the pass mark being 70%. On the successful completion of the examination IQ our awarding body will issue the Certificate. The training material for the course is provided online and is based on British Law.

Being proficient as a private investigator requires knowledge and experience. Although, not a substitute for personal experience the course will provide the necessary under pinning knowledge together with the fundamental know-how of both the operational and business aspects of

the profession which will undoubtedly increase the student's opportunities of obtaining employment within the investigation industry or indeed starting and successfully running their own private investigation business. The time required to complete the course will very much depend on the amount of time and effort that the student is willing to devote. Normally students studying on a part time basis will take three months to complete the course. However, the Academy has had students; mostly ex police officers who have studied on a full time basis, complete it within six weeks. As a student your tutor will always be available to support you with anything that you do not understand. The cost of the online IQ Level 3 Certificate in Principles of Professional Private Investigation (RQF) is £652 which includes the IQ course registration, examination and certification fees. The Academy's current special offer of purchasing both the online Level 3 Certificate in Principles of Professional Private Investigation (RQF) and the IQ Level 3 Award for Professional Investigators (QCF) courses at the same time which will save you £192.00 the details of these and more information about the Academy are on the website.

The IQ Level 3 Award for Professional Investigators (QCF) is for those people who work or would like to work as professional investigators and obtain an SIA private investigator license. It is primarily a test of proof of competence consisting of 2 units and

39 hours of studying. It is also a requirement for the candidate to sit an examination consisting of two 45 minute papers at an approved centre such as those provided by the Academy; the pass mark being 70%. The cost of the IQ Level 3 Award for Professional Investigators (QCF) is £350.00. Under the SIA's current guidance it will be mandatory to hold a licence to work as a Private Investigator.

For those candidates leaving the Armed Forces the Academy is a Ministry of Defence (ELCAS) Approved Learning Provider. If you have served in the Armed Forces in the last ten years you might well qualify for an ELCAS/Enhanced Learning Credits grant. Please visit www.pi-academy.com

enhancedlearningcredits.co.uk for more information. Or for those Ex-Service Personnel who have served over a longer period the Royal British Legion Attendance Company Trust (RBLACT), a Military Charity can provide funding of up to £3000.00 in a matter of days at any stage of their life. Contact the Royal British Legion 0800 160 1943 and ask about RBLACT funding.

To enrol, simply go online and choose the course or courses that you wish to enrol on and use the secure hosting facility for payment. Enrolling on both the IQ Level 3 Certificate in Principles of Professional Private Investigation (RQF) and/or the IQ Level 3 Award for Professional Investigators (QCF) is a

solid investment in your future and could prove to be one of your best decisions in providing an opportunity of achieving a high level of job satisfaction in a wide range of activities, leading to an exciting, rewarding and adventurous career. If you enrol now on the course you will be eligible for the special offer discount of £560 and save £92.00. Having completed the course you might well wish to consider joining WAPI, The World Association of Professional Investigators www.wapi.com. Being a member will also provide you with worldwide networking opportunities amongst the thousand e-group members in the UK, Europe and indeed around the world.

Stuart Withers who

founded the Academy 1997 says "becoming a professional private investigator is an ideal opportunity for many Police and Military personnel leaving the Service as long as you have the knowledge to do the job, which you will get by completing the course, all you need is a laptop, a phone and a car. Then you are up and running. You don't particularly need an office either, as most PI's work from home and an annual turnover can be anything from £50,000 - £150,000 depending on how many assignments you want to take on. Being your own boss, with plenty of variety and choosing your own hours, makes it an exciting, rewarding and adventurous career choice".

Become a Professional Private Investigator

- By obtaining a Nationally & Internationally recognised IQ Level 3 Certificate in Principles of Professional Private Investigation (RQF)
- Providing an opportunity to achieve a high level of job satisfaction in a wide range of activities, leading to an exciting, rewarding and adventurous career
- Funding available for ex service personnel through Ministry of Defence (ELCAS & RBLACT)

www.pi-academy.com or Call: 01444 441111

Email: info@pi-academy.com



WILPLAN TRAINING LIMITED

"YOUR CAREER TRANSITION PARTNER"

There are very few certainties in life, one of them is that Service Engagements will come to an end resulting in retirement or the need to find a second rewarding career. Wilplan Training (WPT) has been a successful Career Transition Partner for over 10 years and, in the last 3 years, has been responsible for over 850 career transition programmes.

As an Approved Training Centre with both Edexcel and iQ Awarding Bodies, which are supported through established links with the appropriate Professional Bodies, WPT has helped individuals gain a competitive advantage as they enter the next stage of their professional life. WPT trained personnel will be able to demonstrate to future employers how their extensive Service experience and newly trained competencies can be applied to new environments. Furthermore, WPT is a life-long training partner who supports career advancement through:

- Initial assessment of prior learning against professional standards.
- An effective suite of blended training packages forming a career pathway.
- Student portfolios.

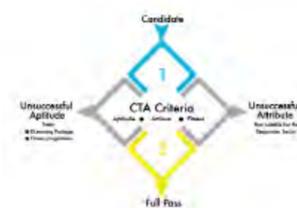
WPT Products

WPT has developed accredited training programmes covering key sectors and are described below:

- **Security** – courses covering Close Protection Operations, Maritime Security Operations, Surveillance, Event Security and Security Advanced Driving; typically at Level 3 and, where appropriate, leading to the appropriate SIA license.
- **Responder** – WPT has recently developed a Hazardous Material Training package and an On-call firefighter development programme. Both of these courses are designed to UK Skills for Justice National Operational Standards with the latter allowing the opportunity to continue to be a 'local hero' as an On-call firefighter, making an on-going difference to your community.
- **Medical** – a progressive training programme from First Person on Scene (Intermediate) (Level 2) to Medical in Remote Areas (MIRA) (Level 4) and Responding to Emergency Medical Incidents and Trauma (REMIT) (Level 4). On completion of these courses, individuals

will have a Royal College of Surgeons recognised medical qualification that, for example, could see the individual become a valuable member of any National or International relief organisation.

Allied to these specialist programmes, WPT is a provider of the Award in Education and Training (Level 3) programme that develops experienced delegates into accredited and effective Instructors.



Wilplan Philosophy

Career Transition Assessments Often the hardest part of taking the next step is choosing which career to pursue. With this in mind, WPT stages a number of free Career Transition Assessments.

These are single day events where your only expense is travel and subsistence. During these days, WPT Instructors will be available to advise and, should you wish, carry out professional assessments and assist you on what to do next.

Sector Experienced Instructors

All of WPT Instructors have in excess of 20-years operational experience and are qualified Instructors. Each Sector has a Competency Lead Instructor, who are:

- **Security** – Paul Shepherd MBE – 23 years in the British Army as a specialist in Close Protection including Chief Instructor for the Close Protection Unit.
- **Responder** – Jim Robson – 35 years in the UK Fire and Rescue Service, Principal



of the Scottish Fire Service College and a L&D expert within the Fire and Health and Safety sectors.

- **Medical** – Justin Haines – 23 years as a combat medic in the British Army leading to becoming a leading course developer of practical medical training.

The quality, delegate focus and practical bias of our Instructors has always received unreserved praise.



Operational Focused Training

WPT training programmes are a blend of prior e-learning, classroom-based instruction and practical exercises; the aim is relevance and currency while achieving the accreditation learning objectives. For example, WPT uses:

- A Market-leading Casualty Simulator that challenges the delegate and adds essential realism.
- The newest fire training facilities in Europe in Portugal; WPT keeps the cost of UK accredited fire training at an affordable level while being able to offer overseas training at a memorable location.

Total Costs of Training

WPT training programmes are developed for regional delivery; this is crucial if the total cost of training is to be kept as low as possible. Delegates from the same region are encouraged to book courses together at a date convenient to them – where this happens, there is a discount for all of the delegates.

Next Steps

For further details visit www.wilplantraining.co.uk or alternatively please do not hesitate to contact us on **01257 733003**.



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Be a licensed professional?



Make the world a safer place?



Start an accredited life-long journey?



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Advanced Medical Training

Professional Driver Training

Close Protection

01257 733 003 or visit our website
www.wilplantraining.co.uk

Reaching new heights as a UAV pilot

If you've served in the Police Force or are still serving you probably have a view on drones.

The preferred name in the industry is unmanned air vehicles. If you thought that these, often small and relatively lightweight aircraft simply have a military use, reconnaissance and armament delivery, you couldn't be further from the truth.

Drones are now used in search and rescue, policing, agriculture, surveying, land management and much more. Those amazing aerial shots you see on TV and in films, where the camera reaches the most difficult of locations, sweeping the landscape so you feel you are actually flying, have more than likely been shot remotely by a camera carrying drone. Think of those James Bond films. Online

trading companies such as Amazon are even experimenting using drones for parcel deliveries to remote places and the potential for use is increasing continually.

