

## Future Careers in the Engineering Sector – The TALENT RETENTION SOLUTION (TRS) Scheme

**A new initiative has been launched to retain highly skilled workers across the UK's advanced manufacturing and engineering sectors.**



On Monday 24 October 2011, the Minister for Defence Personnel, Welfare and Veterans, The Rt Hon Andrew Robathan MP, met with Alan Cook, Chairman of Atkins Global and SEMTA, to discuss the Talent Retention Solution (TRS) scheme which links Service and civilian personnel leaving the Ministry of Defence with companies in industry who are looking to fill engineering related vacancies.

TRS was formed in December 2010 after Alan Cook was asked by the Business Secretary, Vince Cable, to form the business-led Skills & Job Retention Group (S&JRG) to investigate measures to retain key technical and engineering skills in the economy that might be lost as a consequence of the Strategic Defence and Security Review. The MOD was a founding member of the group together with representatives from BAE Systems, Rolls Royce, Airbus, Siemens, EDF, Nissan, Kembrey Wiring, ADS, CBI and BIS. The group identified the potential for suitably qualified Service and civilian personnel leaving Defence to fill vacancies in the engineering sector.

Using a grant from BIS, and in partnership with Winchester Consulting, the group developed TRS. TRS allows individuals to register their skills and qualifications and search for engineering vacancies in industry. It also allows employers to upload vacancies and search the database for people with the specific skills or qualifications they require. The TRS facilitates the initial contact between the two after which normal recruitment processes commence.

Service leavers who are eligible to resettlement provision through the Career Transition Partnership (CTP) are able to register with the TRS via a link on the CTP website at [www.ctp.org.uk](http://www.ctp.org.uk). You can find the link under the 'Find a Job' tab, and there also links from the CTP online job finding service, RightJob. Additionally, all eligible civilian personnel leaving the MOD via the Voluntary Early Release Scheme are able to register on the TRS and will be provided with a link to the site with their termination letter.

TRS will be Government funded for the first year and by industry thereafter. It is free to join for small to medium size companies and there are no subscription costs for the individual. TRS is targeting 1000 companies by the end of the 2011 to put their vacancies on the system.

The TRS scheme has been commended for those leaving Defence who are being afforded the opportunity to move into jobs where their engineering expertise could be utilised; which will also help the wider UK economy. The Minister thought it important that schemes such as this were led by industry rather than government, since industry were best placed to know what was good for them. The Trade Unions have been engaged in the work surrounding MOD's participation in TRS and are supportive.

Service personnel and MOD civilians who require full information on TRS, and how to register, are encouraged to read **2011DIN01-225 Talent Retention System (TRS)** released November 2011 and available on the Defence Intranet. Details are also available on the CTP website at [www.ctp.org.uk](http://www.ctp.org.uk)