

Nurturing tomorrow's scientists, engineers and entrepreneurs...



**Providing inspirational
opportunities through
training and development**



Schools
Science



Schools
Engineering



Training
Solutions



Adult Learning
& Development

TDR seeks to ensure that through excellence and progression, a high calibre staff cohort is available to drive businesses to prosperity in both local and international markets.



Schools
Science



Schools
Engineering



Training
Solutions



Adult Learning
& Development

“TDR has an outstanding range of vocational training for young people”

Ofsted 2008

Currently 500 Y10 to Y13 Students from 30 Schools are involved in TDR’s School Programmes



Welcome to TDR

TDR is an independent regional not-for-profit partnership that connects education with learners and the business marketplace. We provide high quality apprenticeships and adult learning while promoting engineering and science as exciting career options for young people

We aim to ensure the success of the regional economic strategy by promoting science and technology as attractive career options for young people and by providing opportunities for everyone to learn new skills and develop.

Our mission is to strive for excellence in our region by acting in the best interests of our learners. We recognise, promote and benefit from inclusion, we continue skilled development of individuals to ensure a sufficient resource of Operators, Technicians and Professional Engineers and Scientists adequately equipped to keep pace with modern technology and performance.

Our services are underpinned by core values that demonstrate professionalism, commitment to learning, personal development and progression for all.

“Particularly effective links with organisations and partners”

Ofsted 2008



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TDR works sub-regionally, from Northumberland to Durham



Ready for work...

Through our Young Apprenticeship in Engineering, we match the aspirations of young people to a world of opportunity.

Every year we help four-hundred young people in local schools to get ready for the exciting challenges of work in the twenty-first century. In addition to the Young Apprenticeship in Engineering that can be the equivalent of up to six GCSEs, we help our students to develop confidence and the attitudes that employers need.

Our two-year programme is open to all Year 9 students predicted to achieve a minimum of five GCSEs at A* - C grade.

We provide a rewarding blend of skills and experience with quality assured work experience as a key element of the learning process. TDR also provides progression for the 16-19 year groups through its own unique programmes designed to lead to full employment in engineering as an apprentice or technician or to identify and work with 6th form students with potential to progress on to an Engineering degree. Over 80% of our students progress into engineering based employment or further training.

"We are proud to provide the first step in an engineering career for so many."
Ian Young, Managing Director, TDR Training

**For more information, contact Pat Leach,
Schools Manager on 0191 491 1505,
patleach@tdrtraining.co.uk**



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"Outstanding achievement in young apprenticeships"

Ofsted 2008

Over 200 Engineering, Manufacturing and Science companies assist TDR with our School Programmes

Nurturing tomorrow's scientists, engineers and entrepreneurs...



Schools Science



Schools Engineering

Inspired by Science...

Our nationally acclaimed 'Young Apprenticeship in Science' programme is an excellent opportunity for young people to gain essential practical skills and a sure and recognised route into a broad range of Science careers; from medical research to forensics, animal care to marine biology.

The two-year programme is open to all Year 9 students who are going to study an Applied Science course at school. Students are based in school and continue to study national curriculum subjects, but are also able to experience an innovative Applied Science course in a work-based environment. Two exciting work experience placements enhance understanding of the day-to-day activities of science-based work.

Our young people also receive expert advice and support from professional scientists and our own dedicated Science team here at TDR. Of our Young Apprentice Scientists, 98% progress to further education or into full-time employment.

For young people already in work, our Advanced Science Apprenticeship at Level 3 provides further skills to develop promising careers or progression into higher education. Apprentices can specialise in educational or industrial applications.

"The young apprenticeship science programme is part of TDR's outstanding range of vocational training". Ofsted 2008

Find out more from Linda Croudace, Manager, Science Faculty on 0191 491 1505, lindacroudace@tdrtraining.co.uk

“I find the TDR course very enjoyable and have learnt that science is used a lot in the workplace. The sessions are fun and friendly. I am now considering a career in science”

**Sophie Halpin
St Josephs RC School
Hebburn**

Grade 1 Ofsted for Standards and Achievement;

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An average of 90% Young Apprenticeship progression, through education into employment, over the last 4 years.



**“TDR were non-intrusive
and compatible. They
did exactly what it said
on the tin”**

ARC International

**Average progression into
Engineering and Science
sectors : 90%**

Inspirational Apprenticeships...

We strive for excellence for both our young people and local businesses.

We have over two hundred young people undertaking apprenticeships in engineering and science with fifty local companies. Our success rates are outstanding with 85% achieving framework success.

A full range of apprenticeships and advanced apprenticeships ensure that there are always opportunities for our young people to progress. Many have benefited from our training to go on to university-based education. Our apprenticeships are open to anyone aged 16 to 25.

We believe in strong partnerships: with employers to guarantee that our apprentices become invaluable assets to their business, with parents to ensure that our young people are successful and develop as fully rounded individuals, with other partners such as local Colleges to give only the very best in teaching and learning. We want our young people to succeed, experience life-changing training and have the time of their lives.

