



IN COOPERATION WITH



WORKING WITH MPCT

RECRUITER'S GUIDE



IN COOPERATION WITH



HOW CAN MPCT HELP YOU AS A RECRUITER?

We recognise that many candidates in the Army pipeline need nurturing and guidance so that they can commence their career. Some will never be able to join, others may have just a few development needs to get them close to being ready for assessment and others may be some way off closing the gap to be ready.

For those candidates who you feel will fall short of the required standards, it is important we are able to offer them the opportunity to develop their potential and maximise the opportunity they are given at selection – we have identified Military Preparation Colleges as the ideal platform to provide our applicants with additional preparation to improve their chances of passing AC successfully. We need candidates who arrive at the Assessment Centre, to be prepared and able to fulfil their true potential. So whether their development area is fitness or basic education, attending Military Preparation courses is an ideal way to close those development gaps and prepare them in the best possible way.



There are a number of Military Preparation Establishments, but we have chosen to work extensively with one because it reaches the highest standards of performance and criteria demanded by the Army.





MEMORANDUM OF UNDERSTANDING

The MOU was signed to establish the working relationship between MPCT and Headquarters Army Recruiting, and Initial Training Command (HQ ARITC), and to set out the mechanism by which MPCT can help increase the number of successful applicants joining the Army. The stakeholders who signed the MOU were Huw Lewis MBE (Managing Director MPCT), Major General Paul Nanson CBE (GOC ARITC) and Cath Possamai (Chief Executive Officer RG). This agreement will mean that by working together, many more young people will be supported, nurtured and educated, allowing them to achieve their ambition to serve their country.

WHO ARE MPCT?

- MPCT have 20 years experience of working with young people who aspire to join the Military to enable them to be better prepared for the recruiting, selection and training pipelines. Their bespoke contextualised curriculum delivers educational physical and emotional support which is designed to meet the needs of the young people and more importantly, the needs of the employers who they progress onto
- Over 4000 young people have joined the military from their colleges
- Candidates that have been through the MPCT programme are better prepared, physically and mentally, for the rigours of Phase 1 Training
- The roll on roll off programme allows the young people to start on the course at any time of the year and to leave whenever their needs have been met
- They can also leave at any time of the year whenever they have the opportunity to enlist
- Their recruiting and training pipeline runs in unison with the Army Recruiting pipeline
- Daily physical training and regular assessments allow target setting and ensures preparation for selection and training
- Our deferred candidates can be supported and nurtured on their courses to prevent drift from the Army recruiting pipeline, we will still have joint ownership
- Candidates will return better prepared to our pipeline when ready and able to continue through the process
- Monthly clinics in the colleges will allow us to better manage all of our in-flight candidates
- Assessments allow target setting and ensures preparation for selection and training

At the Military Preparation College, they believe that through outstanding leadership and teaching, everyone can achieve their goals. They have been inspected by Ofsted and awarded “outstanding” in all areas – in outcomes for students, learning and assessment, leadership and management and in the quality of teaching. They have also been awarded the TES training provider of the year, 2017 in recognition of the exceptional results their students achieve across all of the Colleges.

Every instructor at the college has served in the Armed Forces in an Instructional or Leadership role and continue to be role models to their Learners. They have been trained by the best and, in turn, the Learners are educated from the best. The sense of pride the staff feel in developing, training and supporting the Learners has also been recognised by the Times 100 Best Companies to Work For 2017. MPCT is also a Defence Employer Recognition Scheme Gold Award holder, which is the Governments recognition scheme to organisations for their ongoing support to defence.

The MPCT Alumni who achieve their goal to join the Armed Forces are more likely to be successful than direct entrants having being prepared with the core values and the core skills to support their success. With this new found set of skills and qualifications, doors are now open to them, which were previously firmly closed.

TRAINING
PROVIDER OF
THE YEAR 2017



CORE VALUES



PHYSICAL & MENTAL HEALTH

RESPECT

INTEGRITY

DEDICATION

EMPATHY

Physical & Mental Health, Respect, Integrity, Dedication, Empathy and PRIDE – these are the core values that now lie at the heart of the MPCT culture. They believe that through living and breathing these values every day, and by encouraging the Learners to do so as well, will allow them to develop and prepare for the real life experiences they will face, leading to meaningful outcomes and create a real sense of achievement.

