

Talent Retention Programme (TRS)

Supporting Careers in Manufacturing, Engineering and Technology
across the UK

Supporting Organisations (include) -



Rolls-Royce

SIEMENS



AIRBUS
AN EADS COMPANY



OIL&GASUK



- **TRS** is an independent employer led programme, originally initiated by former Secretary of State (BIS), which is dedicated to supporting careers in manufacturing, engineering and technology. It helps industries to attract new talent, individuals to develop their potential and the UK to retain key skills.
- The original **TRS** model was developed with leading sector organisations to support **redeployment, recruitment and skills retention** across UK Manufacturing, Engineering and STEM industries and has now evolved into a Talent platform supporting the wider **'Attraction, Development and Retention'** of people and skills in these industry sectors.
- **TRS** is run as a **'not for profit'** programme funded through sponsor and member companies, trade associations, professional institutions and other stakeholder organisation. TRS is **free for SMEs**.
- Governance - through senior representatives from the sponsor organisations and BEIS. Groups provide both **'strategic and operational'** support to Winchester Consulting, who are responsible for the development and implementation of **TRS**.



**Supporting
the 'attraction, development and retention'
of people and skills across STEM industries**

Attraction

Inflow of new talent

Building a strong candidate pool:

- Encouraging and promoting interest and inflow of new talent in the sector
- Creating a single point of access through a UK-wide, 'sector specific' pool of talent and vacancies for both 'individuals and companies'
- Providing access to the latest and most appropriate sources of information on sector careers and opportunities

Development

Progression of talent

Competency-development throughout career:

- Access to guidance and support
- Clarifying career paths and mapping
- Promotion of lifelong learning & STEM
- Access to development opportunities
- Encourage Accreditation of skills
- Up-skilling and 'conversion' training
- Developing sector 'Talent Banks'
- Knowledge sharing - sign-posting through development of aggregated information sites accessed through population specific 'dashboards'

Retention

Movement of talent

Vacancy-candidate matching platform:

- Redeployment & Career Transition support (internal and external)
- Recruitment opportunities at all levels
- Managing over-supply of surplus talent
- 'Hard to fill' vacancy management
- Managed Transfer & Talent Management
- Workforce Planning
- Outplacement partnering
- Individual help and guidance
- Project specific activities



- Experienced Candidates
- MoD Military & Civilian
- Graduate/Student
- Apprentice



BOARD REPRESENTATION
Sponsor Representatives -
Chaired by:
Allan Cook CBE

- Sponsors
- Members (>250 emp)
- SME's (<250 emp/TO <£45m)



BOARD REPRESENTATION
HE/FE Representatives -
Chaired by:
Prof John Perkins

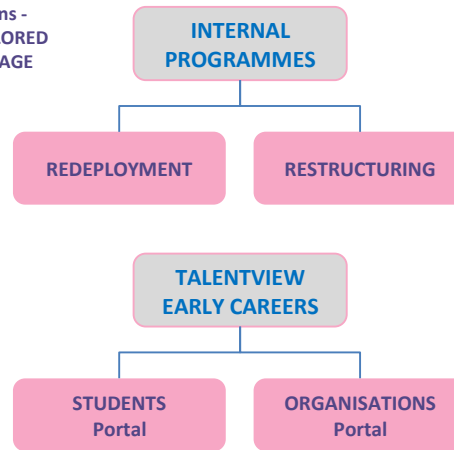
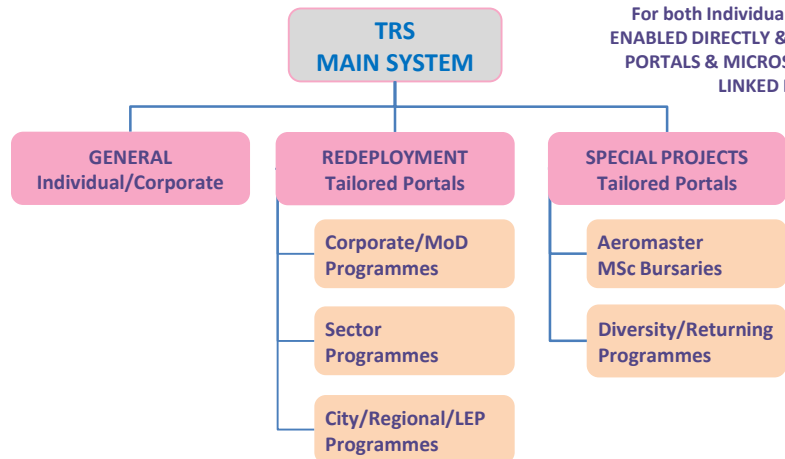
- Universities
- FE Colleges
- UT Colleges
- (Schools)



