#### "Retraining and Social Adaptation of Military Officers and Their Family Members in Ukraine – Project's results and impact"

Olga Iermolenko, Researcher Bjørn Willy Åmo, Associate Professor Kyiv, 27.09.2018



www.nord.no



## Introduction

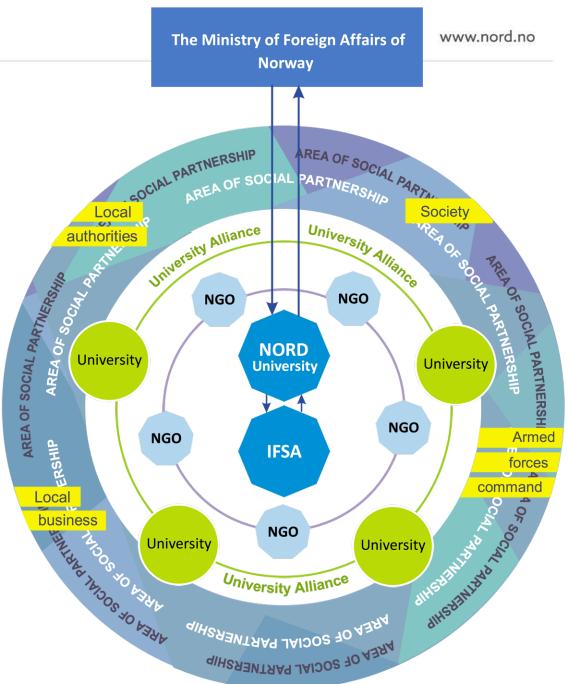
- The aim of this analysis was to evaluate the impact of the Norwegian "Ukraine-Norway" project of Retraining and Social Adaptation of Military Officers and Their Family Members in Ukraine in 2015-2018 and the participants' perception of this project.
- The main aim of the project is to reduce the negative social consequences of military and economic reforms in Ukraine on retired military personnel and their family members, and to promote cooperation between Norway and Ukraine.



NORD University

# The re-training and social adaptation model

- Participants of the project
  - Members of the Armed Forces of Ukraine and other law enforcement agencies, retired or those who will be released within a year
  - Participants of anti-terroristic operation (ATO)
  - Family members



