



SECONDMENT PROGRAMME

DEVELOPING TALENT
IN OUR SECTORS



Working for our members



INTRODUCTION



Kevin Craven
ADS CEO

At a time when both retention and attraction of talent is critical due to the current job market climate, it could be mutually beneficial to partner with ADS on our Secondment Programme which enables member companies to broaden and develop skills within their workplace and offer career pathways for employees.

This document outlines details of our programme and the benefits available to members when partnering with us.



DEVELOPING A SECONDMENT PROGRAMME

We are seeking ADS member support to further develop our secondment programme.

We know that a successfully managed secondment programme can benefit both the organisation and employee. ADS is uniquely placed across our sectors to be able to offer the best emerging talent an opportunity to work on key topics and activities at the heart of the industry.

We offer a learning experience that helps individuals further their understanding of the industry, grow professional networks and improve personal development. We also support ADS members, deepening their internal knowledge and engagement with the wider sector.

In my role as an engineer it's easy to have tunnel-vision on what I need to deliver for the customer.

At ADS I interacted with many different stakeholders from different backgrounds, organisations and positions, and I learnt to see things from someone else's perspective.

This is especially important when engaging with senior stakeholders!

Matt Hogsden
Senior Engineer, MBDA
& previous MBDA Secondee

ADS has helped future-proof businesses by ensuring relevant and engaged individuals are able to use their experiences to improve competitiveness and deliver broader company strategic goals when returning to the ADS member company.

Continuing to support employees as they progress through their career such as through secondee programmes also contributes to improved staff retention thus reducing recruitment costs.

ADS has an existing secondment programme with MBDA, which has run for a number of years. We want to expand the number of secondees within ADS to broaden our role and deepen our contribution to developing talent across our sectors.

WHAT ARE THE BENEFITS TO ADS MEMBER COMPANIES?

INDUSTRY CONNECTIONS AND NETWORKS

Secondees will have exposure to the extensive industry networks that ADS coordinates on behalf of our sectors, engaging with other ADS members and stakeholders directly. ADS member organisations benefit from the connections secondees make as part of their secondment with ADS, as well as the insight and relationships developed through the collaborative nature of ADS activities.

DEVELOPMENT OF EXTERNAL FACING REPRESENTATIVES AND INDUSTRY ADVOCATES

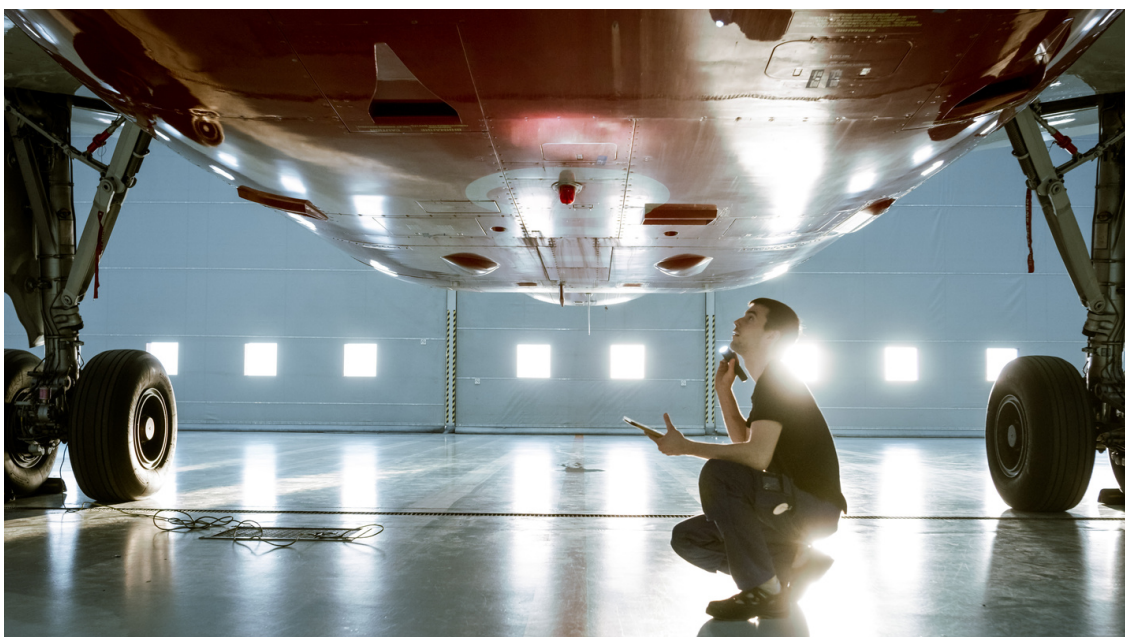
Experience of working with colleagues across all roles and levels within ADS and with external stakeholders will help develop communications skills and build external relationships. These skills are valuable in terms of growing the confidence and abilities of future leaders within ADS member organisations and help provide a pipeline of external facing representatives who can be advocates for your business and the industry more generally.