Some drones now are so lightweight and inexpensive that they have entered the realm of the hobbyist as an alternative to remote controlled aircraft.

All this has opened up a whole new industry creating a demand for drone pilots. While you can indeed go to a local electronics shop, buy a small commercial drone and start flying, it is fraught with danger. In the wrong hands drones can be dangerous and a hazard to people, property and other aircraft. While they created many unexpected opportunities

there was no real legislation and the aviation authorities worldwide are now creating laws to govern the use of these remotely controlled air vehicles.

Policing is a good background for the potential drone pilot, as it is likely that you will have many of the skills and qualities required. But with increasing legislation training is essential.

THE UAV ACADEMY

One training option is the UAV Academy based in Kemble in Gloucestershire. The UAV Academy is a CAA approved National Qualified Entity (NQE) for the training and assessment of pilots of Small Unmanned Aircraft Systems (SUAS) up to 20kg. The syllabus for this training is set by the CAA. Successful completion of our CDP-C™ course culminates in recommendation to the CAA for you to be issued with a Permission For Aerial Work (PFAW). The UAV Academy was established to serve the training needs of the rapidly growing unmanned aircraft industry through classroom and flight skills coaching for the professional UAV pilot. The mission is to help drone pilots acquire the knowledge and skills needed to operate effectively, safely and legally.

The UAV Academy claims to lead the way in the world of drone training. With the phenomenal growth in the sale of both recreational and professional drones, the company has created a range of courses to meet the needs of all pilots, from those looking for an introduction to drones through to professional operators looking to improve their skills and broaden their customer base.

The UAV Academy comprehensive course comprises of two days of theory training (Ground School), a review and feedback for your Operations Manual, and a practical Flight Operations Assessment.

The course leads to you gaining both a CAA recognised pilot qualification (Certified Drone

DRONE PILOT ACADEMY

The Drone Pilot Academy Limited (DPA) is a Civil Aviation Authority authorised training provider for those who wish to use drones for commercial work or simply those hobbyists who would like to gain some professional training prior to being let loose with their expensive new machines. The company offer a number of courses from its basic introductory package for recreational flyers up to gaining your commercial permission from the Civil Aviation Authority to conduct aerial work.

Pilot-Commercial CDP-C™ and a Permission for Aerial Work (PFAW) from the UK Civil Aviation Authority (CAA).

The academy offers flight training ranging from basic flying skills right through to advanced skills training for professional pilots wanting to be able to deliver exceptional results to their customers. It is also working to establish a network of Accredited Trainers around the UK.

Once you already have your Permission for Aerial Work and your pilot qualification you can take it a stage further. Perhaps you are finding that your existing skills, whilst good enough to have passed the Flight Assessment, are not good enough to be able to consistently deliver the results you need in order to compete in the market. The UAV Academy Flight Instructors can help you improve your skills and judgement through coaching and demonstration. This training will be especially tailored to your needs and may well involve your camera operator as well.

UAV8 LTD

If you are serious about becoming involved in the Unmanned Aircraft System (UAS) industry or you are already doing aerial work without a valid permission for aerial work from the Civil Aviation Authority you need to become trained and qualified. A good starting point is UAV 8 Ltd, a professional and reliable company which is committed to delivering first class training.

UAV8 Ltd is a leading training provider for the Drone and UAS industry located on the Suffolk and Essex border. The company is authorised, regulated and certified by the UK Civil Aviation Authority as a full National Qualified Entity (NQE).

The company claims an enviable provenance in delivering first class aviation training and is registered with the Information Commissioners Office for Data Protection, an essential requirement when drones gather information.

UAV8 is certified to train and qualify operators /pilots of Small Unmanned Aircraft Systems (SUA) / Drones up to 20kg in weight. It can also conduct flight assessments as a stand-alone service and its training courses fully comply with the dictates of CAP 722 and the Air Navigation Order.

With unquestionable provenance UAV8 claim that its instructors bring enviable levels of professional instructional ability. Highly qualified and experienced these instructors are former Army Qualified Helicopter

RESIDENTIAL COURSE

The Drone Pilot Academy's main course is a residential course held at a very convenient location within easy access from all the main transport links. The benefit with this course is that you pay only one fee and the company takes care of everything else. There is no prior reading required for any of our courses as you will be taken from the very basics right up to being ready to sit the examination.

Included in this package

- 2.5 day theoretical course & open book examination
- Practical workshop session so you can complete your operations manual whilst on the course
- Flight Assessment
- Accommodation and meals
- WiFi
- Student Study Guide
- Unlimited hot and cold beverages throughout the course
- Business start-up advice

DPA also offers a unique service where your instructor stays at the venue and is on hand every evening should you require any one to one revision or consolidation on any of the topics or simply want to discuss the industry over dinner. Writing an Operations Manual once you have left the course and have the usual distractions of work and home life can be a time consuming process. Just ask anyone who has written one! The benefit of the DPA course is that once you have sat the theoretical exam they have a practical workshop on writing your operations manual where you will be taken through, step by step, the compilation of your manual. By the time the course is complete, most of you will have completed

Instructors, pilots and graduates of the world renowned centres of aviation excellence, The Central Flying School and the UK Attack Helicopter Force. All hold current National DBS Vetting Clearances.

The full NQE Modular Two Day Theory Course is fully approved by the CAA. On completion candidates will be given a date for their flight assessment. Then on successful completion of both modules they will be given their PPQ(U) and UAV8 Wings. They are then helped by UAV8 to prepare the application for PFAW and they will submit evidence of qualification to the CAA. The course also helps with the preparation of the

your manuals. This is included in the package and you won't be charged for this additional service.

When you are content that your Operations Manual is at a stage ready to submit to the CAA staff at the DPA will proof read it as many times as required until they are confident it will pass muster when they review it. Once they get to the stage where they think your Operations Manual meets the mark they will then book your flight assessment at a mutually convenient time at one of our flight assessment venues.

On successful completion of all aspects of the training, examination, Operations Manual and flight assessment you will then be awarded with the coveted Drone Pilot Academy – Certification (DPA-C). This tells the CAA that you have been trained and assessed by one of the leading authorised training schools. DPA then takes care of your application to the CAA for your Permission for Aerial Work (PFAW) and compiles everything they require in order to issue you with your permission to operate commercially. Please note you will need to include proof of insurance with your application. The only additional cost at this stage is levied by the CAA for your application and is currently between £112 and £224 depending on the weight category.

DPA also offers bespoke courses for companies and organisations and half day introductory training courses for the hobbyist or for those who want some experience before venturing into the unknown. They are designed to keep you on the right side of the law while you investigate the complexities of piloting drones.

Further information is available by visiting www.dronepilotacademy.co.uk where you will find full contact details and a list of course vacancies.

all-important Operations Manual.

The benefits of the UAV8 residential course include breakfast, lunch and refreshments. There is no extra charge for resitting examinations or flight assessment. Progress reports are maintained throughout the course and a full written report is provided at the end of training. A life time of free support and advice is also provided.

UAV8 completely prepares and equips its graduates potential for a future career in the drones/ SUA industry. The company is also committed to the Military Covenant. To find out more visit the website www.uav8.com or telephone Barry Humphries on **07713 740229**.

Have a look at website www.uavacademy.co.uk for more information and costs or telephone **01285 610038** to discuss your requirements. ●

How Handy Are You?



Kevin Trump: "It keeps me active, I meet new people all the time and I get to choose which type of jobs I accept. Clients feel reassured and I often get recommended to friends and neighbours."

"Despite all the things I have seen after 30 years as a police officer I was astonished and frankly a little disturbed at just how much the elderly and vulnerable are still targeted." Chris Sims, former Merseyside Police Officer joined Blue Local Handymen in April 2014 and says that he "gets an enormous sense of wellbeing knowing that the elderly and vulnerable now have an organisation they can fully trust and rely upon."

First launched with four handymen in Bromley in December 2013 the organisation now has over 80 Self Employed handymen serving over 30 branches across the UK.

Blue exclusively recruits retired police officers to be handymen, providing peace of mind to a wide variety of

domestic and business clients and has a particular focus helping older and vulnerable people.

"One of my customers was recently ripped off by bogus officials to the tune of £20,000 and as you can imagine she was nervous about anyone coming into her home. She was delighted and hugely relieved to be able to rely upon Blue." Dave Hogg, Durham

"I enjoy working with my hands and get a great deal of satisfaction when I have repaired something that is broken. Clients are very grateful that I will come out to them when others will not bother." Jake Stevenson, Wanstead

Nick Orde-Powlett, who founded the company, said: "Whilst the remuneration is obviously important, our members primarily join because they want to get out and help people in their communities."

How Handy Are You?

Exclusively recruiting skilled retired police officers

- Flexible Full-Time & Part-Time Opportunities
- Related Qualifications Not Required

Enjoy the freedom and flexibility of being a self employed handyman/woman without the hassle and cost of setting up from scratch. Use your current skills to help people in your community and earn additional income.

