



ARMED FORCES
COVENANT

EMPLOYER
RECOGNITION
SCHEME

GOLD AWARD

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1841

YORK
ST JOHN
UNIVERSITY




The Military Human™:

Understanding military culture, transition
and adjustment certificated CPD.

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yorksja.ac.uk/armed-forces
X @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, Ministry of Defence, HM Prison and Probation Service, 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 is 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, you 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), you will 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:

Nick Wood MSC FHEA (Veteran)

Armed Forces and Uniformed Services Manager



Testimonials:

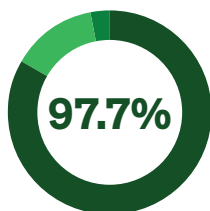
“OpCourage North of England have integrated the Military Human CPD into its mandatory training programme to ensure that all staff understand the military culture and the unique experiences of those who have served, alongside their families. OpCourage North of England recognises the value that the Military Human training has brought the service. This has included staff having a greater depth of understanding of some of the challenges that Veterans and Reservists may have faced during their service and face as they transition into civilian life. As a service, the Military Human training has supported the development of our service to ensure that we are veteran focused, and trauma informed supporting the engagement between our service users and our service”.

Dr Paul Perry – Clinical Lead - OP Courage North.

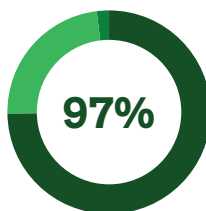
“The Military Human training and its superb main trainer, Nick Wood, has since 2012 been a key facet of how our NHS organisation meets and sustains three key goals: 1) raise awareness about what the Armed Forces are and are not, dispelling myths and explaining culture 2) understand the particular needs of the AF community including our obligations to them and 3) how clinicians and other practitioners can adapt their normal practice to better meet the needs of the AF community. The training is evidence based, effective, enjoyable and inspires confidence in attendees who are then identified as veterans’ champions in our NHS Trust to further embed Forces Friendly practice”.

Dr Dan Barnard – Clinical Lead - Midlands Op Courage

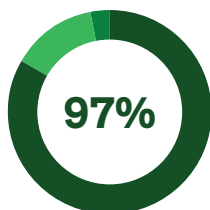
Qualtrics™ Data: Combined 30-month staff feedback, data and observations.



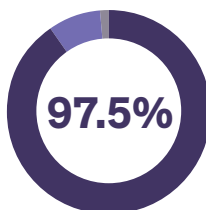
97.7% of staff either strongly agreed (84%) or agreed (13.7%) that the learning objectives were achieved.



97% of staff either strongly agreed (74%) or agreed (23%) that the learning could be applied to their work.



97% of staff either strongly agreed (75%) or agreed (22%) that the course met their personal and/or professional objectives.



97.5% of staff rated the CPD course either excellent (89.5%) or good (8%).