

OUR PART IN THE WHOLE



TTE TRAINING LTD (TTE) IS ONE OF THE UK'S LEADING PROVIDERS OF APPRENTICESHIPS AND MODERN APPRENTICESHIPS TO THE CHEMICAL, POWER, PHARMACEUTICAL AND FOOD INDUSTRIES. TTE WAS SET UP TO MEET THE RECOGNISED SKILL SHORTAGE IN THESE SECTORS OF UK INDUSTRY, ENABLING APPRENTICES TO GAIN THE TECHNICAL TRAINING AND INDUSTRY RECOGNISED QUALIFICATIONS THEY NEED. SPONSORING COMPANIES GIVE APPRENTICES REAL WORK EXPERIENCE WHILE TTE DELIVERS QUALITY OFF-THE-JOB PRACTICAL TRAINING.

CASE STUDY:

TTE



THE CHALLENGE

TTE delivers excellent training, highly regarded by employers. However, they felt that their apprentices did not have all the skills required to be truly effective employees. TTE wanted to add a personal development element to their programme. They approached Brathay to support them in delivering a holistic approach to apprentice development with the creation of their 'Whole Person Development Programme'.

THE SOLUTION

Brathay, working closely with TTE, developed a unique three year personal development programme. Each year throughout their apprenticeship, the apprentices spend a week at Brathay, taking part in a variety of outdoor, creative and mental challenges. This enables them to gain deeper personal understanding, identify and practice new behaviours and be challenged within a stretching and novel physical environment.

The first year event focuses on developing personal awareness, increasing self-confidence and basic team working. The second year introduces team dynamics, personal accountability and continuous performance improvement. The final year covers influencing others, leading groups and networking.

OUTCOMES

The Whole Person Development Programme has seen an improvement in the calibre of apprentices on completion of their training. 95% of apprentices are offered full time positions within their sponsoring companies, with many progressing to senior positions. Apprentices are recognised as effective, self-confident employees, able to communicate efficiently with a clear awareness of what an effective team is and how they contribute to its success. TTE and the sponsoring companies have also seen increased motivation and loyalty of apprentices.

"BRATHAY HELPED ME IN MANY WAYS. I DISCOVERED THINGS ABOUT MYSELF THAT I DIDN'T KNOW BEFORE. I FOUND I WAS ABLE TO LEAD A TEAM, AND PARTICIPATE IN EXERCISES I DIDN'T THINK I COULD DO. THE TEAM-BUILDING WORK HELPED ME BECOME MORE CONFIDENT WITHIN A GROUP."

Shaun Sutton
TTE trainee