Trust in Blue (TIB) are looking for punctual, reliable men and women with extensive home maintenance experience to join their national network of trusted self-employed handypeople across the UK.



www.trustinblue.com/careers

The organisation links new members (handymen) up with established members to enable them to seek advice from experienced handymen whenever they wish to call upon it, typically for estimating and planning purposes.

Kevin Trump in New Eltham enjoys being part of the team: "I can choose which type of jobs to accept therefore I'm never out of my

depth and there is never pressure to accept every job I'm offered. There are also colleagues I can phone if I get stuck with anything. I can regulate my workload and income as I wish."

The primary mission of Blue Local Handymen is to enable retired police officers to easily establish themselves as trusted handymen, without the usual cost, hassle and risk of setting up alone. Chris Sims likes to get out and help people: "Having Blue behind you from the outset takes away the worries of administrative duties, call handling, invoicing and generating work through various types of advertising, allowing you to simply get on with the work. There is absolutely no pressure to take on all the work passed to you and so you can be a busy as you want to be." Blue are currently expanding their network in order to help more people across the UK.



Jake Stevenson: "For me it is a very positive experience, from the variety of the work to the nice people I get to meet."

Blue

If you would like more information on joining just enter your detail on the careers page www.trustinblue.com/careers

www.policeresettlement.com

Managing your future

Every organisation needs management and there is a constant need for qualified and experienced people to undertake managerial roles in all industries and organisation. Police service means that you are likely to have had to have some experience in the management of people, operations and resources. Arguably, the Police must be one of the few career options that trains its employers in managerial and supervisory skills from the day they join.

Getting on the first rung of the civilian management ladder might seem daunting but there is an array of qualifications and training available to get you started.



Oak Tree Management Training

According to Oak Tree Management and Training organisations are 'consistently facing up to challenges in key areas of leadership effectiveness, talent and succession management and change enablement'. Present surveys highlight the direct link between investment in leadership and organisational performance. Future leaders are dependent on investment in their development to achieve organisational goals and gain the competitive advantage.

Oak Tree recognises that in the Police Force you are consistently facing up to challenges within your role. If you are still serving, about to take the plunge or you are already a service leaver, Oak Tree offers a range of courses in varied disciplines to help you enhance your career.

Courses in leadership and management on offer lead to qualification through the Institute of Leadership and Management from Level 3 upwards. There are also courses specific to management within the construction industry leading to NEBOSH (The National Examination Board in Occupational Safety and Health) qualifications and courses in project management.

Additional offerings are specific to fire and health and safety along with qualifications for environmental auditing and management as well as IT and HR courses. When Gary Burden was considering leaving the services he turned to oak Tree. He said: "Like many I was unsure exactly what I wanted to do when it came to resettlement and a second career, I went through the motions of resettlement and churned through the process but without any clear direction, goals or ambitions I was unsure of my future career. I began to get more involved in Health and Safety in my new job and decided

that I enjoyed the challenges that this type of work provided. I already held the NEBOSH National General Certificate when I met Steve the Programmes Director and his team at Oak Tree and had decided I wanted to progress my learning and forge a career in health and safety.

Like many others course providers Oak Tree offer a range of packages. What Oak Tree were able to do which others wouldn't was change the package to suit my needs in terms of learning and finances. Gary attended the NEBOSH Certificate in Environmental Management and the NEBOSH Certificate in Construction Safety.

The courses were held at Oak Trees' learning centre just outside Bury St Edmunds. The classroom space is informal and there is a relaxed atmosphere and a range of delivery methods from individual and group work to PowerPoint presentations. Gary continued: "The small group size ensured a quality learning experience with knowledgeable tutors delivering current information and relating this to personal accounts this helped understanding of the application of Health and Safety in terms of practical solutions.

"The other students came from mixed backgrounds which I feel added value, those with a non-policing background had a very different perspective on things, all have since become useful professional contacts. Having completed the range of NEBOSH Certificates with Oak Tree my employment opportunities grew. I now have a full time role with an established consultancy."

You can find out more about Oak Tree, how the company can help you and what's on offer by visiting www.oaktree-training.co.uk, by phoning **01284 763040** or email mod@oaktree-training.co.uk.

Preparing for resettlement should not be underestimated. When considering who to choose to help, you don't just want a training company. You want someone to assist you, inspire you, and help prepare you for possibly one of the biggest challenges you'll be likely to face. Quanta Training believes that it can do just that for you.

The fear felt is often something we naturally associate with change. But there comes a time when everybody has to 'make the jump'. Quanta sees this as business as usual. The company claims: "We will be there with you to help you along the way, we have helped hundreds of people before you and as such we know what works. We can soften the impact and ensure you have a successful

career transition which is both manageable and enjoyable."

Their primary aim is to provide you with the highest quality resettlement training to ensure you make the most effective transition possible to a new career. As part of this they offer course bundles enabling you to gain both nationally and internationally recognised training qualifications, such as PRINCE2®, ITIL®, M_o_R®, APMP and MSP®. These courses and qualifications open up a host of opportunities in all forms of project management, IT service management and management development.

QUANTA doesn't see itself as a "training company" but rather your Resettlement Partner giving you the best possible start to resettlement and preparing you for a successful future. They will help you gain internationally

recognised qualifications, giving you invaluable practical guidance and real life experience allowing you to actually use your new found knowledge from day one.

QUANTA is an Accredited Training Organisation (ATO) for Office of Government Commerce (OGC) best practice qualifications, which are all deemed of level 3 standard or above.

Quanta started in 1991 as a technical training company in Worcester, focusing primarily on UNIX systems, employing just one person, based above a launderette. Nowadays it is based in a grade two listed building with dedicated training centre in the heart of Worcester. Julian & Jane Ward, the directors, have been with the company since its inception and continue to lead the company today. They said: ". We have always

kept the family values that Quanta started with throughout this growth."

Quanta slowly evolved and expanded and at the turn of the century a strong belief that technical training alone was not enough to ensure the success of an IT department, led to the development of a series of Personal Development courses, uniquely aimed at IT staff. These management, communication and leadership courses continue to be amongst our more popular course offerings, alongside a rapidly increasing portfolio of Project Management and IT Service Management.

You can find out more about the company and what it offers service leavers by visiting www.quanta.co.uk. Alternatively call them on **0800 018 5597**.

WHEN?
 TODAY
 TOMORROW
 NEVER

QUANTA TRAINING LTD

CMP Resolutions

One thing that any Police officer has experience of is dealing with conflicts, probably more so in the workplace than the battlefield. Managing people and bringing a successful resolution to a problem is common practice and a skill that is in much demand in the wider world of industry and commerce. You can now be formally trained to undertake the key conflict management processes of mediation and investigation, which is emerging as a professional field in its own right, and which are management skills which add value to those seeking a move to civilian life.

CMP Resolutions offer training in incident and workplace investigation, workplace mediation and conflict management skills for work issues. CMP Resolutions has worked with the military for over 8 years, training armed forces personnel to mediate disputes, and to investigate complaints; meaning their public courses are also available to people leaving the Police. ILM awards, a valuable UK qualification, are available for many of their courses, so, together with their recognised

provider status with the ILM, you can get the skills to work to the highest standards when it comes to mediating and investigating workplace complaints.

All their trainers are expert practitioners with over 15 years' experience, so bring up to date skills, knowledge and expertise into the training room. The courses cover the necessary theory and technical knowledge, and focus on building the necessary skills to mediate or investigate to a high standard. The trainers will also be open with you about your strengths and areas for ongoing development.

CMP wants its training to make a difference so there is extensive evaluation and feedback, including assessing the amount of learning that has taken place against the specific skills covered for any given programme and they don't just deliver training and abandon you – you can turn to them for phone and email if you need to talk anything through, or simply to debrief.

If you think that conflict management, mediation and investigation skills training could be for you, there is much more information at www.cmpresolutions.co.uk or call them on **01763 852225**.

IMAGE: © Aquir, Jirsak, www.shutterstock.com



Alcoholics Anonymous

National Helpline: 0800 917 7650
www.alcoholics-anonymous.org.uk

Alcoholics Anonymous has over 4,400 groups throughout Great Britain, designed to help those with a serious alcohol problem. Through mutual support, sufferers assist each other in coping with their problem. There are no fees for membership of Alcoholics Anonymous and anonymity is carefully preserved.

For information:
PO Box 1, 10 Toft Green, York YO1 7NJ
Tel: 01904 644 026

Drinking on the Job...

AA is concerned solely with the personal recovery and continued sobriety of individual alcoholics who turn to the Fellowship for help.

AA experience has always been made available freely to all who sought it.
Do you want help with a drinking problem?

