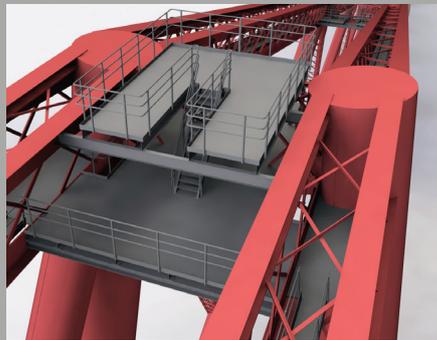


supporting careers

in manufacturing, engineering and
technology for UK plc



TALENT RETENTION SOLUTION



Supporting careers
in manufacturing,
engineering and
technology



A strong economy depends upon manufacturing, engineering and technology industries. These sectors are fundamental to the future of the UK, and their success relies on the skills and commitment of their people.



How do we attract the people we need in a competitive market? How do we develop their potential? And how do we retain their expertise during periods of economic change and uncertainty?

Balancing the supply and demand for people in manufacturing, engineering and technology has long been a challenge for the UK. Many are passionate about solving the skills gap equation and believe it has to be tackled collectively.

Employers, unions, universities, colleges, trade associations,

professional bodies and the government all have a vital part to play. TRS, an industry-led not-for-profit programme, is helping to facilitate that collaboration.

TRS is dedicated to supporting careers in manufacturing, engineering and technology. We help industries to attract new talent, individuals to develop their potential, and the UK to retain key skills. In short, we're helping to build and maintain a national pool of industry skills to meet the needs of UK plc.



■ Giving employers easy access to skilled individuals

Our web platforms provide employers with easy, direct access to candidates and are free to SMEs. Companies like Airbus, Rolls-Royce, BAE Systems, EDF Energy, Boeing, Leonardo and Siemens use the TRS talent platform to promote vacancies and to access a pool of prospective employees. To ensure the UK retains valuable skills, the talent platform is also helping to balance redundancies in one company with recruitment in another.

■ Connecting students to careers and opportunities

Building the pipeline of entry-level talent is of vital importance to the UK economy, and the earlier students engage with potential employers the more likely they are to find the right opportunities. TRS works with universities and colleges to improve the visibility of internships, placements and job vacancies. We can also route highly-rated and assessed candidates who just miss out on opportunities in one organisation through to other interested employers.

■ Promoting apprenticeship candidates to a network of companies

As apprenticeships grow in popularity, many employers find their schemes are heavily over-subscribed. As well as providing a talent platform that enables employers to advertise apprenticeship opportunities, we've created an apprenticeship clearing house which means that high-calibre applicants who can't find a place with one employer can be referred to others in our network.

■ Connecting experienced professionals to employers

Experienced individuals with sought after skills and knowledge in engineering, manufacturing and technology industries can search for opportunities at a wide range of highly-regarded employers using the TRS platforms. SMEs can post vacancies and search for candidates on the platform free of charge.

■ Working with employers to support redeployment and restructuring

At times of economic change and business restructuring, the UK must retain valuable engineering and manufacturing expertise. TRS has worked closely with Rolls-Royce plc and companies in the nuclear sector, as well as with unions, to support internal redeployment and global restructuring programmes that preserve and protect key skills and minimise redundancies.

■ Dedicated web pages for colleges, universities and employers

Within the TRS portal are a number of 'micro-sites' – areas focused on participating employers, colleges and universities. These distil in one place the essential information that students, apprentices, graduates and professionals are looking for, saving them from trawling through many different websites. The micro-sites also make it easy for employers to see what their local colleges and universities are offering and for academia to keep in touch with developments in industry.

■ Providing a forum for supporters of UK plc

TRS brings together influential voices across the engineering, manufacturing and technology landscape in the interests of UK plc. We listen to the concerns of professional bodies and trade associations and work with them to develop and implement practical solutions to the operational challenges their members face.

“The beauty of TRS is that it's led by employers. They are looking beyond their own needs to what benefits the wider engineering and manufacturing landscape.

*Lord Willis
Chair, TRS Members Group*



■ “Governments have dedicated millions to creating vehicles for recruiting the skilled people industry needs, but no-one has really thought that retaining them is every bit as important. TRS came up with the solution. They have a platform that’s flexible and fast moving and can be adapted for the needs of different organisations. The beauty of the TRS model is that it’s led by employers and owned by them. There’s no bureaucracy getting in the way.