OUR MISSION

Our mission is to engage, motivate and educate in order to achieve excellence for all.

OUR ETHOS

We create an environment that is caring, supportive, safe and positive.

OUR VISION

MPCT's vision is to provide outstanding standards of learning in every region of the United Kingdom. This will support young people to reach their potential and progress to their chosen career or learning path.

MPCT - THE MAKING OF YOU

MPCT JOINING CRITERIA:

Must be aged 16-19 and have the right to work and live in the UK.

JUST SOME OF THE BENEFITS FOR LEARNERS JOINING MPCT:



HEALTH AND WELL-BEING



IMPROVED FITNESS



SOFT SKILLS DEVELOPMENT



TEAM BUILDING



TARGET SETTING

MILITARY TRAINING

The courses are designed to give Learners the skills needed to start their journey towards a rewarding career in the British Armed Forces or to progress on to further education or training.

At the college, Learners will follow a weekly routine of activities and curriculum. This includes vocational training, physical training, English and mathematics, military training days and assessments.

The curriculum covers a wide variety of skills, giving the confidence to develop. These skills and the added confidence to apply them are gained through an active and holistic approach ensuring the Learners will always have the support of their peers and their Instructor every step of the way as they develop.

Problem-solving and leadership skills are essential in both the Armed Forces and most other civilian employments. Learners will take part in a range of problem-solving activities both in the field, and in academic lessons and the ability to work effectively as a team member is recognised as an essential element to their success. There are many leadership opportunities at the college, and all Learners are encouraged to challenge themselves to be the best they can be.

The programme includes:

- Military visits
- Physical preparation for assessment centre
- Low-level tactics
- Monthly Army careers advisor visit
- Activities to support Learners' applications
- Annual inter-college competition

MILITARY PREPARATION COLLEGE

- 32 colleges in the UK
- 40% physical training, 60% vocational training
- Over 90% progression rate into the Armed Forces, training or employment
- Gain qualifications
- Roll-on/roll-off course you can join any time of the year
- Instructors are all ex-British Armed forces personnel
- Support with application forms for chosen career
- The course is free and you may be eligible for a training bursary or allowance
- Learners conduct daily physical training
- Over 4000 young people have joined the military from the colleges

WHAT CAN YOUR CANDIDATE EXPECT FROM MPCT?

QUALIFICATIONS

BTEC Level 2 in Workskills

The BTEC Level 2 in Workskills qualification will help to develop the skills and attitudes valued by employers in any sector or industry. Depending on how much time spent on the course, they can progress through different levels of the qualification. These include the Introductory Award, Award, Certificate, Extended Certificate and Diploma in Employability.

The aim of the course is to prepare Learners for the workplace. Getting a job is just the first step, a large focus is on giving them the tools to succeed and advance in the role or future career they have chosen. During the course they will develop their confidence, fitness, health and ability to work within a team. They will gain the skills and knowledge required to progress to employment, further study, a traineeship or an apprenticeship.

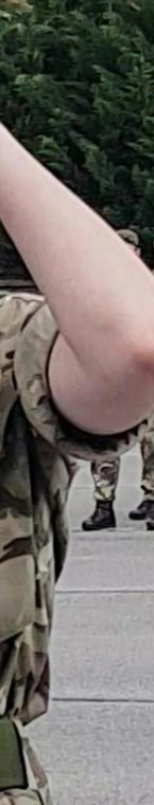


Former Birmingham Learner,
now Rifleman Taylor Lewis

You will study the following Employability units:

- Health and Safety at Work
- Personal Behaviour for Success
- Supporting Employability and Personal Effectiveness
- Developing Your CV
- Applying for Jobs
- Preparing for the Recruitment Process
- Career Progression
- Managing Your Own Money
- Understanding Employment Responsibilities and Rights
- Developing Resilience for Work
- Solving Work-related Problems
- Working in a Team
- Developing Personal Skills for Leadership
- Practising Leadership Skills with Others
- Qualities and Transferable Skills for Work
- Reviewing and Improving Own Performance
- Customer Service Principles
- Improving Health and Fitness for Entry into the Uniformed Public Services
- Exploring the Impact of Diversity in our Community
- Healthy Lifestyles
- Managing Risk in Relation to Personal Safety, Health and Wellbeing

City & 
Guilds



Functional Skills

The Functional Skills qualifications at the Military Preparation College supports you to achieve your vocational aspirations, as these skills are becoming increasingly important in the workplace.