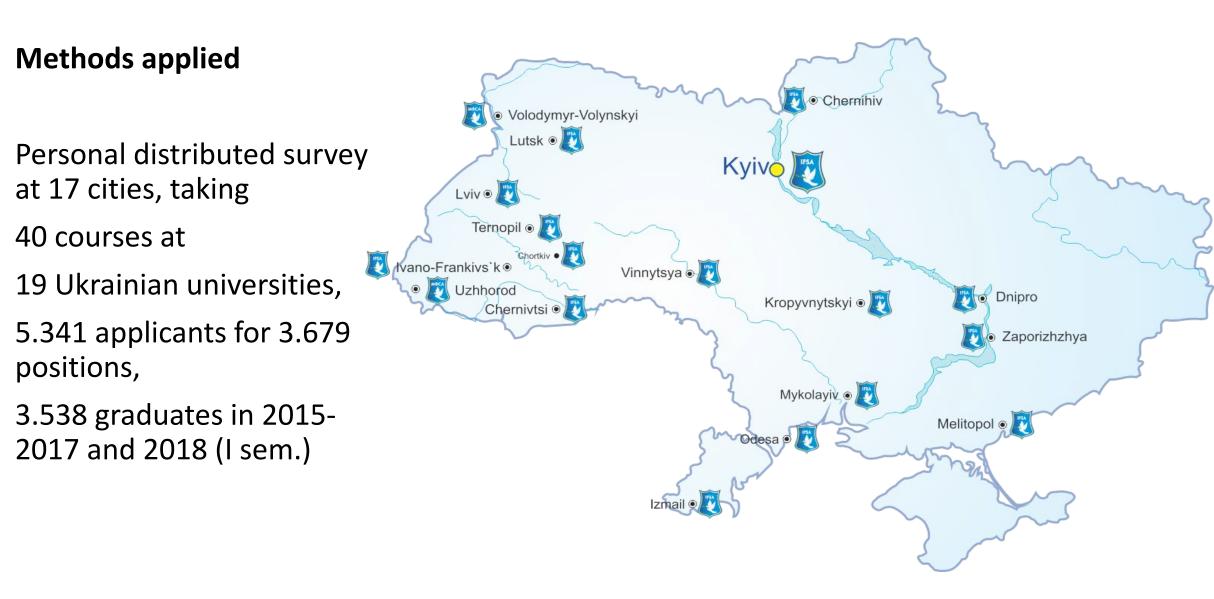


### Program components

Professional retraining (500 academic hours) Psychological and legal adaptation Assistance in employment and starting own businesses

The project took its inception in 2003 and has to date enrolled and re-trained 9341 person

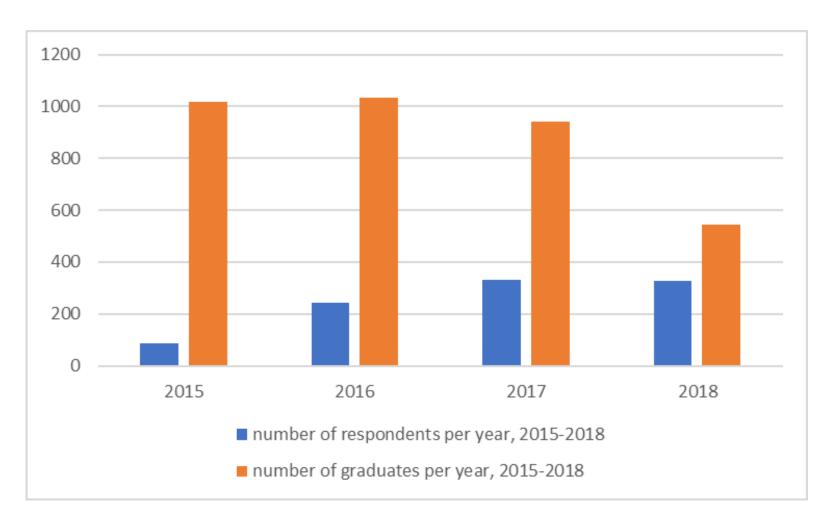






#### **Methods** applied

1077 respondents from 2015, 2016, 2017 and 2018 30.4% overall response rate





Description statistics and 077	Military rank	% of Male in group	% of Female in group	Group % of total	Total #	
Descriptive statistics n=1.077	Senior officer	92,5 %	7,5 %	15,6 %	161	
	Junior officer	88,4 %	11,6 %	14,3 %	147	
	Under-Officer	84,1 %	15,9 %	6,1 %	63	
63.5% males, 36.5% females	Sergeant	87,4 %	12,6 %	10,8 %	111	
Decruited ac	Soldier	86,8 %	13,2 %	14,0 %	144	
Recruited as	Family member	16,7 %	83,3 %	32,6 %	336	
- Military, Family member & Other	Other	60,9 %	39,1 %	6,7 %	69	
	Total	675	388		1063	

Neighbours, colleagues, internet and social media is the main source for attention for the program



#### **Results: What the graduates do now - employment**

	Year				Gender			
What is your current employment status?	2015	2016	2017	2018	Male	Female	Total	
Full-time work (min. 35 hours/week) with only one employer	75,0%	63,2%	61,8%	53,2%	61,7%	54,5%	60,5%	
Full-time work (min. 35 hours/week) with more than one employer	6,8%	5,0%	6,1%	5,8%	5,8%	6,2%	5,8%	
Part-time work (under 35 hours/week) with only one employer	6,8%	8,3%	6,7%	13,2%	8,3%	11,3%	9,3%	
Part-time work (under 35 hours/week) with more than one employer	2,3%	6,6%	4,9%	5,2%	6,1%	3,1%	5,2%	
Unemployed	2,3%	4,1%	6,1%	9,5%	8,3%	4,6%	6,4%	
Homemaker	2,3%	1,2%	5,8%	4,3%	0,6%	10,3%	3,9%	
Student	1,1%	3,7%	1,5%	2,8%	2,1%	3,6%	2,4%	
Disabled		0,4%	0,9%	0,6%	0,9%	0,5%	0,6%	
Retired	3,4%	7,4%	6,1%	5,2%	6,2%	5,9%	5,9%	
Are you currently seeking new/other employment?	16,3%	26,1%	33,3%	54,3%	38,5 %	36,6 %	37,1 %	
Number of observations	88	242	327	325	673	389	982	