If alcohol is costing you more than money, then call us today in complete confidence on 0800 9177 650, or email us at help@alcoholics-anonymous.org.uk

"My 10 year old daughter succumbed to cancer....my drinking rocketed...I learnt to use drink to numb the pain. Then followed a dark period in my life...extended periods of diagnosed depression and marriage break up. I finally admitted to occupational health that I needed help – the response was supportive and nothing like I expected I was offered a place in re-hab, and introduced to Alcoholics Anonymous.

I am now approaching six years of continuous sobriety. I retired from the Police Service sober after 30 years' service and now work with others trying to recover from alcoholism"
Former Detective Inspector

 **Alcoholics Anonymous**
OUR PRIMARY PURPOSE IS TO SET UP AND HELP OTHERS TO SOBER SOCIETY

YOU DON'T HAVE TO LIVE HERE TO CALL US!

THE ONLY REQUIREMENT IS A DESIRE TO STOP DRINKING
0800 917 7650
GO ONLINE AT: alcoholics-anonymous.org.uk

"I had a good job, a wonderful family and home...but the lost days and lost peace of mind for my wife was a greater cost. I was a 'functioning alcoholic' - I worked well and professionally as a police officer, in several specialist roles and with promotions.

"I hid bottles around the house to drink when my wife was busy... The next morning was always a panic, to check that the bottles were still hidden.

Former Inspector

"My rock bottom came after a weekend lost in four bottles of gin and the following morning I rang AA. I admitted to my wife and my two daughters that I was an alcoholic and they helped me get to my first meeting. I knew at the end of that meeting that I'd found the right place".

"My wife had left home; I'd been assaulted in the town centre a few days later and hadn't defended myself for the first time; my emotional life was becoming even more unmanageable. I was forced into accepting that I couldn't drink safely. Like a blinding glimpse of the obvious, the answer was 'Don't Drink!' How to do it? I became committed to AA..."
Former Superintendent

Fit for a new career

YMCAfit

A career in fitness is a popular and exciting option for Police leavers and ex-military personnel.

YMCAfit, is the UK's first and most experienced fitness training provider. It claims to: "understand the support and training you need in your transition to a new career. Whether you are leaving the Police Force, Air Force, Army or Navy or would like to gain additional skills whilst still serving, we offer an extensive range of courses including."

PERSONAL TRAINING

A career as a personal trainer can be both financially lucrative and emotionally rewarding. You have the opportunity to run your own business and develop a

career that you can build around your life. It offers a break from the mundane cycle of working nine to five and ensures that no two days are the same.

The YMCAfit Advanced Diploma in Personal Training is an internationally recognised qualification which will give you an extensive portfolio of skills and the expertise to ensure that your new career gets off to the best possible start.

GYM INSTRUCTOR

The gym floor is vibrant, varied, often challenging and most of all, fun. You will have the opportunity to improve customers' overall

well-being, enhance their fitness levels, improve their confidence and help them train for specific sports or events. You will be designing tailored gym programmes, encouraging gym users to train effectively and ensuring that they work out safely.

The Gym Instructor course is a fantastic first step into the fitness industry and the foundation for further progression to becoming a personal trainer. It will make you desirable for employment in any gym across the UK.

You will be taught by our highly qualified tutors who tailor their delivery to suit your individual learning style. You will receive comprehensive learning resources and all the guidance and support needed to pass the course.

There are many career options available to you as a qualified Gym Instructor. You could work full-time or part-time as a gym instructor within a health and fitness club, become a gym supervisor or fitness manager within a health and fitness club or deliver popular group classes (by taking CPD modules) including Strength and Conditioning, Kettlebells or Core Stability.

There are also options in Exercise Nutrition, Strength and Conditioning, Exercise Referral, Stott Pilates and Yoga.

PREFERENTIAL COURSE FEES

All military personnel and service leavers are eligible for a 10 per cent discount on YMCAfit courses. In addition, resettlement fees can be used towards any of the Level 3 courses, such as the Advanced Diploma in Personal Training, which can cover up to 80 per cent of your training costs.

ARMED FORCES AND THE YMCA

The YMCA movement (of which YMCAfit is a part) is proud of the close working relationships forged with the armed forces over the past 150 years, from deploying teams of volunteers to support front line troops during the great wars and supporting service leavers as it does today.

YMCAfit enjoys working relationships with a wide range of services and has delivered training to service leavers from the RAF, HMS Temeraire, Royal Britannia Naval College and the Army School of Physical Training at Fox Lines.

For further advice or to book your course please call 0844 346 0036. To receive your discount, please quote your MOD email address on your application form. You can also find more information about fitness training and qualifications included on website www.ymcafit.org.uk.

THE EUROPEAN INSTITUTE OF FITNESS

This exclusive School is located at the family run Bryn Tanat Hall set on the Shropshire-Welsh border. The idyllic setting provides the perfect place to feel comfortable and relaxed to master your new chosen profession.

The location offers the perfect setting to eat, sleep and breathe personal training. You have complete and exclusive access to this absolutely beautiful retreat-style facility including private gym solely for our students use so you can immerse yourself in personal training 24 seven.

The European Institute of Fitness has been training students to become Personal Trainers since 2005, with graduates today all around the world, enjoying their new career. The organisation boasts graduates in France, Italy and Spain; in Japan, China, Hong Kong and Singapore. They also have graduates in Canada, the United States, Brazil, Nigeria and South Africa; in Australia, New Zealand, Dubai, Bahrain, Belgium, Saudi Arabia, Jersey and of course throughout the UK. You will gain UK, European and USA endorsed certifications to stand out right from the start.

Founder and owner Darren Tebbenham remains one of the course tutors helping ensure the very best education for a fitness professional possible. Darren has worked around the world as a

Personal Trainer with thousands of hours of experience in a range of different settings including in his own personal training studio in Spain, at Vision Personal Training in Sydney (now one of the largest PT studio chains in the world), on a large GP referral scheme, in cardiac rehabilitation, with athletes and at the Langham Hilton in Regent Street, London. He was previously a University Lecturer at the University of Liverpool, possesses a Masters degree in sport psychology, and is a personal business coach to a number of leading personal trainers in the UK and overseas.

Darren's lead tutors are Lynn Moore, a Yoga master as well as experienced personal trainer, previously lead trainer with David Lloyd and Gareth Connell, owner of Purity Lifestyle Studios, the largest personal training studio in Telford.

The European Institute of Fitness was previously based in Alicante, Spain before relocating to the UK in 2010 where they were first based at Lilleshall National Sports Centre, before establishing their residential school at the five star facility at Bryn Tanat Hall, offering students a luxury venue to feel totally comfortable in whilst they retrain. Students have private and exclusive access to the on-site fitness studio and can fully immerse themselves in the experience whether for four or two weeks depending on course format.

TRAIN FROM HOME WITHOUT THE COMPROMISE NORMALLY ASSOCIATED WITH "DISTANCE" OR "ONLINE" EDUCATION

If the outcome is to graduate ready to earn as a personal trainer, self-paced home study with the occasional weekend assessment day will leave you short-changed. Becoming a gym instructor first is not the best option! This course is tutor led with live, interactive classes. It is not textbook or self-paced online learning left to self-teach yourself a new career. You communicate with teachers and co-learners during live sessions (four hours per week live training). Everything is recorded in case you miss for anytime playback.

It is the same curriculum and attracts the same qualifications and support as a full time course but with more flexibility.

FOUR WEEK RESIDENTIAL COURSE

You will learn everything you need to know to confidently launch into a new career as a personal trainer in just weeks. You will

arrive Monday and jump straight into a no-nonsense curriculum designed to help you learn faster.

You will be with like-minded people and will utilise the private studio to learn more practically. You will not be following an off-the-shelf, standard course but a bespoke product to help you stand out from other trainers once you qualify.

Each day starts at 8.30am finishing at 4.30pm. From 5.30pm you will be training paying clients in the EIF's unique PT clinic.

Sunday is your only day off to kick back and relax. You have access to the hot tub, sauna, gym and grounds in this idyllic setting to review the week's content and look forward to the next stage.

Four weeks later you're ready-armed with certifications in hand and insurance in place. You will be able to earn literally the very next day.

Places are limited but call 01743 770600 or visit the website www.eifpersonaltrainingschool.co.uk/ to see how the European Institute of Fitness can help you. ●





Ian Baird Case Study

The Boat Building Academy provides intensive, highly practical training in boat building and woodworking skills. Students come from every profession and from all over the world, ranging in age from 17 to 82. Some of them are career changers, like Ian Baird...

Ian was a Sergeant in the police force. He wanted to retire and gain the skills for a self-employed career. After taking a ducking in a Cornish rock pool at 18 months he developed a strong affinity with things that float. He had no practical skills but loved the sea. He thought about training for a number of trades but when he found the Boat Building Academy their 38 week course ticked all the boxes. Ian reasoned that if he could build a boat he could tackle pretty much anything. This would set him up for a future, self-employed, career with skills he could use in other fields. That he could also build a boat as part of his training was the icing on the cake. Ian says "I have a strong interest in history and so wanted to build a traditional fishing boat.

