



Corporate Strategy

2023 – 2026



TTE's vision

To be the leading provider of apprenticeships and technical training for the energy, engineering and manufacturing sectors in the North West.

TTE's mission

To provide relevant, high quality apprenticeships and other technical training to industry within the North West of England.

To provide an outstanding environment for learning that is welcoming, safe, inspiring, suitably resourced and well managed.



TTE's values

- **Health & Safety**

A culture of outstanding Health and Safety is at the heart of everything that TTE does.

- **Quality**

Quality, rather than quantity, is the principle business driver with a focus on maintaining and growing TTE's reputation as a quality engineering training provider.

- **Equality and Diversity**

TTE actively works to ensure that all clients and learners are given equal access to its services. TTE approaches individuals, schools, businesses etc without prejudice or agenda. TTE visibly promotes equality and diversity and actively seeks to celebrate learner success.

- **The Individual**

TTE values its staff and learners and seeks to develop them as individuals, support them to achieve success, encourage team-working and provide enriching learning experiences which will equip them to continuously develop in their future roles.



Introducing TTE Training

TTE Training Limited is a training provider set up by industry for industry.

TTE was established in Ellesmere Port, Cheshire in 1990 to provide training for companies in the chemical, petrochemical, oil and gas, process, power, paper, pharmaceutical and nuclear industries throughout the North West. Today it is INEOS (formerly Ineos ChlorVinyls) who leads TTE's Board and defines its business strategy.

TTE has grown to become one of the North West's leading providers of funded Level 3 Advanced Apprenticeships in Engineering and Laboratory Operations, and Level 2 engineering Study Programmes, with whole person development incorporated into the training. Since its establishment in 1990 TTE has successfully trained 1000s of Advanced Engineering Apprentices on behalf of manufacturing industry employers.

TTE also prides itself on delivering first class commercial training to help bridge the skill gap within the Petroleum and Chemical Industries. Whether you are looking to up skill or cross skill, TTE offer a vast range of training programmes specialising in Health & Safety, NVQ Programmes, Engineering Skills and Leadership & Management which can be tailored to meet any employer's specific requirements.

TTE still operates from a purpose-built Training Centre in Ellesmere Port to provide manufacturing industry with the finest young people trained to the highest standards.



How does TTE compare?

TTE is currently the only Ofsted 'Outstanding' Independent Training Provider delivering advanced process manufacturing apprenticeships in the whole of the North of England (including the North West, North East and Yorkshire & Humberside regions).

According to TTE's May 2023 Ofsted inspection report:

"Apprentices are prepared exceptionally well for working in a highly regulated industry"

"Leaders develop a highly ambitious curriculum, which meets the needs of employers, apprentices and learners."

"Training officers have extensive industry experience, which they use exceptionally well to explain key engineering concepts."

"Leaders place a very high priority on the safeguarding and well-being of their learners and apprentices. They are relentless in their pursuit of safe working practices and instill a culture of health and safety and safeguarding at all levels"

TTE is an 'employer owned and led' Independent Training Provider. TTE does not have shareholders, does not pay any dividends, and any surplus is re-invested back

into the company. For the 2021/22 academic year, TTE's published apprenticeship qualification achievement rate was 89.5%, against a national average rate for apprenticeship Standards of just 51.4%. This '38.1% above the national average' rate is all the more remarkable given that the vast majority of TTE's apprenticeship starts are 16 to 18 year olds, who begin their apprenticeship journey at TTE with little or no technical skills or experience.

All TTE Training Officers have extensive industrial experience gained from related manufacturing companies. The Training Officers deliver training based on their 'real life' experiences, knowledge and expertise of what it is actually like to work in industry.

Alongside TTE's expertise in delivering outstanding government funded engineering Apprenticeship and Study Programme training, it also delivers first class commercial skills training to enable employers to bridge their skills gaps, and meet the regulatory training requirements of industry, for example delivery of accredited Competency in Explosive atmospheres (Compex) and Emergency Response (ER) training.



Whilst much of the training TTE delivers is already directly applicable, TTE is also working with organisations such as the Northern Skills Network and the Hydrogen Skills Alliance to help quantify the hydrogen skills and low carbon emission challenge faced by industry, committed to developing training to meet employer requirements as they emerge.

