

The value of Reservist training to civilian employers

An overview of new research

The skills and abilities developed through military training are often extremely useful to Reservists in their civilian workplace, but employers often find it difficult to fully grasp the value.

To properly quantify the benefit that Reservist training brings to employers, SaBRE (Supporting Britain's Reservists and Employers) commissioned extensive research into the transferable skills developed through service in the TA.

Average value of a year's training

£8,327

The research concluded that an employer would have to pay over £8,000 if they purchased civilian training to provide the same amount of development as an average Reservist's military service provides in a year.

This figure relates only to skills that are relevant to the civilian workplace.

The average annual figure varies between soldiers and officers, and infantry and non-infantry roles:

Infantry soldier	£7,131
Non-infantry soldier	£8,001
Infantry officer	£11,036
Non-infantry officer	£11,347

Training value through a Reservist's career

The tables below show the equivalent cost of the transferable development received by the time Reservists reach each rank.

Soldiers	Infantry	Non-Infantry
By Private	£1,704	£1,385
By Lance Corporal	£21,850	£18,417
By Corporal	£33,508	£33,623
By Sergeant	£49,123	£59,636
By Colour/Staff Sergeant	£60,904	£68,582
By Warrant Officer Second Class	£85,575	£96,011

Officers	Infantry	Non-Infantry
By Second Lieutenant	£22,248	£22,248
By Lieutenant	£35,219	£36,192
By Captain	£80,744	£88,500
By Major	£132,428	£136,159

The value of specific courses

A mix of infantry, non-infantry and generic courses were studied during the research. For each, it was calculated how much an employer would have to pay for civilian training leading to the same development in their employee. This relates just to skills and experience relevant to a civilian workplace.

	Equivalent value of civilian training
Recruit training (Infantry)	£960
Recruit training (Non Infantry)	£640
Combat Infantryman's Course	£750
Recruit Course (Non Infantry)	£750
Infantry PJNCO	£1,800
Annual Training (MATTs)	£3,000
Annual Camp	£1,500
RLC Movement Controller CI 3	£2,750
RLC Movement Controller CI 2	£4,900

	Equivalent value of civilian training
RLC Movement Controller CI 1	£6,500
PTC (Section Commander)	£3,275
PTC (Platoon Sergeant)	£4,325
PTC (Platoon Commander)	£5,500
TA Officer Training	£22,000
RLC Troop Commanders Course	£6,500
JOTAC	£8,275
Defence Instructional Techniques	£1,000
Range Management Qualification	£900

New employer guides to military training

From the research, SaBRE has produced a series of short guides aimed at informing employers of the particular skills and qualities that specific military training courses build as well as the amount they would have to pay to buy the equivalent training.

The guides will be distributed on training courses, for Reservists to pass on to their employers.

Both the research and the individual course guides have been endorsed by the Chartered Management Institute. The full set of course guides can be downloaded at www.sabre.mod.uk/guides

The guides currently available are:

- Annual Camp
- Annual Training
- Combat Infantryman's Course
- Defence Instructional Techniques Course
- Junior Officers' Tactical Awareness Course
- Junior Non-Commissioned Officer Course
- Movement Controller Class 1
- Movement Controller Class 2
- Movement Controller Class 3
- Platoon Tactics Course (Section Commanders)
- Platoon Tactics Course (Platoon Sergeants)
- Platoon Tactics Course (Platoon Commanders)
- Recruit Training
- Royal Logistic Corps Troop Commander
- Range Management Qualification
- Training to become an Officer
- Trained Soldier Course (B)

How the training value is calculated

In order to quantify the value of training to civilian employers, the following equation was used to calculate purchase cost:

$$\text{number of days} \times \text{civilian course day rate} \times \text{transferability \%} = \text{purchase cost}$$

This takes into account the length of the course, the cost of equivalent civilian courses at the equivalent academic or vocational level and the percentage of the skills developed that is transferable to the civilian workplace.

To calculate the total equivalent cost, the purchase cost is additionally weighted to reflect the fact that Reservist training normally takes place out of work hours (at weekends, evenings, during holidays or on unpaid leave) whereas the employer would be paying the Reservist if they were attending a civilian training course.