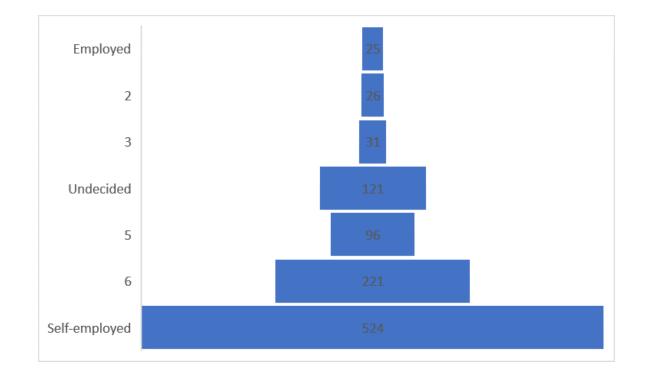


#### Results: What the graduates do now - entrepreneurship

#### Strong interest for starting own business

37.1% have tried24.9% have started23.5% still own one or more businesses

More so with time since graduation Males and females = same Military rank = same



Combines working as employee and working in own firm



#### **Results:** The impact from the course – their living conditions

More satisfied:

- 2015
- Females
- Business owners
- Family members

l'm better off, compared to my dismissed colleagues who did not participate in this retraining program. Our family expenses are higher now, compared to expenses 5 years ago My income now is better than my income during my service in the military (before 1took the course) I feel self-sustained and secure about the future My living conditions have improved Our family income is higher than before 1 took the course My family feels self-sustained and secure about the future Despite the big growth in our expenses for fuel, food, utilities, etc., our family has good living conditions now My family is satisfied with our average monthly income I'm satisfied with my current average monthly income 1 2 3 4 5 6 7								
participate in this retraining program Our family expenses are higher now, compared to expenses 5 years ago My income now is better than my income during my service in the military (before I took the course) I feel self-sustained and secure about the future My living conditions have improved Our family income is higher than before I took the course My family feels self-sustained and secure about the future Despite the big growth in our expenses for fuel, food, utilities, etc., our family has good living conditions now My family is satisfied with our average monthly income I'm satisfied with my current average monthly income								
years ago   My income now is better than my income during my service in the military (before 1 took the course)   I feel self-sustained and secure about the future   My living conditions have improved   Our family income is higher than before 1 took the course   My family feels self-sustained and secure about the future   Despite the big growth in our expenses for fuel, food, utilities, etc., our family has good living conditions now   My family is satisfied with our average monthly income					<u> </u>			
the military (before I took the course) I feel self-sustained and secure about the future My living conditions have improved Our family income is higher than before I took the course My family feels self-sustained and secure about the future Despite the big growth in our expenses for fuel, food, utilities, etc., our family has good living conditions now My family is satisfied with our average monthly income I'm satisfied with my current average monthly income					<u> </u>			
I feel self-sustained and secure about the future My living conditions have improved Our family income is higher than before I took the course My family feels self-sustained and secure about the future Despite the big growth in our expenses for fuel, food, utilities, etc., our family has good living conditions now My family is satisfied with our average monthly income I'm satisfied with my current average monthly income					• <b></b>	1		
Our family income is higher than before I took the course My family feels self-sustained and secure about the future Despite the big growth in our expenses for fuel, food, utilities, etc., our family has good living conditions now My family is satisfied with our average monthly income I'm satisfied with my current average monthly income					<b>_</b>			
My family feels self-sustained and secure about the future Despite the big growth in our expenses for fuel, food, utilities, etc., our family has good living conditions now My family is satisfied with our average monthly income I'm satisfied with my current average monthly income	My living conditions have improved							
Despite the big growth in our expenses for fuel, food, utilities, etc., our family has good living conditions now My family is satisfied with our average monthly income I'm satisfied with my current average monthly income	Our family income is higher than before I took the course							
etc., our family has good living conditions now My family is satisfied with our average monthly income I'm satisfied with my current average monthly income	My family feels self-sustained and secure about the future							
My family is satisfied with our average monthly income I'm satisfied with my current average monthly income								
					•			
1 2 3 4 5 6 7	I'm satisfied with my current average monthly income							
		1	2	3	4	5	6	7