It was chairing the Science and Technology Select Committee that really sparked my interest in not only why the UK is so poor at getting young people to study STEM subjects, but why a significant number of those who begin a career in engineering or manufacturing don’t stay there. I also saw how, when companies go through restructuring and redundancies, there’s a real risk that highly skilled engineers disappear into other careers. We can’t allow that to happen. TRS is helping to balance

redundancies in one area with recruitment in another.

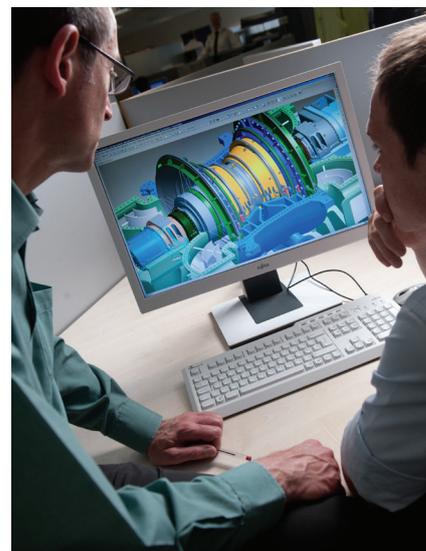
A further big challenge for the UK is how we signpost people to world class re-training opportunities. When people are let go from one organisation, they may see exciting new opportunities in another but be missing 10 per cent of the skills they need. They want swift and easy access to bespoke training that will make them desirable elsewhere. That’s the next focus for the TRS platform.

A lot of organisations talk about corporate social responsibility, but for some it’s just a tick in a box. The organisations that support TRS are demonstrating real corporate social responsibility. They are looking beyond their own needs to what benefits the wider engineering and manufacturing landscape. They have a genuine commitment to building and maintaining the skills pipeline that is vital to the future of UK plc.”

Lord Willis
Chair, TRS Members Group

“ The TRS redeployment platform meant we had no compulsory redundancies and saved us tens of millions of pounds in potential redundancy costs.

Iain Snape
Operations Manager,
HR Shared Services,
Rolls-Royce plc





■ “A major employer in the rail industry can attract thousands of applicants for apprenticeship opportunities but may only have places for a hundred. Wouldn’t it be good if those surplus candidates could be shared with the rest of the industry? That was the simple start point for our first conversation with TRS.

It’s really developed momentum since then and we’ve now expanded the concept – NSAR Connect – to include graduates and students looking for placements. I think that’s just the beginning. The platform we’ve developed with TRS means that anywhere in the rail industry where there’s a surplus of candidates in one area we have a mechanism for deploying them in another. And if our remit broadens to other transport sectors, then there’s every chance we’ll use the concept there too.

Everyone thinks it’s a fantastic idea – both those companies with surplus candidates and those who are looking for candidates. Most SMEs don’t have a dedicated HR specialist and their recruitment activity can be quite ad hoc. If they register with us, they have access to hundreds if not thousands of talented people, all wishing to work in the rail sector. This is all about putting the right people in front of employers for the good of the rail industry.

