

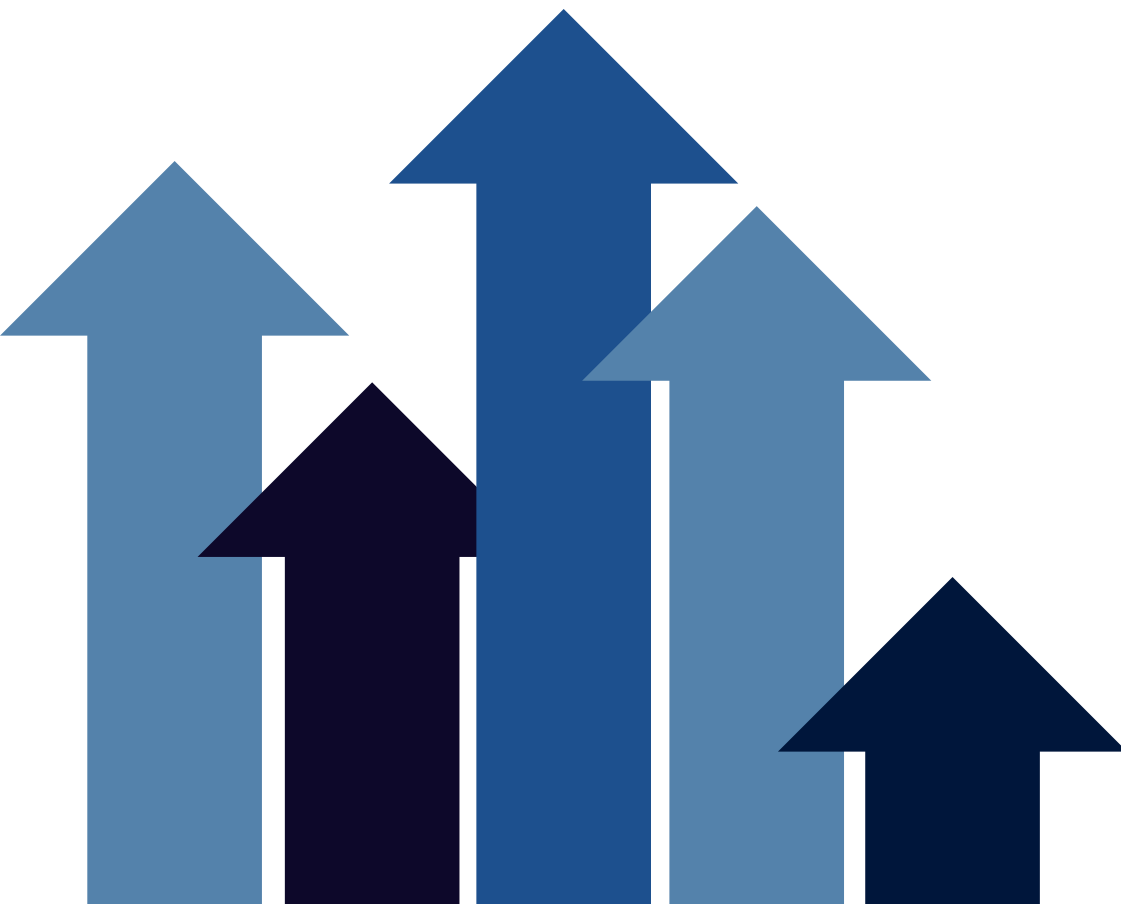


Office for  
Veterans' Affairs

THE ARMED FORCES  
COVENANT FUND TRUST  
*Funded by HM Government*

# Veterans' Career Development Fund

## FAQs



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### **Why are we running this grant programme?**

This Fund is intended to contribute to the UK Government and Office for Veterans' Affairs' ambition to improve Veterans' employment outcomes in the UK.

It will contribute to the Government's Veterans Strategy Action Plan ambition which identifies that:

*"Stable long-term employment opportunities after service are the foundation of positive life outcomes for Veterans, and we know that Veterans all over the country are leaving service equipped with skills and expertise that benefit not only themselves but our economy too."*

Under this programme, the Armed Forces Covenant Fund Trust will award grants on behalf of the Office for Veterans' Affairs towards projects that contribute to the ambition of this mission statement.

### **Can we apply for multiple schemes?**

Yes, however, where an organisation is bidding for multiple schemes, each scheme should be separately costed, but combined as a single application not exceeding £70K.

We will only award one grant per organisation. You can include more than one area of delivery within your application.

### **What does a successful project look like?**

A successful project will be aspirational, inclusive and collaborative. By aspirational, we mean your project should help Veterans to develop a solid career path. This may mean you work with a smaller number of Veterans with specific needs, at a higher cost per head, to meet their employment aspirations.

By inclusive, we mean your project should engage with groups beyond the mainstream Veteran community who may be harder to reach and should consider accessibility.

By collaborative, we mean your project should plan to work with existing partners within the UK Veteran employment space. There is more information about this in the programme guidance.

