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ABSTRACT

The Sri Lanka Air Force holds the vast responsibility on preserving the sovereignty and territorial integrity of Sri Lanka being in hand to hand with other two sister services; as such in order to retain a young labour force with full combat readiness and abide by their obligations, the airmen who have completed 22 years of service would have to retire from the service, though they are still in their able ages to work towards the development of the country. This dissertation was aimed to find out the opinions, that how to get the effective involvement of those retired servicemen towards the development of the Sri Lanka through more viable re-employment process. The qualitative techniques were used to analyze data and semi-structured interviews were conducted with retired servicemen from different trades in the Sri Lanka Air Force, Senior Staff Officers in the Air Force and senior and executive level managers in various organizations who have been selected through purposive and snow ball sampling systems. It was found that almost all airmen had G.C.E A/L qualifications when they joined the Air Force and they have not taken much interest to improve the same; however excluding Aeronautical trades and few other trades, rest of the airmen are issued with a NVQ level certificate on completion of the Advance Trade Training, which is more valuable in applying for another job after retirement and the importance of the involvement of the third party was proven since most of retirees do not possess with professional certificates to prove their potential. Further, the effect of the ambitions of re-employment of the individuals subjected to personal, family and societal motives were discussed and importance of the involvement of the third party was proven as most of retirees do not possess with professional certificates to prove their potential and the retirees are not timely educated / informed about the available job opportunities in the contemporary job market.

Key Words: Re-employment, Joint Mechanism, Qualification and Skills, Job Opportunity, Ambition, Education level, Professional Certification, motivation