I knew, if I chose correctly, that I could use the boat as an advert for my skills. To say it worked is an understatement. There was so much interest in the boat that the BBC filmed the build twice, my boat spent six months on exhibition in the National Maritime Museum Cornwall and these experiences launched a tandem career as a freelance magazine journalist, writing about boat building. My first article was a detailed diary of the build for Water Craft, an international magazine about boats. I have since written a number of articles for Water Craft, the latest of which will be on my latest project,

Ian himself says that he wasn't a woodworker 'natural'. In the early days of the course, getting a joint just right so that it fitted together sweetly took him some time. But halfway through the nine months, he suddenly realised that he was working in a workshop, confidently using tools and turning out good quality work. At the end of the course a completed 15' wooden fishing boat had his name on it. Launching the boat into Lyme Regis harbour

was a proud moment. For Ian, working and learning in an inspiring place with a bunch of similarly interested and diverse people was a joy that he says will stay with him forever. He is part of the Academy's graduate network and often visits to see what's happening on the workshop floor (usually around the time the big teapots in the kitchen are filled).

The Boat Building Academy's website has a page showing what people go on to do after the 38 week boat building and 12 week woodworking courses. Some go straight into boatyards or cabinet making workshops, others are renovating houses or classic cars. One is joining the British Antarctic Survey team. There are other graduates who join a course as a sabbatical and return to their previous occupation, or retirees who aren't ready to permanently put their slippers on but want an enjoyable and useful hobby they can earn some money from.

What does Ian enjoy most about his new life? "The freedom to make choices and do work that I find truly absorbing. It was never

my intention that I would graduate from the BBA and be solely a boat builder, but the skills I learned at the Academy are vital to everything I have done. Boat building led on to writing professionally. I also worked for the local Further Education College for a year, setting up a boat building course for young people. My interest in nature and ecology has recently led me into woodland management. I also make things from the greenwood that I source, which is another way of doing something I enjoy while earning an income. I am a happy man".



Boat Building Academy
Lyme Regis

Learn how to build boats and furniture
2 day to 38 week courses by the sea.
Change your life
www.boatbuildingacademy.com 01297 445545

RESETTLEMENT TRAINING LET TRAIN4ALL HELP BUILD YOUR CAREER



Train4All Academy has a brand new training facility in Somerton and are offering a wider range of training opportunities for those currently in the forces entering their resettlement period.

Construction trade qualifications are available in popular trades such as Bricklaying, Carpentry, Plastering, Plumbing, Tiling and Maintenance, and now also in Painting and Decorating, Maintenance and Property Development.

The first step of a change in career is always the most difficult, however the transition and resettlement process into civilian life can be extremely challenging and a stressful time. To have a local training provider that understands the complexities of this transition as well as providing the skills to a new career is invaluable. As part of their commitment to those leaving the forces, Train4All are delighted to be working alongside local employers in providing career opportunities for those



that are looking to embark upon a different career. Opportunities for employment within projects such as Hinkley Point C are on the increase and Train4All is well placed within the South West to support you in your career change.

With a wealth of industry experienced, knowledgeable staff, Train4All is dedicated to helping learners achieve their goals and objectives. Offering not only biblical trades, Train4All are now offering a wide range of short courses such as CSCS Cards for those wishing to work on site, Abrasive Wheels, Health and Safety, and Driver CPC and Trailer Towing Qualifications. Those looking to move into a construction management position may benefit from cementing skills already possessed and seek to obtain a Site Supervision or Site Management qualification.

With Train4All being located just off the A303 and 25 minutes from the M5, those leaving the forces are increasingly applying to the Academy for local resettlement training. Train4All is ELCAS approved and a preferred provider for the Careers Transition Partnership and as such force leavers are able to use their Standard Learning Credits (SLC), Enhanced Learning Credits (ELC) and Individual Resettlement Training Cost (IRTC) to fund their chosen training programme be it a short 5 day course, a more substantial 5 week course, or a full 1 year City & Guilds Diplomas in the biblical trades at levels 1-3.

The most popular course offered

at the Academy is the a City & Guilds 5 week Level 3 Diploma in Sustainability which encompasses practical training in Bricklaying, Carpentry, Plastering, Plumbing and Tiling whilst also looking at the theory behind renewable energies, Building Regulations, property maintenance and conversion. Learners are taught in fully equipped workshops by experienced tradesmen with a passion for their trade. From understanding the different methods used to price jobs to dealing with customers and overcoming problems, Train4all aim to meet the needs that come to light in the transition into civilian life and operate a flexible approach within the training that can be adjusted to suit individual needs.

Speaking to members of the last forces course in March 2016, they rated their experience highly; "From a military perspective it's a relaxed environment to be in whilst at the same time getting all the training done. The course is well designed for people planning projects or changing careers as it gives you a broad overview of all areas. Tutors are extremely flexible matching the content of the courses to the needs of the individual learners,



nothing is too much trouble".

If you would like any further information on the many resettlement programmes that Train4All offer, please call our dedicated force resettlement co-ordinator Rachel Allen on 01458 274043 where she will be happy to discuss your requirements. Train4All really can get your construction career moving, they still remain the first choice for learners and the first choice for employers across the South West region.

CONSTRUCTION RESETTLEMENT TRAINING 2016/17

Train4All ELCAS 6472

Are you looking to retrain when you leave the Police?
Do you just want to learn some new skills?

Train4All offer a range of short and long courses at our newly built South West Academy located just 10 minutes from Podimore on the A303 and 25 mins from Junction 23 of the M5

Our most popular 5 Week Construction course!

City & Guilds Level 3 Advanced Technical Certificate in Constructing the Built Environment or new Level 3 Diploma in Sustainability

Learn the practical and theoretical side to building; obtain skills in Bricklaying, Carpentry, Plastering, Plumbing and Tiling. Learn how to maintain and convert properties, understand building regulations, water regulations and learn about how using sustainable building methods is the way forward.

Short skills courses in:
Brick
Carpentry
Plastering
Plumbing
Tiling
Health & Safety/CSCS training,
Driver CPC Training Modules 2+4
Trailer Towing B+E qualifications

Quote Ref: PRM1 & when booking

City & Guilds

Reserve now for 2016/17 by contacting our dedicated Resettlement Co-ordinator Rachel Allen Call: 01458 274043 or Email: forces@train4all.co.uk or visit Web: www.train4all.co.uk

Be your own boss

For many leaving the service the temptation to be your own boss is tempting. After years of following orders and instructions as a cog in a far bigger wheel, being master of your own destiny can be an attractive proposition.

But what can you do? How can you set up a business using the management and leadership skill gained during your years of service. And, importantly can you afford to finance your dream of self-employment.

The answer could be to start a franchise. There are hundreds of opportunities for you to do your own thing but under the banner of an established and tried and tested organisation. If this sounds attractive the first port of call should be the British Franchise Association (bfa).

One of the bfa's main roles is to help potential franchisees recognise the good franchises and the not-so-good, as well as to help businesses involved in franchising to secure their own position amongst the "good".

This work is not just a philanthropic exercise for reputable and responsible franchisors. It makes good commercial sense. The ability of franchisors to attract potential franchisees to invest in their systems depends crucially on their own reputation, and on the reputation of franchising in general.

It was for these reasons that in 1977 the major franchise

companies in the UK decided to set up their own association. The British Franchise Association was formed to act in the interests of the industry as a whole in assessing and accrediting franchising companies as those which meet its criteria for the structure of

the franchise business, the terms of the contract between franchisor and franchisee, the testing of the system and its success as a franchise.

Franchisors and professional advisors to the UK franchise industry wishing to be accredited

must put themselves forward to the bfa to be tested against its strict and extensive criteria. Only if they successfully pass accreditation are they then able to join the bfa as a member, gain access to the benefits of membership and become represented by the British Franchise Association.

If you are considering various franchise opportunities there are some key considerations that you need to bear in mind. You need to take the time to understand franchising and appreciate where the opportunities and pitfalls are. This robust business model, fuelled by dedicated individuals, encompasses many different skills and backgrounds – opening up countless opportunities for people looking for a new start.

You first need to find out whether franchising is right for you before you start looking at the individual businesses.

You will then need to look at the businesses that franchise and see which franchise opportunity is suitable for you (if any). With hundreds of different brands, investment levels and business types. The bfa website will help get the information to take the right steps in

franchising. It also provides a full list of its member companies who are offering franchises in a vast choice of business areas.

HOW DOES IT WORK?

The bfa offers the following definition. Business format franchising is the granting of a licence by one person (the franchisor) to another (the franchisee), which entitles the franchisee to trade as their own business under the brand of the franchisor, following a proven business model. The franchisee also receives a package, comprising all the elements necessary to establish a previously untrained person in the business and to run it with continual assistance on a predetermined basis (including a predetermined agreement length, with renewal options).

