

33%

found securing their first civilian job difficult



1 in 5 are working in non-permanent positions such as self-employment, portfolio work or casual employment

30%

experienced ageism and



28% experienced anti-military bias



41%

had applied for work below their skill levels

53%



secured civilian work before leaving the Armed Forces

85%

find their civilian jobs interesting

59%

are happy with their salaries

34% state leadership as their most important skill



but only **10%** of employers rate this for new hires

49%

of employers agreed that 50+ Service leavers have skills their business can benefit from



1 in 4 employers do not consider Service experience relevant to their industries