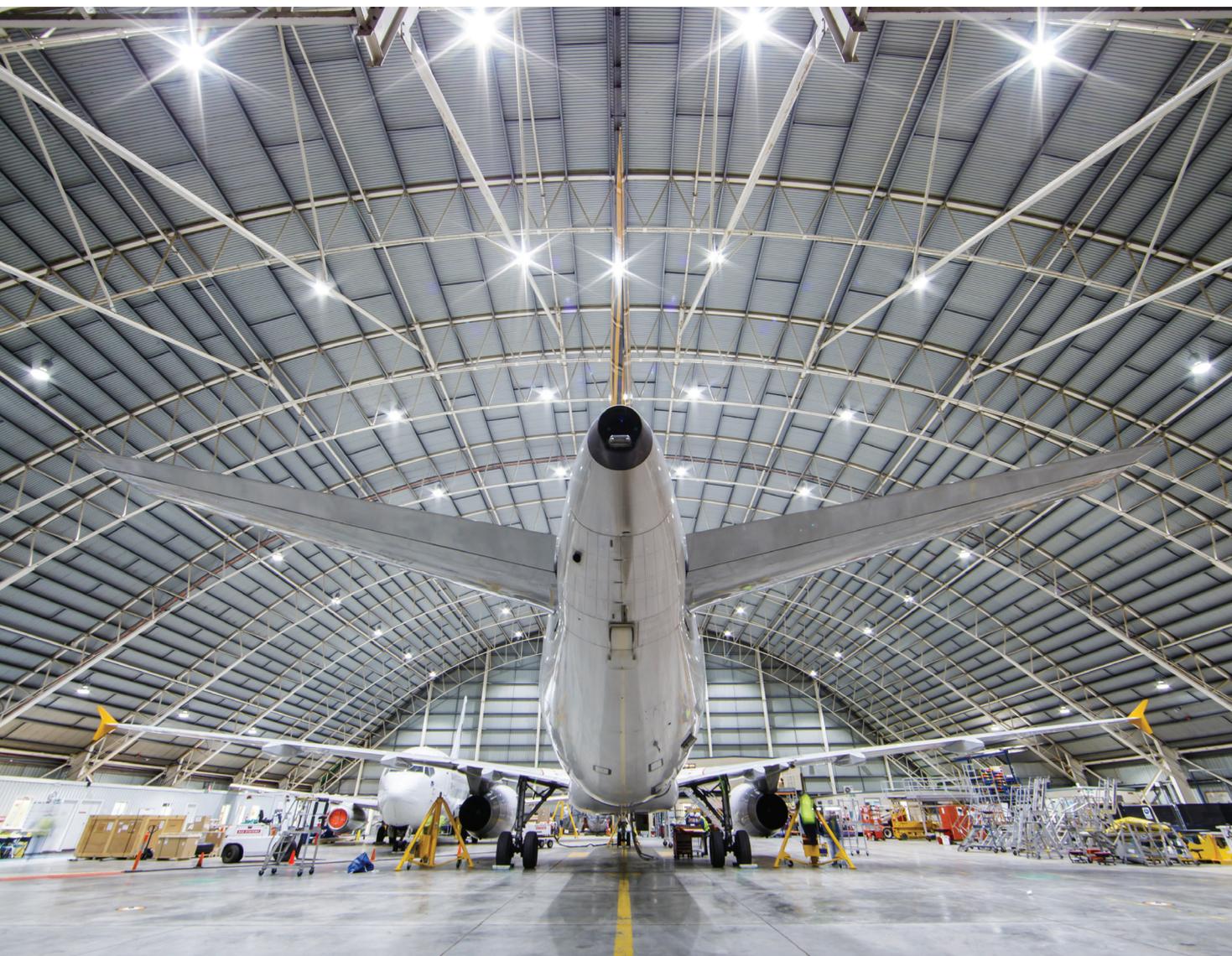
NSAR Connect is very much driven by the knowledge the TRS team has put into it. Why would we start from scratch when they have a proven system and the intelligence and agility to deliver? This is just the first step in our relationship.”

Neil Franklin
Head of Skills Intelligence,
National Skills Academy for Rail

■ “We first worked with TRS when Magnox needed to start downsizing its organisation as operations finished at different sites. We needed a platform for sharing those people within the NDA estate community and also with selected partner organisations, so that skilled individuals we’d trained and developed could continue to add value in the nuclear industry, via controlled and managed exit routes. TRS had an ideal platform that they tailored to fit our needs. We started using it three years ago and it’s really taken hold. We now encourage all our organisations to use it to match vacancies in one area with surplus skills in another.

We’ve found it far more beneficial working with TRS than a commercial consultancy, where it can often be all about the money. TRS have a much more collaborative and intelligent approach and they’re incredibly flexible. They’re thinking about the greater good rather than financial gain. We’re also exploring how they can help with graduate and apprentice recruitment. The NDA estate is massively oversubscribed and has to turn away many good people, so we’re looking at using the TRS platform to share them with our partner organisations. That’s another great thing about TRS – they understand the whole resourcing piece.”

Beccy Pleasant
Head of Skills and Talent, Nuclear
Decommissioning Authority (NDA)



“With a commercial consultancy it can be all about money. TRS are thinking about the greater good and understand the whole resourcing piece.

