

INTEREST (THE RIVER SOURCE)

The initial stage where your young person becomes curious about Army careers and starts exploring options.

BARRIERS

1. Your young person may feel unsure about whether they're 'good enough' for the Army.
2. They might not fully understand the range of careers available.
3. Media or stereotypes could give them the wrong impression.

TIPS

1. Take time to explore Army careers together—attend events, read stories, and watch videos to spark their interest.
2. Have open conversations about what excites them and what worries them; your encouragement can make a real difference.
3. Help them see the variety of roles, from engineering to logistics, not just front-line positions.

SOLUTIONS

1. Find trustworthy information together, using official Army resources and speaking to real soldiers by visiting your local Army Careers office.
2. If they're nervous, remind them that everyone starts somewhere and the Army supports growth and learning.
3. Highlight roles that match their strengths and interests, showing the Army is more than just combat.

LINKS

[ARMY JOBS](#) [FIND A ROLE](#)

REGISTER (THE FORK)

Your young person formally begins the application process by creating an account and confirming eligibility.

BARRIERS

1. The application process can be confusing, and your young person may worry they've missed a step.
2. Technical issues can cause frustration.
3. They may feel uncertain about what happens next.

TIPS

1. Sit down together to go through the registration process, making sure all details are correct.
2. Double-check eligibility requirements so there are no surprises later.
3. Keep a checklist of completed steps to help your young person feel organised and in control.

SOLUTIONS

1. If you're unsure about the application status, check together using the official Army portal.
2. For technical problems, don't hesitate to contact Army support—show your young person it's okay to ask for help.
3. Reassure them that it's normal to feel uncertain, and you'll figure out the next steps together.

LINKS

[APPLY ONLINE](#)

[ASK A SOLDIER](#)

[FIND YOUR LOCAL OFFICE](#)



APPLY (THE CLOUDS)

The stage where your young person completes application forms and submits necessary documents online.

BARRIERS

1. Requirements can be confusing, and missing documents may cause delays.
2. Your young person might worry about not meeting eligibility criteria.
3. The process can feel overwhelming.

TIPS

1. Help your young person gather all necessary documents and review the requirements together.
2. Encourage them to ask questions if they're unsure—no question is too small.
3. Break the process into manageable steps so it feels less daunting.

SOLUTIONS

1. Use Army resources and helplines for clarity—show your young person how to find answers.
2. If eligibility is an issue, explore alternative roles or pathways together.
3. Offer practical help with paperwork and celebrate each milestone completed.

LINKS

[ARMY JOBS](#)

[ELIGIBILITY](#)



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BASIC TRAINING
START (BTS)

ONLINE MEDICAL QUESTIONNAIRE (OMQ) (THE DAM)

An early medical screening to check basic health criteria and determine suitability for Army service.

BARRIERS

1. Your young person may feel anxious about medical criteria.
2. They might be unsure about their medical history.
3. Worries about what happens if they don't pass.

TIPS

1. Sit with your young person as they complete the questionnaire, offering reassurance and support.
2. Help them gather accurate medical information early on.
3. Remind them that honesty is important and the Army has processes to support applicants.

SOLUTIONS

1. If there are concerns, talk through the appeal process together and seek advice if needed.
2. Support your young person with any paperwork or evidence required.
3. Encourage them to reach out for help—there are people ready to guide them.

LINKS

[FIND YOUR LOCAL OFFICE](#)

[ASK A SOLDIER](#)

[MEDICAL REQUIREMENTS](#)

INITIAL TRADE
TRAINING (ITT)