The principle is simple - some companies choose to grow, not by developing in the conventional way but, by granting a franchise licence to others to sell their product or service.

THERE ARE CLEAR ADVANTAGES TO THIS:

- You don't have to come up with a new idea - someone else has had it and tested it too!
- Larger, well-established franchise businesses will often have national advertising campaigns and a solid trading name
- Good franchise businesses will offer comprehensive training programmes in sales and, indeed, all business skills
- Good franchise businesses can also help secure funding for your investment as well as, for example, discounted bulk-purchases for outlets when you are in operation
- If customers are aware that you are running a franchise business, they will understand that you offer the best possible value for money and a consistent quality of service - although you run your 'own show,' you are part of a much larger organisation

WHO IS IN CONTROL?

Each franchise business outlet/unit is owned and operated by the franchisee. However, the franchisor retains control over the way in which products and services are marketed and sold, and controls the quality and standards of the business.

If you are considering various franchise opportunities there are some key considerations that you need to bear in mind. You need to take the time to understand franchising and appreciate where the opportunities and pitfalls are.

WHAT ARE THE COST IMPLICATIONS?

The franchisor will receive an initial fee from the franchisee, payable at the outset, together with on-going management service fees - usually based on a percentage of annual turnover or mark-ups on supplies. In return, the franchisor has an obligation to support the franchise network, notably with training, product development, advertising, promotional activities and with a specialist range of management services.

The bfa also offers a range of educational franchising seminars. As the voice and self regulating body of the franchising industry, the British Franchise Association (bfa) is well placed to educate individuals and businesses alike about the opportunities that franchising, as a successful business model, can bring. The bfa offers a number of franchise seminars at a range of locations across the UK.

There are two key types

of franchise seminars that the bfa operates.

The most relevant to the service leaver is the one for those looking to invest into a franchise opportunity 'to become a franchisee Seminar'. whichfranchise.com is currently supporting these seminars to help you find out if franchising is right for you. Go to the franchisee seminar page of the website to find out how you could get 1/3 off the cost of a seminar.

SOME OF THE KEY ASPECTS WHICH WILL BE ADDRESSED IN THE FRANCHISE SEMINARS INCLUDE:

- **The franchise agreement** - have you seen a proper, legally-drafted franchise agreement, do you realise its size and why it is weighted in favour of the

franchisor? And why this gives the franchisee more security

• **Funding** - which banks have specific franchise departments and what are the benefits of dealing with ones who do specialise in franchising. Many banks do not have dedicated franchise teams which means that they don't fully understand the intricacies and idiosyncrasies of franchising

• **The time and financial commitments** - which will undoubtedly be necessary in order to ensure the success of the business

• **The advantages and disadvantages of franchising** - what you really need to know in a plain and objective manner

The franchising industry has grown significantly over the past 30 years and the bfa's role remains to ensure that it retains its ethical approach, commitment to best practice and robustness - even in the toughest of economic climates. As part of the association's educational role, it runs these franchise seminars to provide information and advice to businesses wanting to franchise or people considering joining a franchise. The bfa's main goal is to protect and strengthen the franchising industry in the UK, so it is just as important to help you decide whether franchising is right for you as it is to help you realise if it isn't.

The bfa also provides a national network of professional advisors to help prospects on their way. These are listed on the website.

The range of franchises available is endless; from animal boarding and automotive supplies and repairs to letting agencies, hotels, restaurants and fast food outlets and much more.

There are also a number of magazines that can help you, such as Business Franchise, the Franchise Magazine, What Franchise, Franchise World and **whichfranchise.com**.

For further information on franchising you can contact the bfa on **01235 820 470**.





Unique Home Improvements Franchise Where the finish is just the start

decorative interior finishes. There's tremendous scope in the commercial sector too, so the possibilities are endless.

FRANCHISE BUSINESS

Typically, our franchise owners operate a combined retail and workshop business, whereby their team convert sales in their own exclusive territories, measure and fabricate key fittings like worktops, then carry out the home installations, usually in just one day.

Fabrication adds another revenue stream for our franchisees and the workshop provides a perfect place for assembling and storing contract materials; while templated worktops, made-to-measure doors and mosaics on a mattress can be mostly fitted in a single day, cutting job times. Our customers also appreciate that installations are carried out without demolition, dust and debris, at highly competitive prices.

As you can see, a Granite Transformations franchise is not for the faint-hearted. It demands hard work, dedication, an eye for quality and a good team of people around you. You don't need previous practical or market experience though, because we'll provide all the necessary technical, sales and operational training and support you'll need, from day one.

INVESTMENT REQUIREMENT

The franchise fee varies slightly depending on the size of territory and your own ambitions although you'll need to invest at least £30,000 to £40,000 of your own money with bank lending contributing to the rest. Along the way, we can

assist you with preparing your business plan and securing bank finances and there's absolutely no commitment on your part during these early stages, but this could be the start of something big.

WHAT'S NEXT

If you'd like to receive more detailed information from me by email (I won't contact you directly unless you ask!), please either visit www.gtfranchise.co.uk and make an enquiry or type this link into your browser and submit the form: <http://gurl.im/43ac67g>

If you'd rather just talk to someone right away, call **01892 509680** and ask to speak to me, Dugan (or just Dug!) Aylen, and if I'm not available leave your full name, email address and contact number and I'll get back to you as soon as I can. ●



The Granite Transformations franchise option is a mature business package that offers a number of key attributes for the would-be investor:

- Management franchise (no previous experience/skills required)
- Proven international brand
- Unique product offering
- Exclusive sales territories
- Retail and workshop operation
- Flexible investment options
- Full training and ongoing support
- Part of global Trend Group
- Associate member of British Franchise Association

AFFORDABLE MAKEOVERS

Sleek, stylish and unashamedly luxurious, there's nothing quite like diamond-polished work surfaces and handsome cabinet doors to add the finishing touches to a beautiful kitchen. For too long, granite and quartz worktops have been affordable by the fortunate few, often as part of a costly new fitted kitchen, but now Granite Transformations brings these and other luxury fittings within everyone's reach.

Thanks to the unique 'top that fits on top' concept, our slimline granite, quartz and eco-friendly replacement glass materials can be fitted directly over existing worktops and other surfaces, to transform the look and provide instant and affordable makeovers. Nor is our brand offering limited to worktops, since we also specialise in made-to-measure replacement door and drawer fronts, Italian glass mosaic splashbacks and feature panels and hard flooring tiles.

Although the Granite Transformations success story started in the kitchen, it's also finishing up in the bathroom, shower cubicle, utility room, barbecue area, even recreational vehicles, in the form of handsome, hardwearing

Like cars? Like the idea of running your own business? You'll love this opportunity.

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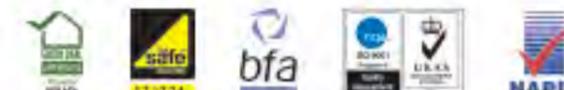
- 😊 Run your own business, with support but without the hassle
- 😊 Gas-elec regional offices carry out all sales & marketing and provide the work for you, leaving you free to focus on your core skills
- 😊 If you are gas and/or electrically qualified then our franchise opportunity may be just what you are looking for
- 😊 Some of our national network of safety inspection franchisees are earning year 3 figures of £65,000, in year 1
- 😊 We offer a bespoke service and renewal reminders to our clients
- 😊 Gas-elec have opportunities throughout the UK
- 😊 Gas-elec can offer gas and electrical inspections, remedial work and installations and can finance home improvements
- 😊 Brought to you by a company that has been in business and franchising for 20 years



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gas-elec group

Est. 1996





"IF YOU WANT SUCCESS, OVENCLEAN IS THE BRAND TO GO WITH." BERNARD CORRIGAN, OVENCLEAN FRANCHISEE

Introduction

Ovenclean provides a unique opportunity to create a profitable and successful business within a large and virtually untapped marketplace.

Since its launch in 1992, Ovenclean has grown to become the most recognised brand within its market, providing specialist oven cleaning services to thousands of households nationwide. Ovenclean's bespoke and innovative cleaning system effectively removes grease, fat and burnt on carbon deposits from a range of cooking appliances including ovens and hobs, Agas, Ranges, microwaves and barbecues, restoring them to pristine condition in around two hours. This unique and caustic-soda-free system is not only extremely efficient and effective, but also ensures an environment that is safe and fume-free for our franchisees and customers alike.

The proven Ovenclean franchise model has been developed to suit individual lifestyles and business aspirations. It is easy to learn,

straightforward to manage and can deliver high profitability from offering a service with high repeat custom and great job satisfaction.

With low overheads and the flexibility to dictate working hours to suit your lifestyle and business aspirations. Our partners benefit from retaining control over their work/life balance, whilst also delivering the potential to earn over £1,000 per week, with expansion options to develop into management franchise operations.