Functional Skills qualifications are intended to support you to improve your numeracy and literacy skills. The Functional Skills qualifications will help you to develop and demonstrate that you can apply these vital skills to a range of situations.

We will support you in achieving these qualifications, which will increase your confidence and motivation. The skills you gain will be valuable in further learning, work and life in general.

You can achieve the following functional skills qualifications:

Entry Level 1, 2 and 3 in Mathematics
Level 1 and 2 in Mathematics
Entry Level 1, 2 and 3 in English
Level 1 and 2 in English.



CONTACTING MPCT?

The main MPCT points of contact in the Partnership are outlined below and please feel free to contact them for any further information you may need.

Your regional MPCT Liaison Managers will be your primary point of contact for any support you need with the monthly clinics, candidate management and any other support or opportunity to arrange outreach or enrichment activities with the colleges.



MPCT CALL CENTRE 0330 111 3939



0330 111 3939



**TEXT JOIN
TO 88008**



APPLY ONLINE
partnerreferrals.mpct.co.uk



**LIAISON
MANAGER**

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Regional Operations Manager - London
& South East - Jonathan Hughes

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Regional Operations Manager - West
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Regional Operations Manager - Wales
Justin Edwards

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LOCATIONS

ENGLAND

Aldershot
 Birmingham
 Bishop Auckland
 Bristol
 Battersea
 Catterick
 Croydon
 Dudley
 Eastbourne
 Edgware
 Gloucester
 Isle of Wight
 Liverpool
 Manchester
 Nottingham
 Newcastle
 Plymouth
 Portsmouth
 Southampton
 Stoke
 Sunderland
 Teesside
 Walsall
 Wolverhampton

Map Key

- MPC College
- HQ MPCT Head Office
- L MPCT Logistics

WALES

Bangor
 Bridgend
 Cardiff
 Cardiff Schools
 Cardiff Sports
 Haverfordwest Schools
 Merthyr Tydfil
 Newport
 Rhondda Sports
 Rhymney Schools
 Sports Apprenticeships
 Swansea
 Tamworth Schools
 Wrexham



JOINING MPCT - FREQUENTLY ASKED QUESTIONS

Do I need qualifications to start the course?

No. You just need the right attitude.

Is the course free?

Yes The training is free due to the course being part funded by the European Social Fund.

Do I need to be fit to join the course?

No. We will make sure that you work at a level that is suitable for you. Your fitness will improve naturally as you take part in exercise every day at the college.

Do I get paid?

You may be eligible for a training bursary. For more information visit <https://www.gov.uk/1619-bursary-fund/further-information> or contact us on 0330 111 3939. In Wales, you may be eligible for government funded Training Allowance.

Will I get to wear a uniform?

Yes. All students on the programme wear the college uniform. This makes them part of the team and gives them a sense of pride. Details on your uniform will be explained on day one.

Will I need to pay for any equipment?

Dependant on personal circumstances, financial support could be available. For further details contact us on 0330 111 3939.

Are the courses residential?

No. You will still live at home whilst attending your local Military Preparation College but you will have the opportunity to go on overnight exercises.

Will the course help me choose a career?

You will receive individual careers advice whilst on the course to help you with your vocational choices.

Do I have to join the military if I attend the Military Preparation College?

No. You will be supported in whatever career path you choose to follow. Although the course is based on military values, it will give you the confidence and employability skills to succeed in any career you choose. You will also gain valuable qualifications.

Do I get any holidays?

Yes. You will be eligible to have up to 35 days' holiday per year.

When can I start?

Unlike traditional colleges, you can start anytime during the year. This is usually within a week of applying.

RECRUITER - FREQUENTLY ASKED QUESTIONS

NOTES FROM RECRUITER

NOTES FROM CANDIDATE



**FOR MORE INFORMATION
GET IN TOUCH TODAY**

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WWW.MPCT.CO.UK
ENQUIRIES@MPCT.CO.UK