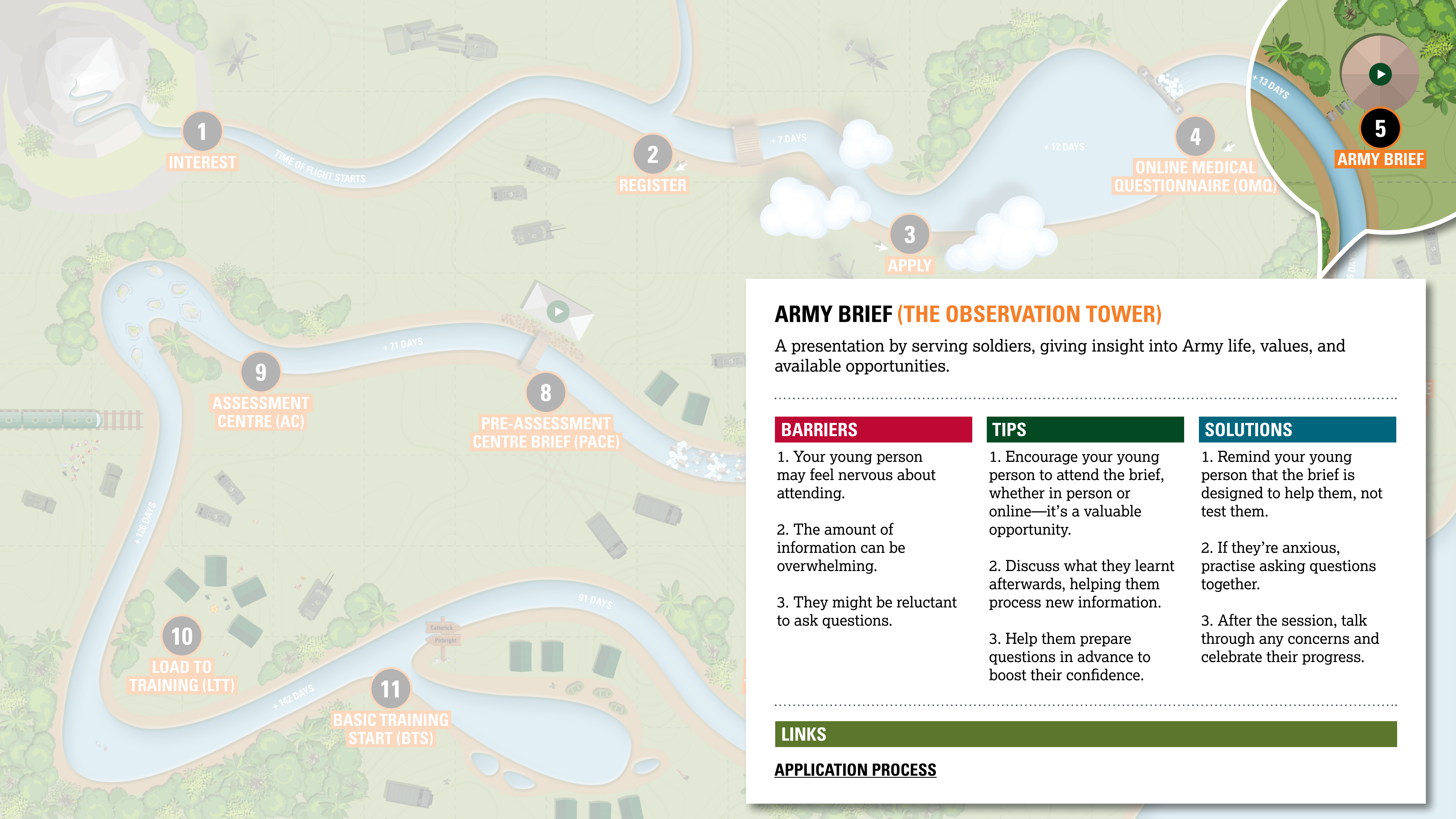
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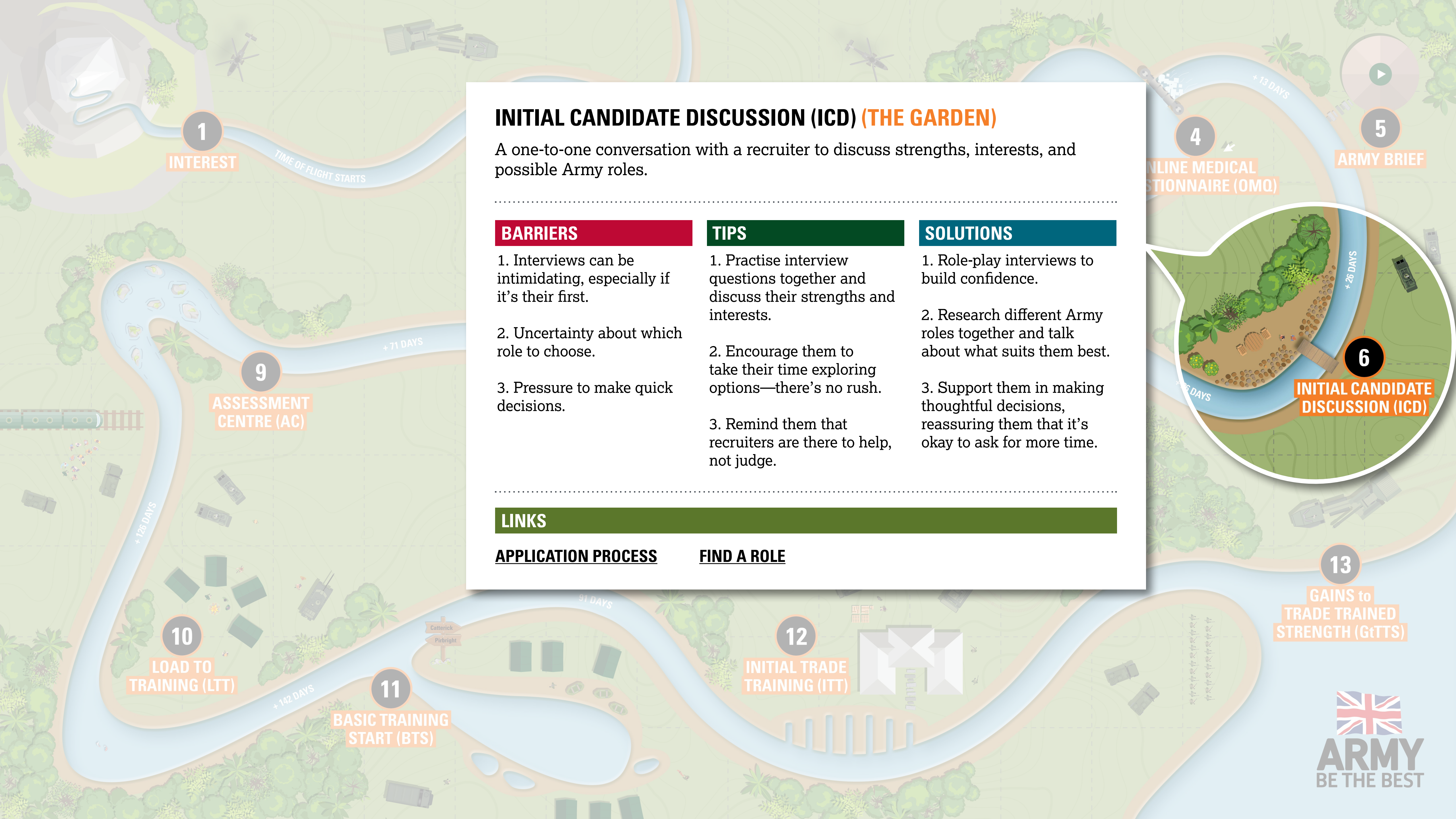
ARMY BRIEF (THE OBSERVATION TOWER)

A presentation by serving soldiers, giving insight into Army life, values, and available opportunities.