*Beccy Pleasant
Head of Skills and Talent, NDA*

■ “One never-ending challenge in the UK engineering sector is the shortage of skilled and qualified people. The recruitment platform provided by TRS is of a huge benefit to industry and has helped many organisations facing restructuring and redundancies. More broadly than that, TRS are raising the profile of the whole skills agenda, not just across industry but across government too.

Over the years we’ve seen many well-intended initiatives but there’s a lack of connectedness. What TRS do very effectively is to bring all the different stakeholders and sectors together and get them talking about the same things, using the same language. That has enormous potential.”

Chris Buxton
CEO, British Fluid Power Association

■ “We’re very keen to remain engaged with TRS and have been a supporter right from the start. The TRS team has enormous energy, enthusiasm and staying power and that’s fundamental to promoting the engineering skills agenda.

TRS provides a mechanism for agility in the workforce. They’re enabling greater visibility and mobility of the talent that exists within the nation and offering an additional layer of support to many of our members. They’re helping put the right people in the right place at the right time, working across a multi-stakeholder base.

We’re going to see huge opportunities in engineering with the future growth of vocational training and the money invested in apprenticeships. I’d like to see TRS at the centre of that, and supporting graduate apprenticeships too.”

Stephen Tetlow
Chief Executive, Institution of Mechanical Engineers



■ “TRS has the potential to be the national system for the husbandry of engineering talent in the UK. They can provide a one-stop shop that extends from placements for graduates through to careers advice and employment opportunities, and they are offering these services to the entire engineering community. That’s what attracted me to TRS and it’s why I chair the Higher and Further Education Group.

There’s a widely held view that the UK suffers from a shortage of engineering talent. We need to manage the pool of talent we have as effectively as possible and Talentview is a fresh approach to doing just that. Some engineering students have good contacts in industry and will find placements, but a whole raft of them will struggle. TRS has developed a solution that gives students easy visibility of opportunities and which also helps companies connect to academia.”

Professor John Perkins
CBE, FREng



■ “With the pool of students getting bigger, so the demand for placements that act as the transition between study and the workplace is increasing. There are plenty of websites offering placements but they’re not particularly focused on engineering. Having a website that we can recommend to students as the place to go will save them real time and effort.

What I like about the TRS solution is that it doesn’t just include the big name companies but their supply chain partners too. Students may just miss out on a placement with a large organisation, but there are others in the chain that need good quality students and the TRS site is a great way to drill down into that.

I’ve offered to set up a focus group for TRS so that we get feedback from students as well as employers. I’ve also met with the developers to share ideas. We want to make the site as appealing and easy to use as possible. The more streamlined the placement system is, the more students we’ll encourage use it and that will impact on our attractiveness as an industrial placement provider.

TRS has a wealth of knowledge and takes a strategic view. I can see this expanding to include advice on preparing for assessment centres, for example, or writing CVs – a one-stop-shop for people building their career.”

Helene Glasspool
Industrial Placement Year Lead,
Faculty of Engineering and the Environment, University of Southampton



■ “I see real strategic potential in both the current and emerging capabilities that TRS as a platform could provide to the MoD, as an integral part of the suite of tools currently used in the recruitment of our engineers and technicians. The TRS talent redeployment capability, for example, has real merit, and the apprenticeship clearing house and engineering graduate platform, Talentview, are worth detailed investigation given the national skills challenge and the fact that the MoD employs some 55,000 engineers and technicians across its Armed Forces and Civil Service.

We are about to run a number of pilot projects, tailoring them to

specific business requirements, to prove the concept. It is worth noting that it is not just the capabilities that are attractive but the collaborative governance mechanism: TRS is industry-led with facilitation from the Department of Business, Energy and Industrial Strategy. This collaborative approach by TRS is evident in its association with professional institutions and trade associations and therefore chimes with the collaborative approach taken by the MoD more widely.”

Captain Mike Rose RN
 Defence Engineering Champion –
 Team Leader, Ministry of Defence

■ “What our members value about the TRS website is that it brings together in one place apprenticeships that are specifically STEM-related. Rather than separately research opportunities in the automotive industry or aerospace or healthcare, you can find them all on one site. That also helps show young people how skills that they develop in one industry they can take and use in another. Engineering opens up possibilities in so many sectors and the TRS website captures that breadth.

