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The Military Human™:

Understanding military culture, transition
and adjustment certificated CPD.

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 @MilitaryHuman





Why should staff undertake the Military Human™: Understanding Military Culture, Transition and Adjustment certificated CPD training?

People from all walks of life experience transition and adjustment at different times during their life such as changes in employment, moving home, promotion, or starting new relationships. Most would recognise that during these periods of transition and change, a period of readjustment should be expected. This period will differ between individuals and may be influenced by previous life, environmental or employment experiences.

For service leavers, their families and veterans, transition from the armed forces can be particularly challenging, especially when seeking to establish a new civilian life and find suitable employment outside of the unique military cultural environment.

The Military Human™ CPD supports service providers and employers to explore and better understand military culture and the transition/adjustment experience. This understanding leads to upskilling of staff, reduction of stigma and uptake of services, and employment of skilled people from the armed forces community.

Over 5000 staff from a wide range of services including NHS, MOD, HMPPS, Military Charities and Local Authorities have received the Military Human™ CPD training, improving staff awareness, patient/client engagement and service delivery. In addition, completion of the CPD provides evidence of an organisation's commitment to the Armed Forces Covenant.

The solution: A person centred approach:

- By utilising a timeline approach following a recruit through basic training and into their military career, the understanding of military culture, ethos, values, sense of belonging and family can be successfully explored.
- Evidence based theories show how military culture is formed (Hofstede,1980), how human needs are met (Maslow,1943) and how the military identity (Erikson,1950) is created.
- By understanding the human journey of development, delegates can observe how this may play a part in the transition and emotional adjustment experience to civilian life for service leavers and their families.
- Applying awareness of the change curve (Kübler-Ross,1969) and culture shock (Adler,1975), delegates observe how they influence transition adjustment when entering civilian life.
- Although most service leavers find employment within 12-months (Ashcroft 2014), new research suggests that the military to civilian life adjustment experience can take far longer (Fisher et al 2021) and that a sense of bereavement and loss is experienced (Lifting our sights, 2021)

Military Human™ delivery staff:

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Business support:

Business focused programmes and products to help you develop your business.

Work with expert, industry-focused academics to develop practical and innovative business solutions.

Scale up your business, increase your profitability, and develop the skills and knowledge of your workforce. We support small and medium businesses as well as blue-chip organisations.

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- CPD and short courses
- Degree apprenticeships
- Military Human courses

Services:

- Business Consultancy Clinic
- Knowledge Transfer Partnerships (KTPs and MKTPS)
- The Enterprise Centre (support for micro and small sized enterprises in any sector)

Explore the services and courses we offer on this page, then get in touch using our business enquiry form via our webpage or QR code below.

yorks.ac.uk/business-support

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