BARRIERS	TIPS	SOLUTIONS
1. Your young person may feel nervous about attending.	1. Encourage your young person to attend the brief, whether in person or online—it's a valuable opportunity.	1. Remind your young person that the brief is designed to help them, not test them.
2. The amount of information can be overwhelming.	2. Discuss what they learnt afterwards, helping them process new information.	2. If they're anxious, practise asking questions together.
3. They might be reluctant to ask questions.	3. Help them prepare questions in advance to boost their confidence.	3. After the session, talk through any concerns and celebrate their progress.

LINKS

APPLICATION PROCESS



INITIAL CANDIDATE DISCUSSION (ICD) (THE GARDEN)

A one-to-one conversation with a recruiter to discuss strengths, interests, and possible Army roles.

BARRIERS

1. Interviews can be intimidating, especially if it's their first.
2. Uncertainty about which role to choose.
3. Pressure to make quick decisions.

TIPS

1. Practise interview questions together and discuss their strengths and interests.
2. Encourage them to take their time exploring options—there's no rush.
3. Remind them that recruiters are there to help, not judge.

SOLUTIONS

1. Role-play interviews to build confidence.
2. Research different Army roles together and talk about what suits them best.
3. Support them in making thoughtful decisions, reassuring them that it's okay to ask for more time.

LINKS

[APPLICATION PROCESS](#)

[FIND A ROLE](#)

MEDICAL (THE ROCKY CURRENT)

Detailed medical checks and evidence gathering to ensure your young person meets Army health standards.

BARRIERS

1. Delays can happen due to medical history or paperwork.
2. GP support may be limited.
3. Costs for obtaining evidence can be a concern.

TIPS

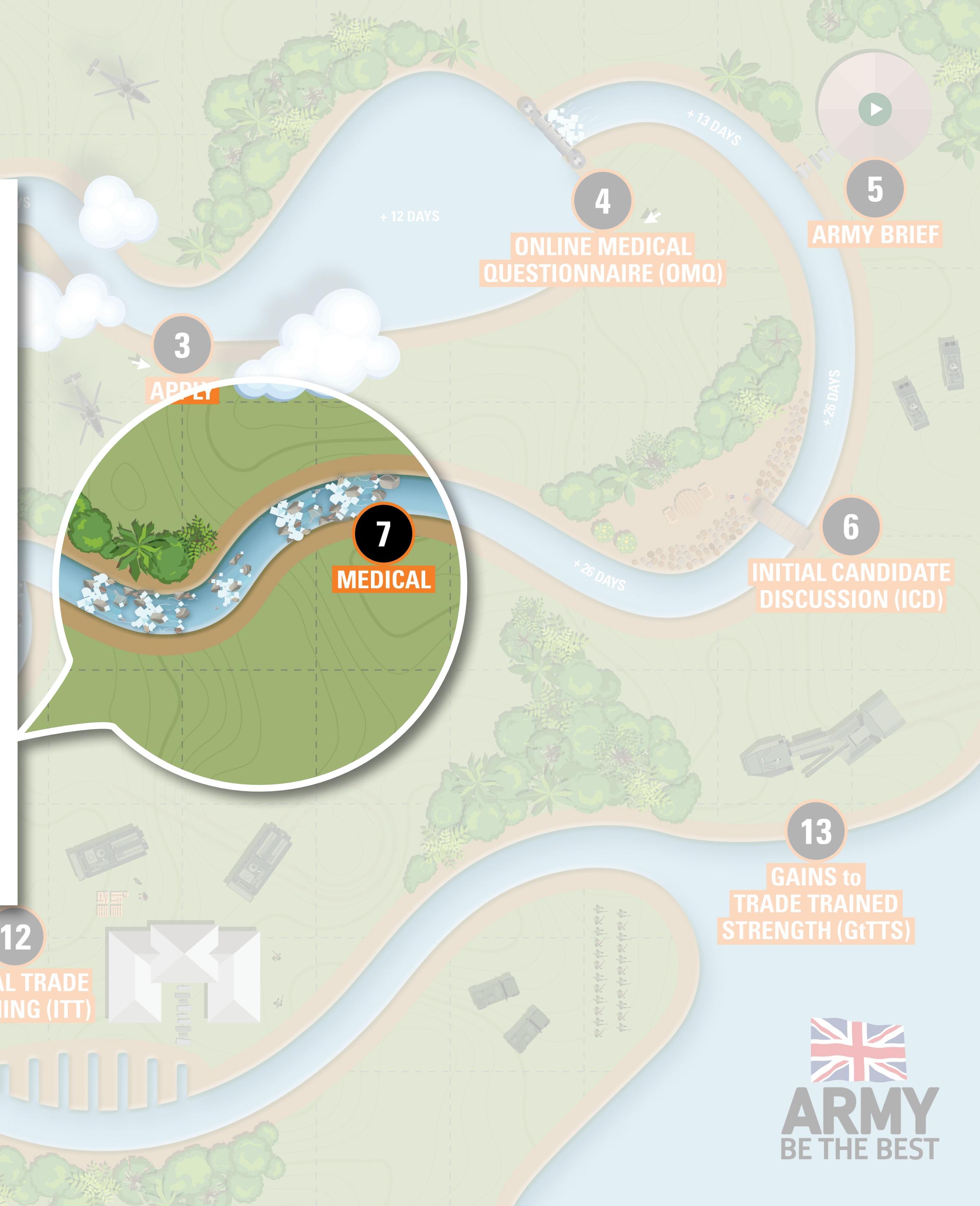
1. Help your young person organise medical records and contact the GP early.
2. Encourage patience—medical checks can take time.
3. Be proactive in seeking support if you hit obstacles.