Benefits

An Ovenclean franchise can be a hugely satisfying business which not only provides attractive earnings potential but also a flexible lifestyle. Ovenclean franchisees benefit from:

- Unlimited earnings – potential to earn more than £1,000pw
- Proven demand – from a massive, virtually untapped marketplace
- Regular, repeat business from a loyal customer base
- Instant cashflow and job satisfaction from a customer facing business
- Flexible working hours to

The Marketplace

Recent research has confirmed that Ovenclean is the leading brand within its sector. With over 26 million households in the UK alone, our franchisees enjoy a massive domestic marketplace worth a potential £1 billion, as well as growing demand from emerging commercial markets.

As a franchisee you will have your own dedicated and protected territory providing you access to thousands of households. Selected areas are pre-agreed with new franchisees using your local knowledge, the expertise of our launch team and socio-economic profiling.

What's more, the Ovenclean product range and innovative cleaning system, is exclusive to Ovenclean franchisees. The strength of this cleaning system engenders tremendous customer satisfaction. In fact, market research has confirmed that 100% of those people who have experienced a professional oven clean would use the service again.

It is this customer loyalty that invariably generates high levels of recommendations - so much so, that word of mouth referrals become a strategic part of the Ovenclean operation, resulting in a rapidly growing and satisfying business.



suit your ambitions and lifestyle

- Unique cleaning system and products exclusive to Ovenclean
- Comprehensive training course and business mentor
- Professional and organised launch to help you earn money from day one
- Ongoing franchise, marketing and development support from a dedicated team
- National marketing campaigns including extensive online marketing and support
- Flexibility to expand to multi-van management operation
- Recognised member of the British Franchise Association.

Training

You can be certain of the best possible start to your Ovenclean business with all the support and skills you need. Our intensive training course and tried and tested business format offers you the best route to profitable business success.

Ovenclean's

comprehensive and personalised training package ensures you understand and feel comfortable with all elements of our innovative Ovenclean system. The two week training programme encompasses in-depth practical, business and marketing courses both in our bespoke Training Centre and in the field with established Ovenclean Business Mentors.

The Ovenclean Franchise Package includes a Launch Programme, comprising of an integrated marketing campaign to ensure maximum awareness and exposure of your new Ovenclean business in your local community. Starting during your training, advertisements in local papers, accompanied by targeted press releases and dedicated leaflet drops, all work together to boost business in your area - helping to kick-start an instant cashflow and generate word of mouth recommendation.

The dedicated and experienced Ovenclean support team has a long and successful history in franchising, and will be there for you every step of the

way. From technical support to marketing advice, we will ensure that you have all the resources you need to make your business a success.

The opportunities for hard working franchisees are unlimited and the proven Ovenclean business model can be adapted to suit your lifestyle and aspirations.

Low operating costs and the flexibility to dictate working hours, benefits franchisees wishing to retain control over their work/life balance.

Although happy to start off as a single-van operation, some franchisees have the ambition to build a management franchise, with a fleet of vehicles and a team of well trained staff. The domestic oven cleaning marketplace lends itself well to such ambitions and the Ovenclean network includes a number of multi-vehicle management operations.

Hear from existing franchise partners...

With over twenty years' experience of successfully franchising in the UK, its franchise model is proven,

tried and tested. Over the years Ovenclean has trained, developed and supported franchise partners from all walks of life, with varying backgrounds, work histories and business ambitions.

"Demand for oven cleaning has been high from the start and business is really good."

After leaving his job in highway maintenance, **Owen Rowlands** decided he wanted to run his own business and ultimately chose an Ovenclean franchise. Two years on, he can hardly believe the success he has achieved and says it's been an amazing experience.

"Demand for oven cleaning has been high from the start and business is really good," he confirms. "Every month turnover gets better and better, which is exactly as Ovenclean told me it would be."

Owen continues, "Although I'm really busy in my original territory, the response has been so positive that I have taken the plunge and invested in an adjacent, second territory - now I'm rushed off my feet!"

Less than two years in, Owen has completed well over 1,000 cleans, but that's just

the beginning according to ambitious Owen. With a diary full of appointments, and some big plans in prospect, he is looking forward to another year of growth. "It's been a wonderful two years, I've been thrilled by how well it's gone - I can't wait to see what this year brings!"

"I wanted a complete change of direction; I wouldn't change my life now for the world."

After twice being made redundant, former Prison Officer **Graham Kerridge**, took the opportunity to change career with Ovenclean and hasn't looked back since! With his wife also setting up a new business, Ovenclean has given him the flexibility to plan his diary around his needs.

"Not only do I have a thriving business with great rewards, but it also allows me to have a great quality of life."

"I looked at different opportunities with an open mind," he explains. "All I knew was that I wanted a complete change of direction. When I met the Ovenclean team I found

them to be highly professional and very friendly, and the business model was compelling too - after all, everyone has an oven and nobody likes the chore of cleaning it!"

"The advice and support I get from head office really is invaluable - I can't praise them enough."

After taking voluntary redundancy, former Prison Officer **Graham Kerridge**, took the opportunity to change career with Ovenclean and hasn't looked back since! With his wife also setting up a new business, Ovenclean has given him the flexibility to plan his diary around his needs.

Want to find out more?

Whether you are looking to try something new, fancy a career change or just want to take control of your life by becoming your own boss, Ovenclean's proven business model and unrivalled support structure could help you on your way.

www.ovenclean.com/franchise



JOIN THE RANKS OF SUCCESSFUL FRANCHISEES

 **27 million houses worldwide**
Virtually untapped marketplace

 **Earn over £1000 per week**
Excellent earning potential

 **Opportunities to expand**
Multi-van options

 **Support and Training**
Unlimited business support and training

 **Flexible working hours**
Work around your lifestyle

Requiring a minimum personal investment of £10,000, Ovenclean is a simple to manage franchise with low overheads and a massive marketplace.

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Part of the Franchise Brands PLC Group



A warm welcome awaits in the hospitality business

If you've served in the Police Force you will be well used to meeting people, managing personnel and will no doubt be organised and a sociable type of person.

In fact just the sort of person the leisure and hospitality industry needs. A former general manager at the Ramada Renaissance Hotel in Manchester had a preference for employing people either straight from school or from other businesses who walk of life where they had an interface with the public.

His philosophy was that they wouldn't be influenced by traditional ideas and influences which often saw this service industry as being subservient. He believed that people new to the business with the right attitude would bring a fresh outlook and values. He also advocated that it was one of the few industries where you could join without any experience or qualifications and still reach the top by virtue of dedication, hard work, enthusiasm and a willingness to learn. All qualities that are part and parcel of daily life to service personnel.

WELCOME TO ARROCHAR ASSOCIATES

As a leading provider of training and consultancy for the hospitality industry Arrochar Associates feels it is more than just training it offers, "it's the extra support we give that makes the difference".

You are in the right place for your transition from the Police to hospitality. Arrochar can help you experience a smooth and supported transition into the industry whether it be pub, club, hotel, restaurant, bed and breakfast or nightclub. Before, during and after training, Arrochar Associates will be there to support you.

For Police leavers and anyone else embarking on a new career in the licensed hospitality industry Arrochar trainers' enthusiasm and knowledge are renowned ensuring you have the best training experience possible.

If you're looking for suggestions for your future career and want to explore the possibilities Arrochar has extensive contacts in the trade and can point you in the right direction. The company currently has three courses ideally suited to service leavers contemplating a career in pub management. An opportunity for many to stand on the other side of the bar!

'High Five' is a packed week with highly experienced trainers who know the industry inside out and will guide you through the sessions ensuring you take away what you need to embark on your new career. You will learn the essentials for entering the hospitality industry, complete five days and some evening practical bar sessions and come away with five certificates.



BIAB Level 2 Award for Personal Licence Holders (APLH)

- APLH is a must to be in charge of a business serving alcohol
- APLH contains vital information on licensing law and due diligence

BIAB Level 2 Award in Licensed Hospitality Operations (ALHO)

- Includes finance, catering, employment law, customer service, health & safety legislation, marketing and merchandising
- Packed with topics covering all aspects of the licensed trade

BIAB Level 2 Award in Licensed Retailing (ALR)

- ALR is an additional qualification awarded on successful completion of the APLH & ALHO

BIAB Level 2 Award in Beer and Cellar Quality (ABCQ)

- ABCQ covers beer and cellar quality, including hands on experience
- Pouring the perfect pint and other drinks for real customers during some evenings

CIEH Level 2 in Award in Food Safety in Catering

- Food Safety is a crucial qualification for those handling food – this includes ice and lemon.

'Seven Up' is a step up a level. Come back to Arrochar Associates for another week. Three advanced courses on three separate days with study in between. A visit to a local brewery and a look at different styles of hospitality businesses are included in the week.

BIAB Level 3 Award in Hospitality Business Management (AHBM)

- **Understanding a Business Market** – who and where your customers are, how to attract, interest and keep them

Motivating a Team in Business

- a happy and motivated team leads to happy customers, a happy boss and a great business
- **Profit, Loss and Budget Control** – The more advanced side to running a hospitality business
- Five days, three training days and time for revision, plus brewery tour and time spent 'out & about' looking at different hospitality businesses.

