



Apprenticeship Guide for Employers



**Transport
Training
Services**

Experts in Automotive, Transport & Logistics

Transport Training Services (NI) Ltd and its predecessor, RTITB, have been delivering apprenticeship programmes for more than 50 years. With around one-third of all automotive, transport and logistics apprentices being trained by Transport Training Services (TTS), it is the largest single provider of apprenticeships to these sectors in Northern Ireland.

TTS is a wholly owned subsidiary of the registered charity, Transport Training Board for Northern Ireland, and as a social enterprise, TTS reinvests any profit from trading operations into the development of further training programmes for the benefit of our young people and adult students.

Don't Let the Skills Gaps Widen

We all have a responsibility to backfill the impending labour pool void. By acting now, we can protect the future of transport and motor sector businesses in NI.



Secure the Future of Automotive & Transport in Northern Ireland

We know that the transport and motor sectors are facing a shortfall of talent across all areas, but both have a lot to offer young people starting out in their career.

Ongoing shortfall of LGV drivers in the UK & Ireland at crisis levels

40%

'skilled trades' vacancies "proving hard to fill for skills related reasons"

Logistics employers say technician roles are hardest to fill

An aging workforce, historical lack of investment in apprentices, lack of diversity and the impact of Brexit will only make this worse!

Apprentices are Key to Protecting the Future Workforce

Growing your own technicians through apprenticeships is proven to protect the future labour pool and reduces long-term recruitment and training costs.

The IMI carried out an extensive study which showed apprentices typically generate a return on investment of between **150% and 300%** and typically generate profit **within 18-24 months**.

Apprentices can also bridge the gap in future technologies. TTS apprentices will increasingly bring skills that may be lacking in your existing team – we already train apprentices in hybrid and electric vehicle technology and are already looking to the future of hydrogen power, for example.



We Know Times Are Tough, But We Can't Ignore History

15%

of employers reported skills gaps in their workforce following the 2008/9 recession

400

new entrants to the automotive sector qualified to level 3 required each year to sustain the needs of the industry



Apprentices are **vital** in these sectors because there are **no other career path options** into technical roles that keep the wheels turning.

With wages starting at just £4.30* per hour, apprentices offer employers good value when money is tight, especially given their relative productivity.

* Rate as per April 2021

Driving Up Standards

The most successful apprenticeship is one where an employer employs the apprentice from day one and has an interest and a stake in the young person's career and progress.

97%
of starters successfully
complete a TTS
apprenticeship

A Professional Approach

- TTS focuses on providing class-leading expertise, purpose-built facilities and modern teaching methods to deliver relevant skills for the 21st century.
- Unlike some other apprenticeship providers, your apprentice will (typically) work for you 9-5 Monday to Friday and attend TTS classes all year round, in blocks of one week approximately every two months.
- TTS was praised by the DfE for its 'pioneering approach' to remote learning during COVID-19 – we keep your apprentices engaged in training no matter what!

The TTS 3-Step Apprenticeship Programme

1 Recruitment & Assessment

TTS carries out extensive promotion of apprenticeships to find candidates, conducts applicant assessments using a range of bespoke diagnostic tests and suitable prospects are then matched to 'live' employer vacancies.

2 Employer Selection

Employers have the opportunity to carry out further assessment, work trials and interviews before selection. Successful candidates are then enrolled on the Apprenticeships NI Programme, registered with the qualifications awarding body and equipped with key basic workplace skills by TTS.

3 Training Programme

Apprentices are on the payroll of the Employer for the duration of the three-year apprenticeship and post-qualification.

Brand specific training modules can be offered.



Find out more about our 3-step process at www.transporttraining.org/employer-information



Heavy Vehicle
Technician
Apprenticeship



Vehicle Refinish
(Paint) Technician
Apprenticeship



Vehicle Sales
Apprenticeship



Warehousing
& Storage
Apprenticeship



Management
Apprenticeship



Large Goods
Vehicle Driver
Apprenticeship
(truck/lorry driver)



Light Vehicle
Technician
Apprenticeship



Vehicle Fast Fitting
Apprenticeship



Service Advisor
Apprenticeship



Supply Chain
Management
Apprenticeship



Team Leadership
Apprenticeship



Passenger Transport
Driver Apprenticeship
(bus driver)



Vehicle Body
Repair Technician
Apprenticeship



Customer Service
Apprenticeship



Parts Advisor
Apprenticeship



Logistics Operations
Apprenticeship

Always Staying Ahead

Being an independent training provider, TTS is not restricted to a September start for apprentices and can have early or late starters to suit your needs.

With You For The Long Haul

At TTS we are committed to making your apprenticeship journey as smooth as possible.



Our apprenticeship brokerage service gives you confidence in finding the right apprentice candidates



Our unique apprentice Work-Ready pre-employment programme prepares our apprentices for your workplace



Our Workplace Mentoring Programme will give your staff the necessary management skills needed to support your apprentice



Our supportive Careers Development Officer is the link between you and your apprentice.



Proud Partners to Well-Known Brands



Got More Questions?

Check out our frequently asked questions at www.transporttraining.org/employer-information

What qualifications will my apprentice gain?

How much does an apprentice cost?

What does the training schedule look like?

How long does an apprenticeship take to complete?

What happens if my apprentice doesn't perform to my satisfaction?

Get Started on Securing Your Future Talent Today

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www.economy-ni.gov.uk

SKILLS
TO SUCCEED

APPRENTICESHIPS