**AURIS INSTITUTE**
*Identity Performance Psychology, Identity After the Uniform Research Programme*

# Identity in Global Transition Policy

*A six nation audit of what transition policy says, and does not say, about identity*

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## Why this research exists

Identity After the Uniform is a doctoral research programme asking a single question with real rigour. Who am I, once the role that shaped me for years is gone. It is built on the position that identity, not employment, is the central challenge of transition for people leaving uniformed and identity defining roles, including military, police, fire, ambulance and NHS clinical service.

The programme is coding real interviews toward a target of 108 a year, under independent academic oversight from Dr James Alder, so that what we publish holds up to scrutiny rather than resting on intuition alone. This audit was carried out to test that position against current government, charity and employer transition policy across the UK and five comparator jurisdictions, and to see whether identity is treated as a structural part of transition anywhere else in the world.

More about the research and the AURIS framework is available at aurisidentity.org.

## What we looked for

We reviewed current transition policy and support programmes across the UK, the United States, Australia, Canada, New Zealand and NATO, covering government policy, charity and non profit frameworks, and employer programmes, and asked one question of each source. Does this treat identity as a named, structural part of transition, or does it treat transition as primarily an employment and administrative process.

## Findings by jurisdiction

### United Kingdom

The Defence Holistic Transition Policy, launched alongside Defence Transition Services in 2019, named identity explicitly, alongside housing, health and family life, as an element of transition requiring dedicated support. The current governing resettlement policy, JSP 534, was reissued as Issue 24 in March 2025.

**Evidence status: AMBER, logged from secondary reporting, primary policy text not yet extracted. Pending Dr Alder review.**

### United States

The mandatory Transition Assistance Program remains built around career readiness, financial planning, education and employment, in a similar shape to the UK's core offer. Running alongside it, though outside the mandatory track, is the Vector Accelerator programme, delivered through The Honor Foundation and linked

to the Department of Veterans Affairs, which places identity clarity and introspection as the first step of transition, ahead of career planning. This is the closest conceptual parallel to AURIS found anywhere in this audit.

**Evidence status: AMBER, programme description reviewed, no outcome data yet examined. Pending Dr Alder review.**

### Australia

The Joint Transition Authority is a real, active government body coordinating the Australian Defence Force transition journey across Veterans' Affairs, superannuation and veteran support organisations. Identity has not yet been found named directly in its published material, which makes Australia a useful contrast case for the employment focused end of the transition support spectrum.

**Evidence status: AMBER, overview material reviewed, annual reports not yet checked for identity content.**

### Canada

The Canadian Armed Forces' official My Transition 101 training includes an optional unit built around three named modules, Identity, Emotions, and Body and Mind. This is the clearest example found anywhere of a government transition programme naming identity as a discrete, taught component, comparable in directness to the AURIS Identity pillar.

**Evidence status: AMBER, module titles confirmed, full module content sits behind restricted government network access.**

### New Zealand

The New Zealand Defence Force's own official transition guide states plainly that an important part of a service leaver's identity may feel lost. This is a direct quotation from the primary government publication itself, not from secondary reporting, and it is the most explicit first person acknowledgement of identity loss found in any government transition document reviewed in this audit. Separately, peer reviewed New Zealand research surveying 1,037 veterans documented identity conflict and identity confusion as recurring themes, and called directly for programmes to address loss of identity as a gap beyond existing wellbeing frameworks.

**Evidence status: GREEN candidate, directly quoted from primary source, pending Dr Alder sign off.**

### NATO

A NATO Science and Technology Organisation technical report on the transition of military veterans from active service to civilian life states that comparatively little work has gone into conceptualising how transition occurs, or into properly measuring what a successful transition looks like, across NATO and partner nations. An international body naming this as an open gap supports the case that AURIS is addressing a genuine, recognised absence in the field, not a narrow concern.

**Evidence status: AMBER, summary reviewed, full technical report not yet extracted.**

## What this tells us

Across six jurisdictions, identity appears in transition policy only in fragments. A sentence in a policy launch here. A training module there. A programme running quietly alongside the main offer, rather than as the main offer. It is acknowledged often enough to show that governments and organisations know it matters, and rarely enough that almost nobody has built a structured way to work with it.

This is not a claim that AURIS has invented a new psychological mechanism. It has not. The identity theory underneath this work, social identity and role based self concept, is long established. What this audit supports is a narrower and more useful claim, that identity focused work has a clearly defined and currently under occupied place within the wider continuum of transition support, sitting after the practical and administrative support already provided, at the point where someone is stable but has not yet rebuilt a sense of who they are.

## What is still open

This audit is not complete. Individual European Union member state policy, beyond the NATO level material reviewed here, has not yet been searched. Charity and non profit transition frameworks in Australia, Canada

and New Zealand have not yet been reviewed in the same depth as the UK and US material. Corporate employer programmes have only been reviewed in the UK so far. Each of these is logged as an open item in the Master Evidence Repository and will be added as the work continues.

**If reading this has raised something difficult for you, support is available.**
Samaritans, 116 123, available any time. Veterans' Gateway, 0808 802 1212.

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**Note:** All findings in this report are logged in the AURIS Master Evidence Repository as POL-001 through POL-009. Only the New Zealand Defence Force source (POL-007) has been directly verified against its primary text. All other sources require full primary source extraction and Dr James Alder's review before this report may be published or cited externally.