

## **The TPS Skills Retention Scheme**

The TPS PDS operates consistently across all Stakeholder organisations and as a result transport planners who move between employers can maintain their progress on the PDS. However, in the current Covid situation, some PDS trainees have been furloughed and others may unfortunately find themselves without a job. To ensure that trainees are able to continue their professional development in transport planning, the TPS will offer a package of support so that they can continue to progress through the PDS (and possibly complete) until such time as they find new employment in the industry.

### **Trainees who are furloughed**

Trainees who are furloughed by their employer may continue with the PDS, recording their learning and recent experience to keep their records up to date. If they have learning objectives to complete, they may read around those topic areas, listen in or participate in web-based events, write up their records as normal and submit them to their mentor for feedback or sign off. This also applies to those that record their evidence through Quarterly Reports or Supplementary notes.

If their mentor has also been furloughed, the mentor may not be permitted to support them and the trainees should contact their PDS Manager to see if another mentor is able to take over the mentor role. If this is an issue, trainees should contact TPS via [skills@tps.org.uk](mailto:skills@tps.org.uk)

### **Trainees who find themselves redundant**

Trainees who are made redundant should notify the TPS via [info@tps.org.uk](mailto:info@tps.org.uk) and will be asked to provide basic details including their employment and PDS mentor on a simple form. They should also provide a summary of their progress on the PDS chart if at all possible. The TPS will review their details, add them to the Register, and find a volunteer from their pool of trained mentors to support them so they may continue on the PDS. Their current mentor may be able to adopt this role, but outside work time. TPS will continue to support the mentors and trainees, especially in regard to first and interim reviews which will take place without trainees having to be employed by a licensee. These will be conducted remotely and possibly in small groups.

Trainees may have difficulty in gathering new Experience in the technical units while they are not employed, but there are a range of opportunities to acquire Knowledge. For example, there are a far greater number of webinars and other web based events being held in the current situation and many are likely to continue. There are also well established schemes with courses mapped in whole or in part to PDS. TPS will set up an information exchange as a next step in this process. Although most of these events will contribute to their Knowledge it is also possible for them to acquire Experience, particularly in the M and CCE Units which also cover skills outside transport planning. In addition they may be able to find work outside paid employment, such as volunteering. Overall TPS will continue to give advice and support to help trainees continue their professional development and complete the PDS.

The benefits for trainees are clear. Not only will they be able to continue to progress their professional development and work towards IncTP, they will be able to demonstrate to prospective employers their commitment and motivation to pursue a career in transport planning and hopefully will be able to make an easier and speedier transfer back into paid employment.