DEEPENING YOUR RELATIONSHIP WITH ADS

Our secondee programme provides the opportunity for you to deepen your relationship as a member company with ADS. Secondees can help improve understanding, insight and knowledge sharing between ADS and member companies, increasing collaboration, engagement and trust.

PROMINENT DEMONSTRATION OF COMMITMENT TO DEVELOPING FUTURE TALENT

Through the involvement of secondees in central ADS activities and external engagements, they act as ambassadors not only on behalf of ADS but also represent the best of your organisation's talent. The nature of ADS activities means that secondees will be visible to a large range of external stakeholders, providing your organisation a prominent demonstration of your commitment to developing future talent through our secondment programme.





WHAT ARE THE BENEFITS TO THE EMPLOYEE?

UNLOCKING NEW SKILLS

The main professional development opportunity to be gained from our secondee programme is to gain new skills, or develop existing skills in a new context. The secondment could mean working in a completely different business area or in a specialist area that would add to the employee's personal and professional development. An ADS secondment offers a great opportunity to boost an employee's professional skill set.

OFFERING A NEW PERSPECTIVE

ADS operates in a connected but different environment to most secondees' usual work setting. Seeing a different way of working can often help in working out which processes, team dynamics and a whole range of other enabling factors work well, and which don't. This exposure can help develop an employee's leadership skills.

EXPANDING HORIZONS

Secondees have an opportunity to interact with a wide range of companies and personnel through to the most senior levels. Our sectors cover a huge range of activities and capabilities and a secondment provides a unique platform to view the whole ecosystem and understand where their host company fits into it.

RE-ENGAGING THROUGH A SENSE OF PURPOSE

ADS secondments help employees show their capability beyond their existing role, but without changing their career path. Working in a new area or with a different team can build confidence and flex different skills which can be applied when back in their original role.

ENSURING A SUCCESSFUL SECONDMENT FOR ALL

We plan to offer five secondments, one in each of our four sectors and a further secondment within the executive office team. We aim to ensure a managed and professional experience for the secondees as we scale up from our current one based in our Policy team to five.

Each of the sectors will have a Secondee Point of Contact (day to day management where required), an agreed specific project with key deliverables and activity expected for the secondment will enable a more successful and rewarding outcome.

In order to ensure mutual value for the programme, a graduate secondee would last 6-12 months and a senior secondee 12 months. The senior secondees would rotate once during the year to maximise their experience.

ADS would review the secondments after a 12 month period.

ONBOARDING AND ONGOING SUPPORT

The onboarding process is led by the ADS HR function to ensure consistency and continuity.

An experienced Secondment Development Manager (SDM) will be responsible for the smooth running of the programme and managing the administration.

They will provide support to the secondees: meeting with them as a group quarterly to discuss progress and learnings, and individually twice per secondment for junior trainees, three times in the case of the senior secondees.

The SDM will also meet quarterly with the sector Points of Contact as a group to ensure a holistic and smooth experience for ADS and the secondees.

As well as ensuring the programme runs as smoothly as possible the SDM will be on hand to help secondees transition back into their original role.





ADS is the UK trade association advancing the UK's aerospace, defence, security and space industries.

ADS has over 1,300 member companies across all four sectors, with over 90% of these companies identified as Small and Medium Sized Enterprises. (SMEs).