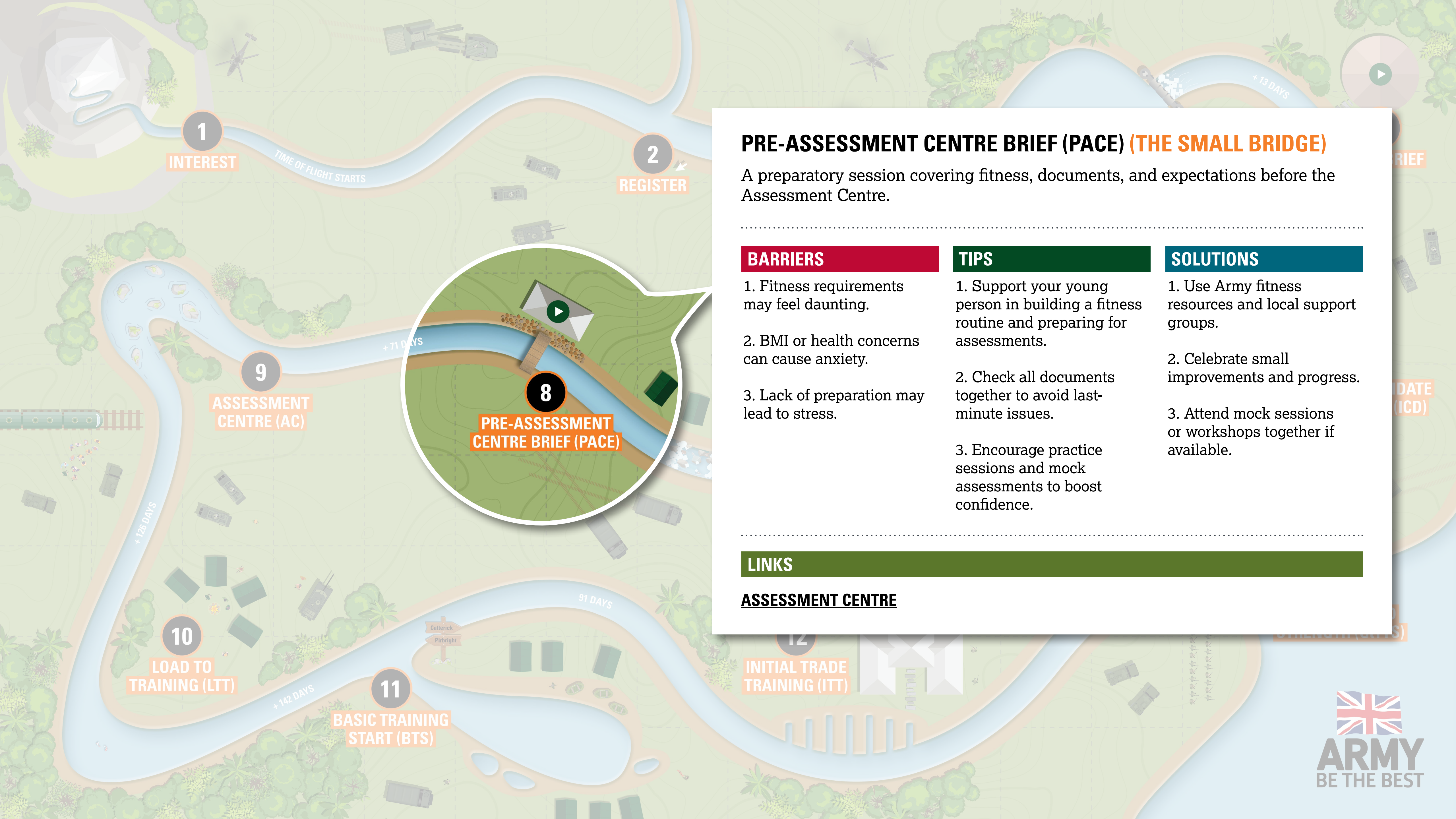
SOLUTIONS

1. Assist with paperwork and keep track of what's needed.
2. If GP support is slow, ask for advice from Army recruitment staff.
3. Look into financial support options if costs become a barrier.

LINKS

MEDICAL REQUIREMENTS





PRE-ASSESSMENT CENTRE BRIEF (PACE) (THE SMALL BRIDGE)

A preparatory session covering fitness, documents, and expectations before the Assessment Centre.

BARRIERS	TIPS	SOLUTIONS
<div>1. Fitness requirements may feel daunting.</div> <div>2. BMI or health concerns can cause anxiety.</div> <div>3. Lack of preparation may lead to stress.</div>	<div>1. Support your young person in building a fitness routine and preparing for assessments.</div> <div>2. Check all documents together to avoid last-minute issues.</div> <div>3. Encourage practice sessions and mock assessments to boost confidence.</div>	<div>1. Use Army fitness resources and local support groups.</div> <div>2. Celebrate small improvements and progress.</div> <div>3. Attend mock sessions or workshops together if available.</div>

LINKS

ASSESSMENT CENTRE

ASSESSMENT CENTRE (AC) (THE RAPIDS)

A multi-day event testing fitness, medical readiness, and suitability for Army life and roles.

BARRIERS

1. The event can be nerve-wracking.
2. Travel arrangements may be stressful.
3. Worries about passing fitness or medical tests.

TIPS

1. Help plan travel and logistics so your young person feels prepared . The Army will pay for your young person to travel to Assessment Centre.
2. Encourage them to practise fitness and review what to expect.
3. Be a source of calm and reassurance before and after the event.