Finally there is 'Nine to Shine'.

Eight further advanced one day courses over two weeks, with time for revision. An opportunity to excel, eight units in addition to the AHBM and achieve the:

BIAB Level 3 Certificate in Hospitality Business Management (CHBM)

- **Monday – Business Planning.** Your skills, your plan, your route map to success
- **Tuesday – Recruitment & Employment Practice.** People, procedures and policies
- **Wednesday – free/revision day**
- **Thursday – Training Design & Delivery** - You have the "know how", now train your staff
- **Friday – Customer Service.** Making your customers

welcome, want to return to your business and tell others about it

- **Monday – Stock Control.** The importance of stocktaking, how to interpret stock results and how to avoid profit "leakage"
- **Tuesday – Sales Promotion & Merchandising.** How to get your business & products noticed & how to maximize profits using effective sales techniques
- **Wednesday – free/revision day**
- **Thursday – Profitable Food Management.** The proof is in the pudding. How to make the most from a food operation
- **Friday – Profit through Accommodation.** Don't sleep on it, do it!

HOTEL INDUSTRY TRAINING (HIT)

Additional qualifications can boost your market value, improve your confidence and kick-start or refresh your career.

Once you have decided on a career in the potential-filled world of hospitality and catering, the way to progress up the ladder to broaden the scope of your job role and enhance your pay is to gain additional qualifications.

HIT is with you throughout your career in the hospitality industry. The company provides a wide range of short courses to provide the specialist skills you might need as well as meeting statutory learning requirements.

Professionally recognised qualifications range from entry level to more advanced, enabling you to reach the next stage of your development and help you move smoothly along your career path.

The range of short courses is sizeable, so there's something to suit everyone. Choose from Health and Safety, Food Hygiene or Customer Service. Or perhaps you're interested in Business Administration, Finance or Sales and Marketing. Or maybe you'd like to learn more about Pubs and Bars, Wine and Spirits, First Aid, Coaching, Mentoring and Training or even Management. Whatever you choose, it's clear that investing in improving your skills and knowledge

WHY TRAIN WITH ARROCHAR ASSOCIATES?

According to Carolyn McFarlan who started the business in 1992, the courses are run by hospitality professionals who have real life experience in the industry. She said: 'They are not trainers because they can't, they are trainers because they can, are great at what they do and enjoy it. In our team we have those who still run pubs whilst others support major companies operationally.'

Making the difference is the driving force behind the training team. They work on the belief that successful training is much more than just an exam result, it is how the knowledge is used and put into practice. 'That is why we go the extra mile to help you build your personal knowledge base and your business,' said Carolyn.

The courses below are accredited by the BIAB, the leading awarding body for the hospitality trade. Arrochar Associates is recognised as a Grade 1 BIAB training centre.

Can't find the course you are looking for or need further information? Call the course help line on **01869 343640**. You can also visit website **www.arrochar-associates.co** where you will find an easy to use online enquiry form.

is investing in your future.

You can find out more by visiting **https://hittraining.co.uk** or you can speak to an advisor by telephoning **0800 093 9892**.

Most higher education colleges and some universities run courses in catering and hospitality so it's worth spending some time online to see if there is an educational establishment in your preferred area that can meet your needs. Many of these have special facilities and arrangements for service leavers. ●



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Are you looking forward to retirement or resettlement from the Police Force, or have you recently left the Police, and looking to start your own consultancy using your specialist skills gleaned during your career?



The answer:
The Training Accreditation Programme (TAP[®]) offers a wide portfolio of opportunities at all levels of L&D that will quickly give resettling service personnel a range of lifelong skills and professional qualifications to better prepare them as they transfer from Service to Civilian life, and qualifications that are awarded by the British Institute for Learning and Development. For those Service personnel that already have subject matter skills, TAP[®] provide a matrix of qualifications that can provide the necessary professional skills, for example, to carry out L&D Consultancy, Coaching, Training Needs Analysis, Facilitation and Training Delivery, Design and Development, all of which will prove useful in any new personal business venture or consultancy.

There are plenty of avenues to take when retiring from such a distinguished career, and frequently ex Police quite rightly decide it's time to work for themselves and set up a consultancy business. They may also consider joining other private companies who can make the best use of their subject matter expertise garnered whilst serving Queen and country over their lifetime. Your specialist service-related skills will have developed over your career, they may be wide-ranging, or they may more recently be specifically focused on one area

of your service, making you the best subject matter expert in your field. Those skills will undoubtedly be attractive to future potential clients, or employers, as they offer much in terms of discipline, structure, expertise, reliability, integrity, confidence, competency and professionalism, all standard trademarks of those immersed whilst serving. You also may already have the best on-the-job qualifications relating to your subject matter expertise, perfect! However one area, though, that is often overlooked is the fact that once you become your own boss, and wish to become a specialist consultant, this takes you into the realms of learning and development. In this world you may be asked to identify and validate training needs, you may need the skills to confidently consult with stakeholders, to coach staff, to win support and

produce meaningful arguments that can prove your knowledge and skills can be successfully transferred to the bottom line of someone else's business: in essence, evidencing specific improvements, giving the client a real return on their investment in you. You might, also, need to design a training package. So, what professional learning and development qualifications have you gained to show prospective clients that you can do this successfully? And how do you evidence that you have been trained to the best standards possible, not only for your Service skills, but in learning and development? How can you evidence that you have invested in your own personal development, and that you understand that you are delivering what the client really needs, and not just something that you feel you are good at 'delivering'.

David Annets
(TAP Global Director for Policing)
D.Annets@trainingfoundation.com



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The Queen's Award for Enterprise: Innovation in Quality Assurance of Learning and Development.
The staff here at The Training Foundation are quite rightly delighted and extremely proud that Her Majesty The Queen has conferred upon us a second Queen's Award for Innovation in 2016, on this occasion for 'Innovation in the Quality Assurance of Learning & Development'.
We are the only training

provider to have ever won The Queen's Award for Innovation twice, so we are understandably doubly proud!
In fact, today more than half the FTSE100 and many hundreds of other private and public sector employers, across all industries and the world, are benefiting from TAP[®]. These are the companies that you may be considering joining post resettlement. Please see what our clients say about TAP[®] on our website www.tap-training.com

If you would like to find out more about TAP[®] and our onsite or public scheduled programmes, please call our dedicated Account Managers on 02476 411288, 'livechat' through our website or write to info@tap-training.com.
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left to right, Paul Edmondson, Director of Training; Chris Sutton, Director of Sales; Adrian Stokes, Managing Director

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A NATURAL PROGRESSION

How an award winning Bobby found a rewarding business after retirement

Following a 10 year Army career in which he served in Germany and the Falkland Islands Ian Northcott B.E.M, joined the Police Force and had a varied 23 year career in central Birmingham.

During that time he spent ten years on the Police Helicopter, was involved in training and enjoyed working with the Prince's Trust. Ian says "Both the Army and the Police involve being active outdoors and a lot of variety and I knew that when I retired I would need to ensure I did something similar so when I discovered Nordic Walking, I knew instantly it was for me - I love working with people and to be able to help them improve

their health and fitness whilst having fun is just the perfect fit". Ian now runs his own outdoor fitness business Mercian Nordic Walking where he and two supporting Instructors deliver classes for all levels from Ultimate nordic circuits to wellbeing walks. Nordic walking is derived from cross country skiing and it's amazing how a simple pair of poles can provide a workout similar to being on a cross machine with the right teaching.

During his Police Career Ian had gained notoriety as the 'Busking Bobby' following an impromptu rendition of Oasis with a Birmingham busker one Christmas. He launched a charity for the Homeless called Socks and Chocs (www.socksandchocs.co.uk) for which he was awarded the British Empire medal this year. Now he regularly breaks into song about his new career and his fun videos have inspired many to join his band of over 200 clients across three local Towns. It's exactly a year since he began his training with Nordic Walking UK and Ian says he is loving every minute. "I chose the Delivery Partner option as I wanted a proper business with support to help me navigate the transition from public servant to being a successful business owner and fitness professional. If you have the drive to succeed, NWUK supports you all the way". He says.



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Branch out

It's not every day that you get the opportunity to lead out and develop your own business branch. And it's rarely the case that you'll have a corpsus of support from a well-known and established organisation like NFU Mutual. But that's exactly what we can offer. Once you're up and running (with our help, of course), you'll work as an NFU Mutual Agent, serving the financial needs of local members, promoting and selling our award-winning range of insurance and financial products. In some roles, you'll also work with our farming union partners, championing British farming in your region.

If you thrive on responsibility, have a flair for sales and an affinity with the countryside, we can offer you an exciting career with a difference. Find out more and see our financial life in the life of an Agent at www.nfumutual-agencies.co.uk

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