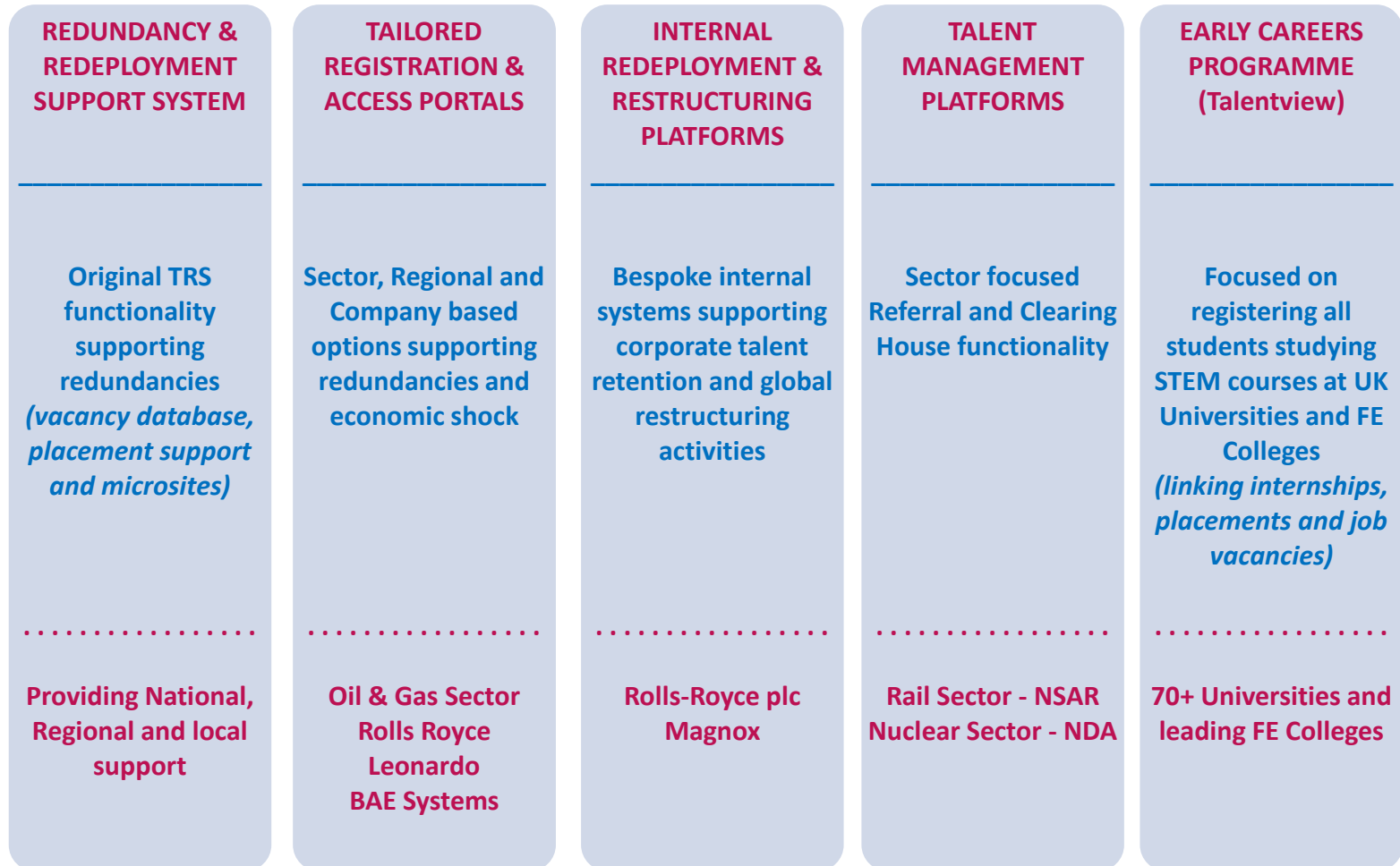
BOARD REPRESENTATION
Stakeholder Representatives -
Chaired by:
Lord Willis of Knaresborough

- Trade Associations
- Employer Organisations
- Professional Institutions
- Unions
- Sector & Skills Organisations
- LEPs & City Councils
- Government/s BIS/MoD/DWP/JCP

- ENGAGEMENT CHANNELS -
For both Individuals & Organisations -
ENABLED DIRECTLY & THROUGH TAILORED
PORTALS & MICROSITE/LANDING PAGE
LINKED PORTALS



IAG PROGRAMME
tbc



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