



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 30% 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 apprentices and career development students.

Secure the Future of Automotive, Transport & Logistics in NI

We know that the motor, transport and logistics sectors are facing a shortfall of talent across all areas, but each has a lot to offer an apprentice 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.



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 motor, transport and logistics businesses in NI.

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 £5.28* per hour, apprentices offer employers good value when money is tight, especially given their relative productivity.



* Rate updates annually. Correct as of April 2023

Driving Up Standards

The most successful apprenticeship is one where a company employs the apprentice from day one and has an interest and a stake in their career and progress.

97%

of starters successfully complete a TTS apprenticeship

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



Light Vehicle
Technician
Apprenticeship



Vehicle Body
Repair Technician
Apprenticeship



Auto Electrical Repair
Apprenticeship



Heavy Vehicle
Technician
Apprenticeship



Vehicle Refinish
(Paint) Technician
Apprenticeship



Vehicle Sales
Apprenticeship



Heavy Vehicle
Trailer Maintenance
& Repair



Vehicle Fast Fitting
Apprenticeship



Service Advisor
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 08:30-17:00 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!



**Parts Advisor
Apprenticeship**



**Logistics Operations
Apprenticeship**



**Large Goods
Vehicle Driver
Apprenticeship
(truck/lorry driver)**



**Warehousing
& Storage
Apprenticeship**



**Management
Apprenticeship**



**Passenger Transport
Driver Apprenticeship
(bus driver)**



**Supply Chain
Management
Apprenticeship**



**Team Leadership
Apprenticeship**



**Customer Service
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 Workplace Mentoring Programme will give your staff the necessary management skills needed to support your apprentice



Proud Partners to Well-Known Brands



Mercedes-Benz
Truck & Van (NI)

Agnew Group

Charles Hurst

DONNELLY GROUP

TrustFord

McMILLAN
SPECIALIST CARS

MULHOLLAND
Randalstown & Campsie



NI TRUCKS

Road Trucks Ltd

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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Find us on:



YouTube



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Department for the
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www.economy-ni.gov.uk

**SKILLS
TO SUCCEED**

APPRENTICESHIPS