### **What should my application show?**

Your application should show that your project is needed and targeted; that it was developed with people from Armed Forces communities and does not duplicate, and is complementary, to existing provision. You should also show how your project will support longer-term change and that funding is not available anywhere else, for example through the local authority, and that you have the skills and experience necessary to be able to carry out your project, within the agreed timescale.

## **What do we mean by a recognised qualification?**

By recognised qualification, we mean a qualification that is recognised by Ofqual in England and Northern Ireland, or the Scottish Credit and Qualifications Framework in Scotland or Qualifications Wales in Wales.

The qualification on offer must have a clear link to a Veteran's chosen career pathway.

## **When can a family member of a Veteran be included as a project beneficiary?**

In some circumstances we may fund projects that offer direct support for family members of Veterans. We will only do this where you can give a clear and compelling case as to how the family members you are working with have faced impact on their careers due to a family member's Service. This may include significant changes in schooling arrangements or significant impact on family life due to serious injury, serious mental health conditions or bereavement.

## **If we are awarded a grant, are there any expectations of us?**

Yes, you will need to show how your project works with others. You should also use our impact measurement tools to show the change that your project is making.

**Working with others:** If you are awarded a grant under the Veterans' Career Development Fund, you will be expected to work with other grant holder(s) who have been awarded funding under the Office for Veterans' Affairs Veterans Employment Enhancement Fund, which includes working with wider employment pathways funded by the Office for Veterans' Affairs.

**The Impact Hub:** We will expect all funded organisations to use our Impact Hub to track the progress of their work with their beneficiaries. Full details about our Impact Hub and how to use it, can be found on our website, [here](#).

## **What does sustainable changes mean?**

We want to fund projects with sustainable benefits. This means that we are interested in what will happen in the long term after your project has ended. There are different ways in which sustainable benefits can be achieved, our guidance document contains more detail on this.

## **In the guidance document it says that awarded grants should deliver measurable outcomes, what does this mean?**

All awarded projects should provide 'Support outside of existing Career Transition Partnership provision that supports Veterans into training and employment through obtaining recognised qualifications, and opportunities for advancement and progression within existing employment.'

You'll be expected to show how you will meet this outcome as part of your application – we'll expect you to show us evidence of support you have for the approach you plan to take.

## What is a Theory of Change?

A Theory of Change is essentially a description and illustration of how and why a desired change is expected to happen in a particular context. In this case, Veterans' career development.

It is a way of identifying solutions to effectively address the causes of problems that hinder progress and guide decisions on which approach should be taken.

We will expect you to submit a theory of change as part of your application, showing how you will meet the overall outcome of 'Support outside of existing Career Transition Partnership provision that supports Veterans into training and employment through obtaining recognised qualifications, and opportunities for advancement and progression within existing employment.'

Your theory of change is your document. You can develop it in a way that is meaningful for your project. We have included an example in the programme guidance. Your theory of change should be able to clearly show us how Veterans and their families will benefit from your project.

## How can we measure the impact of our project?

Your application will need to be able to show how you will measure the impact of your project, for example, this could be through using the Trust's Impact Hub; using evidence from your beneficiaries, upon completion of your project to evaluate improvements to their employment status thus reducing 'underemployment' or including resources for external evaluation within your project budget.

## I have read the guidance document, and it mentions the Subsidy Control Act. What is a subsidy?

We are a public body, and we are required under the Subsidy Control Act 2022's transparency requirements to publish details concerning individual awards which may be considered to be subsidies.

There are four key characteristics which must all be present for funding to be classed as a subsidy:

1. a financial contribution
2. given by a public authority from public funds.
3. given to an organisation giving them an economic advantage that is not available on market terms.
4. Affects, or is capable of affecting, competition or investment within the UK, or trade or investment between the UK and a country or territory outside of the UK.

If our funding meets **all four key characteristics**, then it will be a subsidy.

For a subsidy to be permitted it has to comply with seven common principles as set out on the UK government website.

Subsidies above a certain financial threshold (currently £100,000) must be published on both our own website, and on a database held by BEIS.

Smaller grants may be outside the scope of the Act if they are not considered to be a subsidy. For example, because they are unlikely to have an impact on trade or investment.

You should familiarise yourself with the requirements of the new subsidy control regime when considering applying to us.

### **We are a charity who would like to partner with other organisations as part of our project, can we apply?**

Yes, you can work with other organisations as part of your project. However, if any of the organisations that you will be working with will receive part of your grant, you should refer to the section on delivery partners in our guidance.

### **What do you mean by a delivery partner?**

A delivery partner is an organisation which is either: receiving part of the grant or their involvement in the project, through providing resources or some other means, is critical to the delivery of the project.

If we award you funding and you plan to work with one or more delivery partners, it will be a term and condition of your grant offer that you have a formal signed partnership agreement with them. You can find guidance on what a delivery partnership agreement should include on our website.

### **We are a registered charity in Scotland, and will be working with partners in England under this programme, are we eligible to apply?**

Yes, where activity is focused on or covers specific nations or regions within the UK, an application which takes account of, and seeks to align in so far as practicable and possible with Devolved Administration and Local Authority economic considerations, is particularly welcome.

If another organisation will be receiving part of any grant we award, you will need to have a delivery partnership agreement in place.