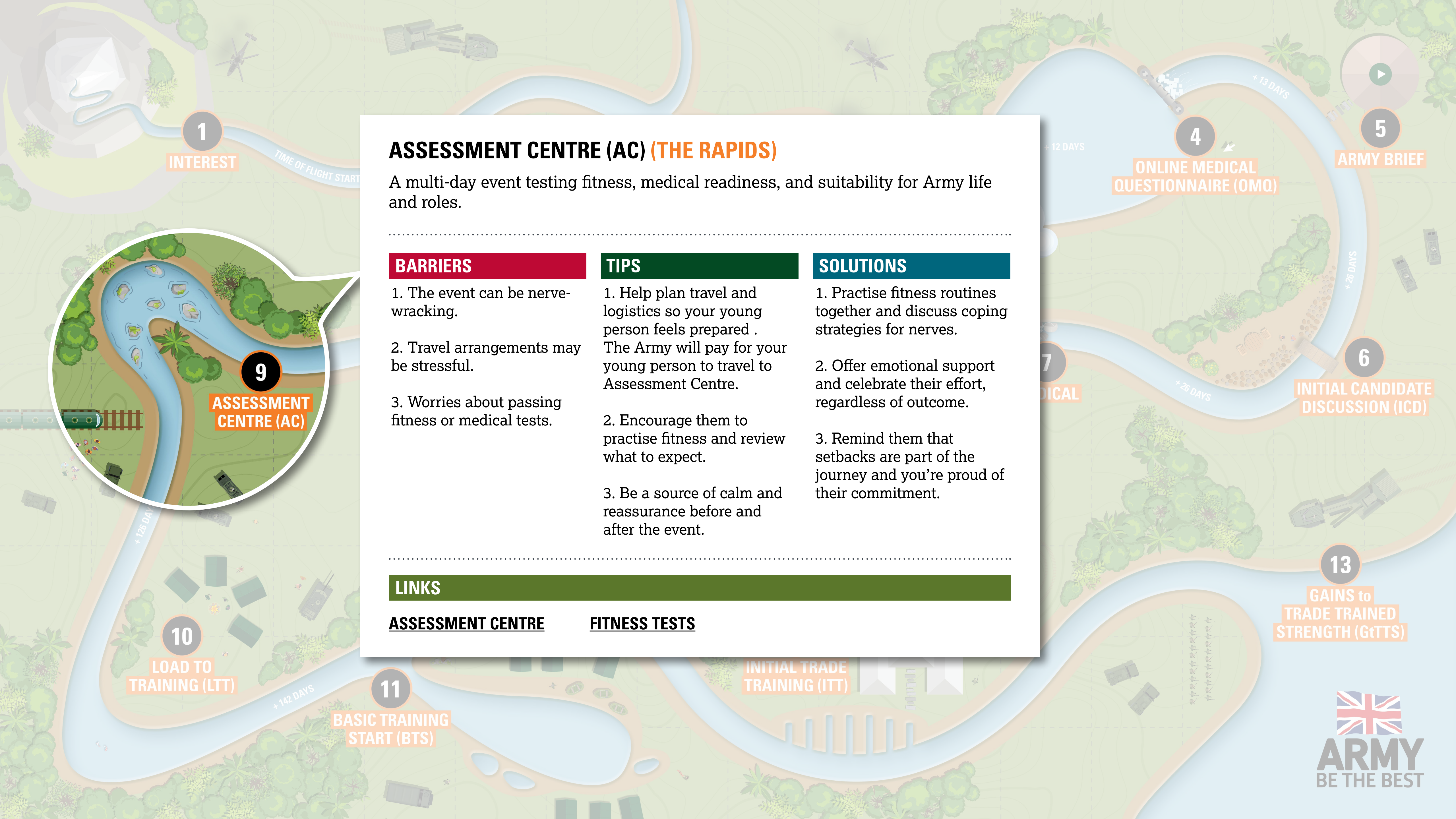
SOLUTIONS

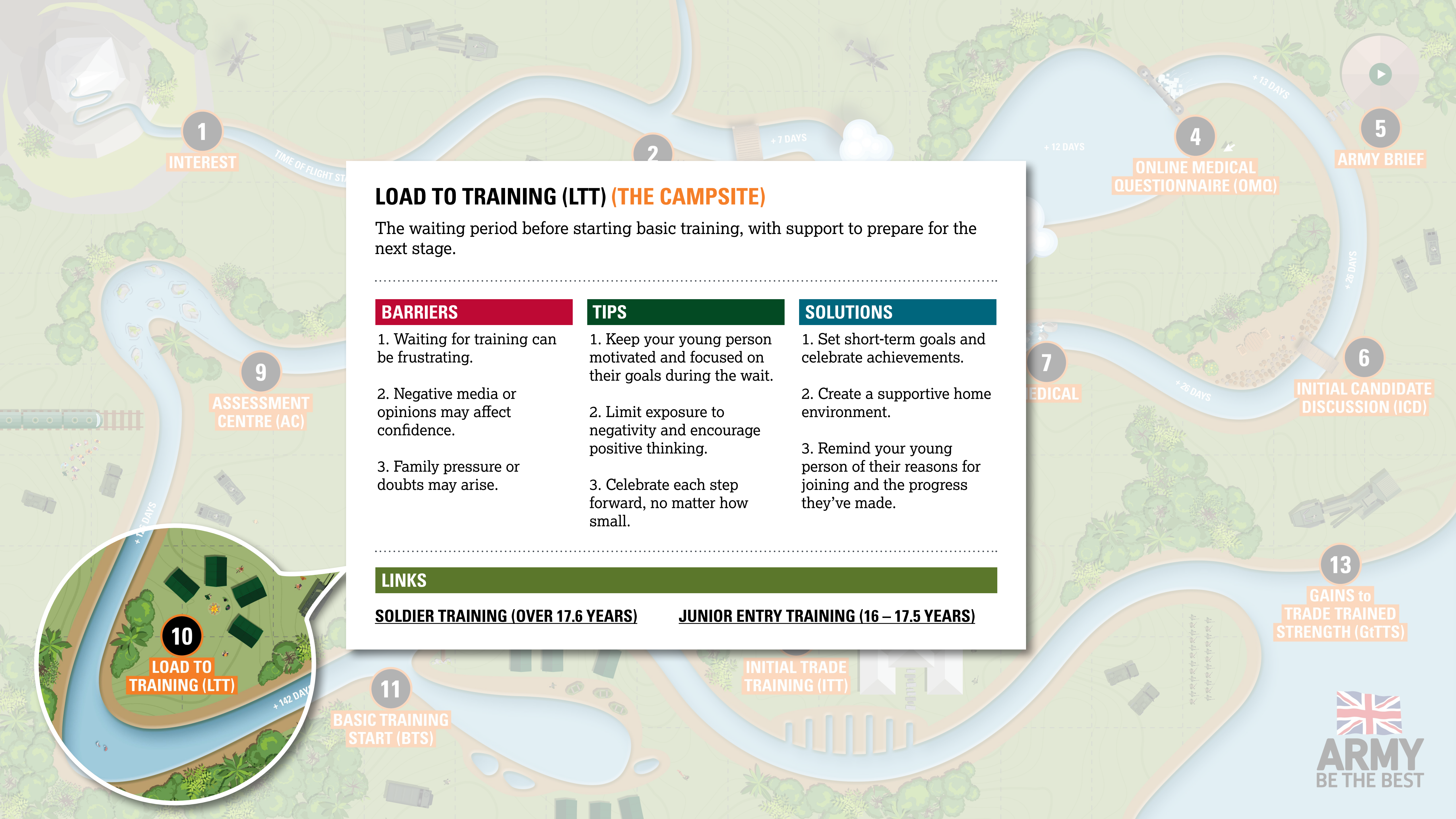
1. Practise fitness routines together and discuss coping strategies for nerves.
2. Offer emotional support and celebrate their effort, regardless of outcome.
3. Remind them that setbacks are part of the journey and you're proud of their commitment.

LINKS

[ASSESSMENT CENTRE](#)

[FITNESS TESTS](#)





LOAD TO TRAINING (LTT) (THE CAMPSITE)

The waiting period before starting basic training, with support to prepare for the next stage.

BARRIERS

- 1. Waiting for training can be frustrating.
- 2. Negative media or opinions may affect confidence.
- 3. Family pressure or doubts may arise.

TIPS

- 1. Keep your young person motivated and focused on their goals during the wait.
- 2. Limit exposure to negativity and encourage positive thinking.
- 3. Celebrate each step forward, no matter how small.