TRS are a neutral broker who have a genuine interest in keeping hold of the engineering skills that are critical for the nation. I think they have another role too – to bring together the deliverers of STEM-based training with employers. Teaching staff need to stay up-to-date with what’s happening in industry and make sure they’re developing individuals with the skills industry needs. TRS helps to get companies and training providers talking to each other.”

Teresa Frith
 Senior Skills Policy Manager,
 Association of Colleges



■ “Our relationship with TRS goes right back to its origins, assisting with the creation of a platform for matching displaced employees in advanced manufacturing and engineering companies to vacancies within the sector. That platform evolved and in 2014, when Rolls-Royce was downsizing its global workforce by 2,600, TRS developed a bespoke version to track and coordinate the redeployment of these employees across growth sectors of our business.

We looked at other off-the-shelf options but saw that the TRS solution was much more cost-effective and flexible, plus it could cope with the complexity of our organisation. It’s an incredibly useful tool to track and control redeployment. We achieved our reduction without compulsory redundancies and the TRS platform has played a huge part in that. I’d say it’s saved us tens of millions of pounds in potential redundancy costs.

We’ve now developed a new, even more powerful portal to help manage restructuring in Rolls-



Royce and we manage a global population of 9,500 through the system. It gives us the ability to filter and search by parameters such as grade, location and job, we can use it to advertise positions, and we can control access and set permissions by employee. The power of the system is enormous and it takes a massive amount of pain out of our corporate administration. Both portals have been very well-received in Rolls-Royce. They’re efficient, intuitive and very easy to use.

TRS are extremely accommodating, working with us to find a solution to whatever we’re trying to achieve. The other attraction is that they’re working across different sectors and sharing best practices; they’re constantly looking for better ways of doing things. TRS is much more than a jobs platform and has the opportunity to really strengthen industry as a whole through employee retention and redeployment.”

Iain Snape
Operations Manager, HR Shared Services, Rolls-Royce plc



■ “Large organisations like BAE Systems have a duty to promote and support the transfer of STEM skills and knowledge within UK plc, and that’s what the solutions provided by TRS enable. Those solutions are especially valuable for the supply chain of SMEs who don’t have the resources of major employers.

We’ve worked with TRS during two major restructuring programmes, specifically to ensure that people who leave our organisation stay in the engineering and manufacturing industry. We promote those people through micro-sites on the TRS portal and find it’s a better way of bringing them to the attention of future employers. We can also contact the many companies registered with TRS and direct them to the CVs of quality people under the BAE name.”

Paul Schofield
Head of Employee Relations, BAE Systems plc

■ “We’ve been sharing ideas and working together with TRS for several years. The graduate platform they’re developing has real potential and should make the recruitment market work better for both employers and students. The fact TRS is a not-for-profit, government supported, industry-wide organisation sets it apart from commercial enterprises. They can be part of a broader initiative, tackling the whole resourcing agenda and opening up a wider debate. That’s got to be good.”

Stephen Isherwood
Chief Executive, Association of Graduate Recruiters

Supporting organisations include



Attracting new talent

By highlighting opportunities in manufacturing, engineering and technology we want to encourage interest and the inflow of new talent. As well as providing direct links to UK-wide vacancies, we can also offer access to the latest sector-specific careers information.

Developing people

We help to develop those working in manufacturing, engineering and technology businesses. We provide career guidance as well as access to development opportunities and, through our member organisations, promote skills accreditation and lifelong learning.

Retaining key skills

We provide tailored platforms to support companies and individuals with recruitment and redeployment, so that UK plc can retain key skills and expertise in the manufacturing, engineering and technology sectors.

About TRS

TRS is a not-for-profit programme. We're funded through sponsor and member companies, trade associations, professional institutions and other stakeholder organisations. TRS is free for SMEs.

TRS is run by a group of senior industry leaders from our sponsor organisations and is supported by BEIS – the Department for Business, Energy and Industrial Strategy.

TRS - Talent Retention Solution – was conceived out of a simple but critical need to help people and organisations deal with changes arising from economic and business restructuring.

Although our original focus was skills retention and redeployment, TRS is evolving into a national talent platform that will support the attraction and development of people in the manufacturing, engineering and technology sectors, as well as the retention of highly-valued skills.

Contact us

Email the TRS team: contact@talentretention.biz

Visit the TRS website: www.talentretention.biz