#### Strongly agree Agree Happy with: weakly agree Nor disagree nor agree Weakly disagree Disagree Strongly disagree 100 0 200 300 400 500 600 700 800 The course content and learning outcomes corresponded to my expectations The course arrangements (room facilities, schedule, etc.) were as good as expected The local university provided timely and relevant information about the retraining program

Course content

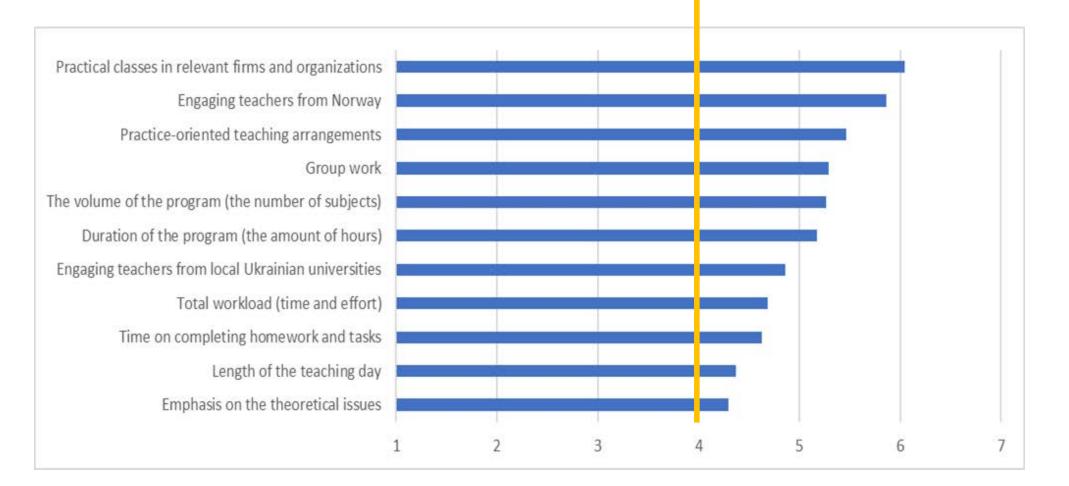
- Course arrangement
- Information



#### **Results: The effort from us – the course content** For me the program had absolutely no positive effect I think it would not have made any difference for me if the diploma... More satisfied: My current work is related to the specialization acquired at the... he program helped me to get relevant employment offers 2015 The program made it easier for me to get an income Females The program improved my chances to meet the requirements from... **Business owners** I acquired a new and interesting profession The retraining program helped me to adapt to living in civil society Family members I became more interested in becoming self-employed due to the... Got: Participating in the program made me feel more secure and safe Skills, network, income, For me it was important that the diploma was issued by a Western... knowledge, employment, I acquired new useful knowledge regarding the civil society business opportunities, Lacquired new networks and extended previously existing networks entrepreneurial spirit Lacquired new useful skills needed for work For me it is important that the program was for free My knowledge base was improved in general



#### Want more of everything





#### **Conclusions – main lesson learned**

The program works.

- The candidates feel that the course assists them in finding new jobs, many create their own jobs and jobs for others
- They feel that taking the course has improved their living conditions compared to their former colleagues, and they feel more secured as time goes
- Females are even more satisfied, than men, when it comes to the perception of opportunities the program offers them
- Former military rank does not influence their evaluation of the usefulness of the program
- The graduates want more of the same for their colleagues still in the military



# Q&A