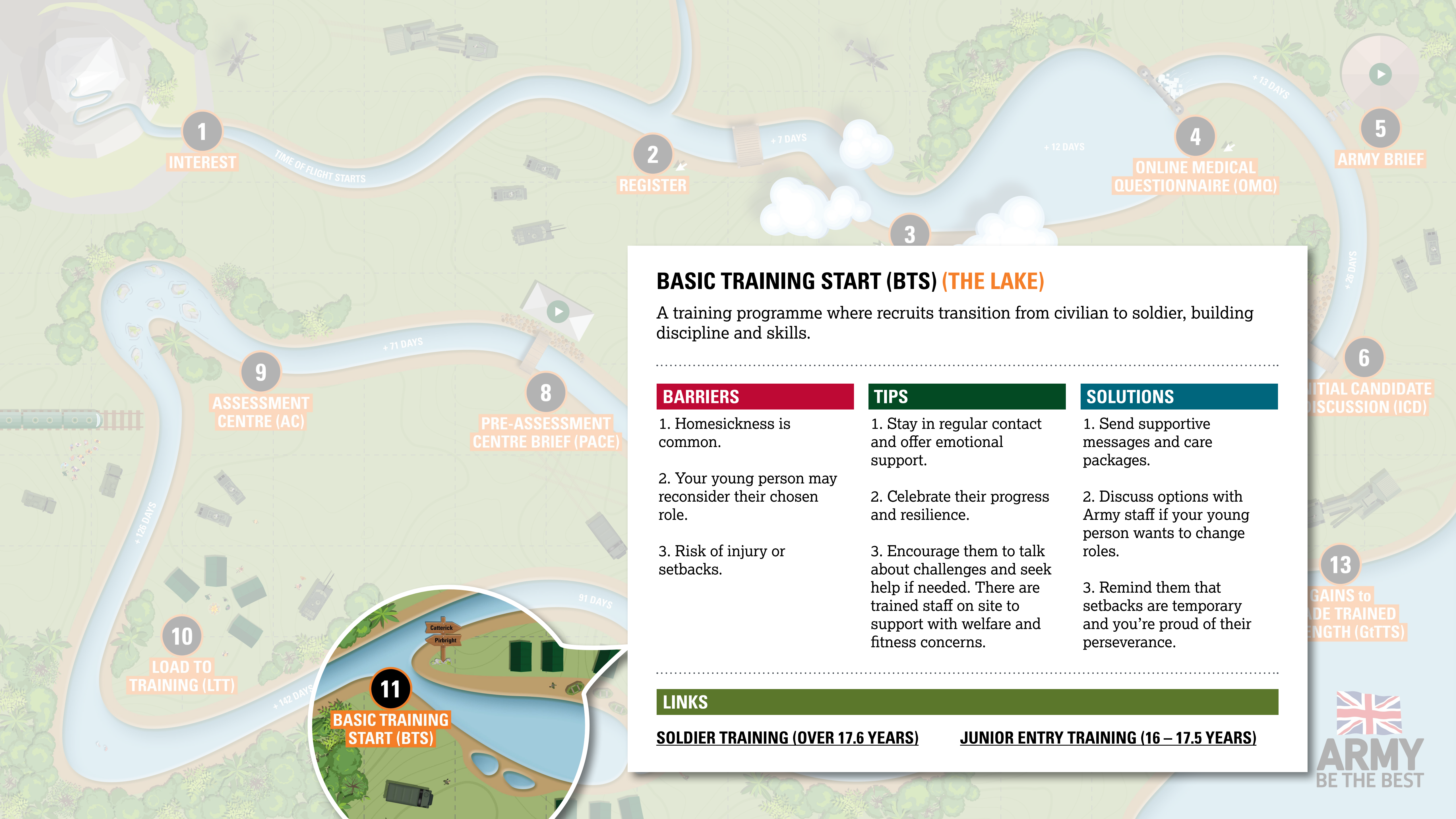
SOLUTIONS

- 1. Set short-term goals and celebrate achievements.
- 2. Create a supportive home environment.
- 3. Remind your young person of their reasons for joining and the progress they've made.

LINKS

SOLDIER TRAINING (OVER 17.6 YEARS)

JUNIOR ENTRY TRAINING (16 – 17.5 YEARS)



BASIC TRAINING START (BTS) (THE LAKE)

A training programme where recruits transition from civilian to soldier, building discipline and skills.

BARRIERS

- 1. Homesickness is common.
- 2. Your young person may reconsider their chosen role.
- 3. Risk of injury or setbacks.

TIPS

- 1. Stay in regular contact and offer emotional support.
- 2. Celebrate their progress and resilience.
- 3. Encourage them to talk about challenges and seek help if needed. There are trained staff on site to support with welfare and fitness concerns.