TTE's Commitment

TTE offers a wide range of Apprenticeships, NVQ's and vocational training to employers and employees in the North West

Commitment to Learners

TTE will:

- maintain the highest standards in Health and Safety
- provide relevant support, information and guidance throughout the learner journey
- provide a supportive atmosphere with professional, knowledgeable and approachable staff
- helping all learners to enjoy learning and achieve their potential
- provide a relevant and thorough induction to learning and health and safety
- provide training that is relevant and up to date
- work impartially and confidentially in all relationships with learners, employers and funding bodies
- retain and develop links with employers to ensure up to date skills and knowledge and maximise employment and work placement opportunities
- ensure resources are accessible and user friendly
- ensure learners are aware of the range of services available suitable to their needs and are referred to other services and service providers as appropriate
- actively encourage feedback from learners and employers to facilitate continuous improvement

Commitment to Employers

TTE Will:

- provide excellent apprentices who are able to meet their employment needs from the earliest point in their careers and have the potential to develop and grow within their organisations
- promote apprenticeships in the region and manage a competitive selection process to provide employers with a pool of high calibre applicants from which to select.
- guide and support employers through the governmental funding system to minimise their effort and costs
- work in partnership with employers to develop flexible and responsive technical training

TTE's Strategic Aims

- To continue to be recognised as an exemplar of outstanding Health and Safety practice
- To be recognised as the leading apprenticeship and technical training provider in the North West.
- To grow the business in a sustainable manner
- To maximise our social impact by expanding the numbers of learners and employers using our services
- To establish a reputation, both regionally and nationally, for providing excellent services that are valued by all of its key stakeholders.

Measuring Success

2023 - 2026

1. To continue to be recognised as an exemplar of outstanding Health and Safety practice

In order to achieve this TTE aims to:

- Maintain a safe, healthy, supportive and high quality learning and working environment that is free from risk
- retain the annual RoSPA 'Gold' award and the British Safety Council (BSC) '5 Star' grading
- Maintain TTE as the provider of choice for training of HSE Inspectors

2. To be recognised as the leading apprenticeship and technical training provider in the North West.

In order to achieve this TTE aims to:

- maintain the Record Of Achievement (ROA) driven Advanced Apprenticeship programme at the 'core' of TTE's service provision
- implement robust training management, delivery and support processes alongside effective quality measurement and audit
- achieve a minimum timely completion rate of at least 95%
- maintain a high quality and up-to-date learning environment
- gain recognition for TTE through North West & National Awards
- continually collect and act on feedback from learners and employers to ensure improvements are delivered year on year
- through networking and links to other providers continually identify areas and ideas for improvement

3. To grow the business in a sustainable manner

In order to achieve this TTE aims to:

- actively develop partnerships and alliances that support business growth including employer representative groups, local enterprise partnerships and regional development bodies
- generate an annual net profit before tax of at least 5% to enable investment in and development of high quality teaching and learning facilities
- maintain TTE's listing on the Register of Apprenticeship Training Providers (RoATP) in order to fully engage in apprenticeship training delivery via Trailblazer 'standards'
- aiming for a 50:50 balance of funded and commercial training income
- expand breadth of engineering service areas by diversifying our product range and attracting at least one new income stream each year
- increase enrolment on the Level 3 Advanced Apprenticeship programme (in Engineering and Laboratory Operations) year on year

4. To maximise our social impact by expanding the numbers of learners and employers using our services

In order to achieve this TTE aims to:

- promote engineering qualifications and skills training, with particular emphasis on under represented groups
- ensure that over 90% of apprenticeship learners progress to employment or higher learning
- increase the number of annual funded learners to over 300 and active stakeholder companies to over 75
- actively continue to develop strategic community partnerships with key community stakeholders in the North West including local authorities, employers and other training providers

5. To establish a reputation, both regionally and nationally, for providing excellent services that are valued by all of its key stakeholders.

In order to achieve this TTE aims to:

- actively strive to maintain an 'Outstanding' Ofsted standard in all aspects of funded training delivery
- retain 'Investors in People' (IIP), 'Matrix' and 'CyberEssentials' quality accreditations
- achieve a minimum of 10 'good news' stories in the local and/or national media each year.
- gain recognition for our apprentices through North West & National events and awards
- actively represent TTE at key industry events and conferences

How to contact TTE Training Limited

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Opening Hours

Our opening hours are 8.45am to 5.00pm
Monday to Friday