SOLUTIONS

- 1. Send supportive messages and care packages.
- 2. Discuss options with Army staff if your young person wants to change roles.
- 3. Remind them that setbacks are temporary and you're proud of their perseverance.

LINKS

SOLDIER TRAINING (OVER 17.6 YEARS)

JUNIOR ENTRY TRAINING (16 – 17.5 YEARS)

INITIAL TRADE TRAINING (ITT) (THE DOCKS)

Specialised training for the chosen Army trade, developing practical skills for operational roles.

BARRIERS

1. Adapting to specialist training can be tough.
2. Feeling overwhelmed by new routines.
3. Uncertainty about future career paths.

TIPS

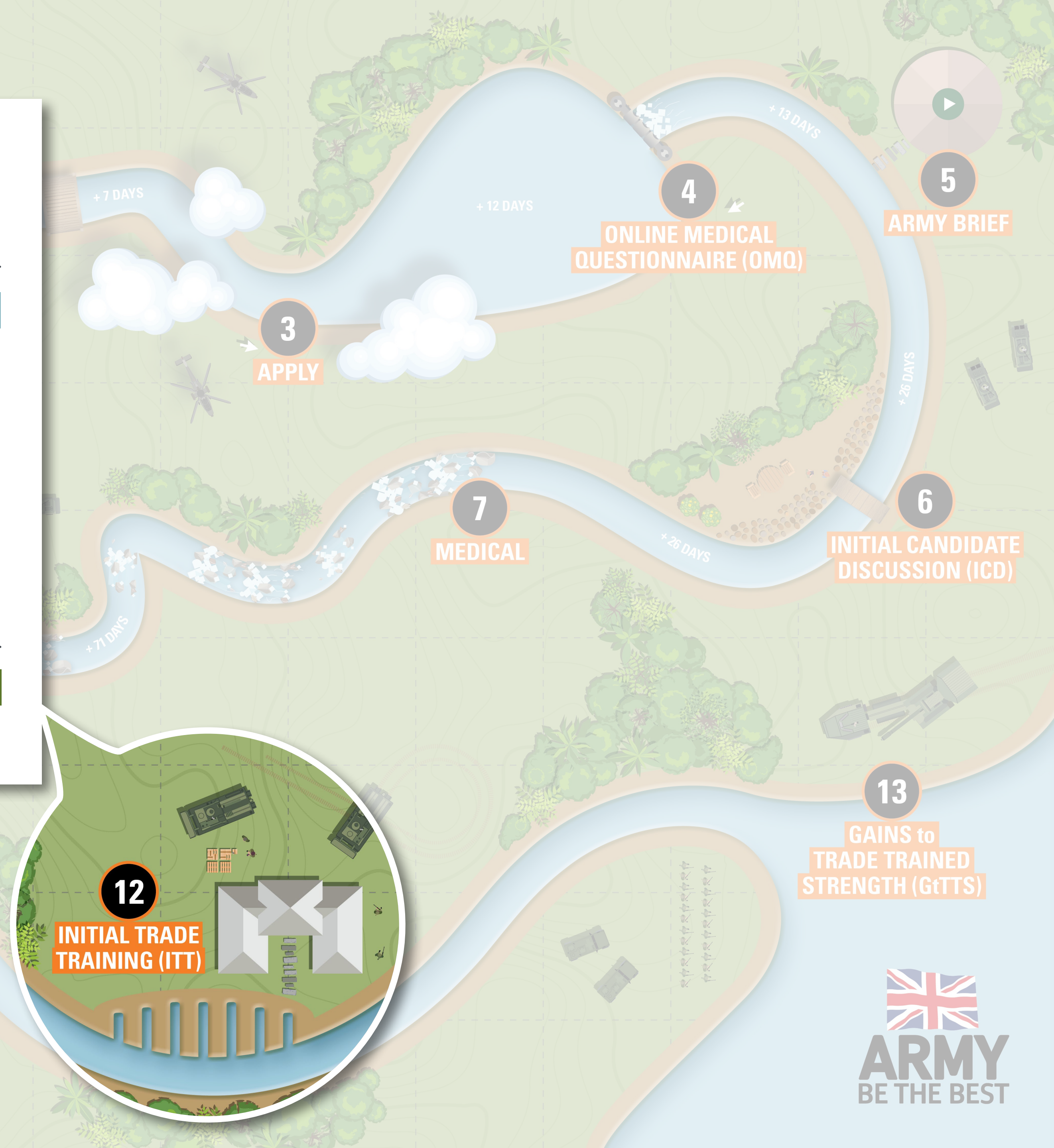
1. Encourage your young person to focus on learning and celebrate their achievements.
2. Support them as they adjust to new routines and responsibilities.
3. Talk about long-term goals and career pathways.

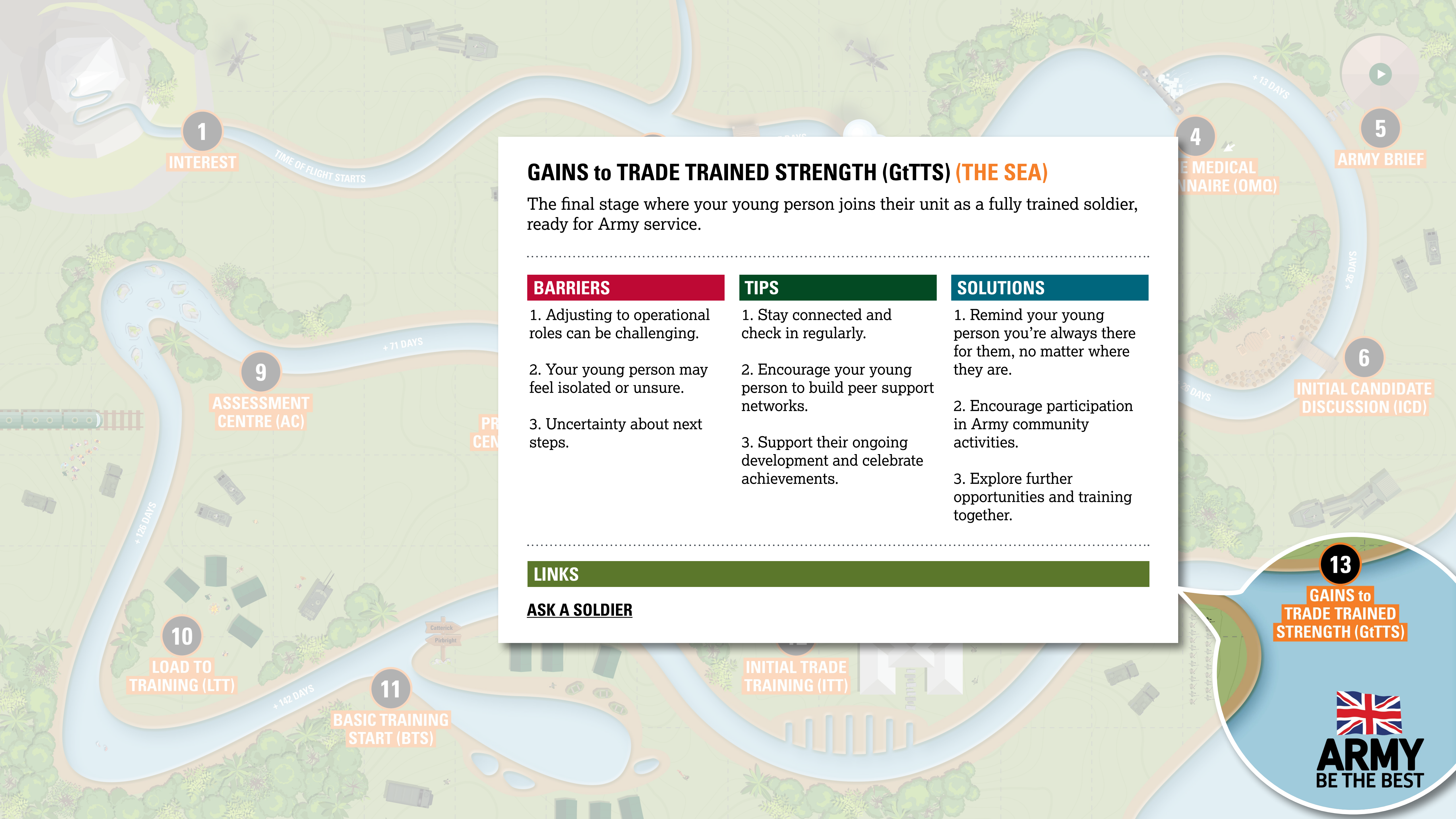
SOLUTIONS

1. Offer encouragement and praise for progress.
2. Help them access support services if needed.
3. Explore career options together and reassure them about the future.

LINKS

ASK A SOLDIER





GAINS to TRADE TRAINED STRENGTH (GtTTS) (THE SEA)

The final stage where your young person joins their unit as a fully trained soldier, ready for Army service.

BARRIERS

1. Adjusting to operational roles can be challenging.
2. Your young person may feel isolated or unsure.
3. Uncertainty about next steps.

TIPS

1. Stay connected and check in regularly.
2. Encourage your young person to build peer support networks.
3. Support their ongoing development and celebrate achievements.

SOLUTIONS

1. Remind your young person you're always there for them, no matter where they are.
2. Encourage participation in Army community activities.
3. Explore further opportunities and training together.

LINKS

[ASK A SOLDIER](#)

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GAINS to
TRADE TRAINED
STRENGTH (GtTTS)