For more information, contact Anthony Mills, Training Solutions Manager, on 0191 491 6305, anthonymills@tdrtraining.co.uk



“The support from TDR has enabled me not only to gain my qualifications, it has given me new found confidence”

Andrew Hope, Apprentice Fitz Fabrications

50% annually progress directly into Engineering or Science Apprenticeships at 16 or 18

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**We work with
and for business
organisations
to improve
productivity and
effectiveness.
Partnership is at
the heart of how
we work.**



“Outstanding achievement on adult training”

Ofsted 2008

“TDR are a key provider delivering effectively for employers and individuals in the science and engineering sectors, I am delighted that in continuing to grow the Sema partnership, TDR are now an Approved Academy provider for NSA-M”

Lynn Tomkins, Director for UK
Operations, SEMTA





Learning for life...

At TDR we believe that learning is lifelong and that it is never too late to gain new skills and develop new ideas.

A growing number of employers are benefiting from our adult learning and development programme. Through our 'Train to Gain' funding, we provide accredited courses in the science, engineering and manufacturing sectors, and beyond. From Performing Manufacturing Operations (PMO) to the latest Business Improvement Techniques (BiT), our support is helping businesses to succeed.

We provide bespoke solutions to business needs that are relevant, timely and economic. Whatever your requirements, we design learning and support with a constant eye on improvement. Just tell us what you need.

Effective presentations, selling skills, team leadership, customer service, plain English, time management, theory of change and many more can all be adapted to meet the challenges you face.

We make it easier to win new business by qualifying the workforce, building new capacity and ideas in existing teams, improving productivity, reducing waste, and boosting morale.

We provide programmes at levels 2, 3 and 4, helping learners to progress in a fully supportive environment. We also offer Adult Apprenticeships and many other activities designed to improve business. We take care of the interpersonal side of business through programmes such as Team Leading and Customer Service.

Our training is always tailored specifically to the needs of employers and employees. It is delivered with no disruption to productivity and in a style through which real benefits can be seen very quickly.

For more information, contact Ian Hunter, Adult Learning and Development Manager on 0191 491 6333, ianhunter@tdrtraining.co.uk

“TDR were professional and competent. I would have no hesitation in recommending them to any prospective client”

Electrolux



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Ron Dodd

Chairman's report

Over the past ten years, TDR has progressively positioned itself to provide a ready source of enthusiastic and motivated seed-corn of young people.

The current TDR cohort of well over 500 young people all aspire to achieve meaningful career progression through science-based activities, engineering, technology and manufacturing disciplines. As I have reported previously, I am proud of our record in this respect as high calibre youngsters are now consistently being developed, placed and retained in satisfying careers in North East companies.

A constant theme of TDR's strategy has been long-term sustainability – in terms of people, facilities and delivered services. Over the past decade, under Bill McGawley's executive leadership, a diverse, passionate, capable and consistent team has been assembled. This talented group of people are, in my opinion, well able to meet the future challenges that we face. Furthermore, our recent investment in new, larger and purpose-designed facilities – funded entirely at our own expense, has proven most timely.

We are all now operating in an uncertain economic climate. However, I am confident that the extreme challenges presented by the recent unprecedented upheaval in international financial markets will be successfully met, head-on by TDR. In many ways, the consequences of the collapse of global financial engineering into toxicity, will reinforce the strategic importance of the TDR model and product offerings. All markets have now realised that sustainable wealth creation comes only from the "real economy" which of course is led, driven and underpinned by science-related transactions and activities.

We will therefore continue to progress along the technological footpath we have defined, which in our view, will lead to eventual and sustainable UK economic success. It is our intention to provide the appropriate leadership and people power to drive the real economy, both here in the North East and throughout the UK.

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TDR Senior Management

**Sue Goddard
Steve Lambert
Pat Leach
Joyce Maughan
Bill McGawley
Ian Young
Ian Hunter
Linda Croudace
Anthony Mills
Sarah Anderson**



Bill McGawley

Vice-Chairman's Review

TDR's performance in 2008 was characterised by strong order intake, cash inflow and an underlying growth in surplus.

We will increase both scope and scale of our current activities to capitalise on the strategic imperative of enhancing the "real economy".

Despite challenging trading conditions, the already strong balance sheet strengthened further with a growth in cash of 24%. During the course of the year the resilience of the organisation was further enhanced following strategic investment in both facilities and staff. In particular, Ian Young was appointed as Managing Director and immediately assumed full tactical responsibility for current operations. I am pleased to report that, in the board's view, his appointment was both timely and appropriate. I look forward to working with Ian over future years as we develop the company further.

In the Chairman's foreword, Ron Dodd has referred to the strategic opportunity that the current economic and financial circumstances provide for TDR. Although there are unprecedented challenges ahead, TDR is better positioned than in the past and its financial and product portfolio strengths will enable it, in the short and medium term, to respond to current uncertainties and continue to develop the business. Over the next five years, the inherent strengths of its sector knowledge and expertise, its current range of service delivery, its agility and its fiducial stability, suggest that TDR has the capability to increase its revenues through organic growth. The company is well-placed to respond effectively to the current unprecedented external environment for a number of reasons:-

- Acknowledged and audited high performer across a wide portfolio of products. Exceptional success rates achieved to date.
- Already rich in credibility, expertise and capability. Well positioned to exploit its strengths.
- TDR Brand recognition and strength, locally, nationally and also internationally through WorldSkills.
- TDR has continually focused on operational synergies and efficiencies and has the ability to apply its integration skills to exploit its technological strengths.
- A coherent management development and succession plan has been in place for some years. Strong and expert senior appointments made during the past 5 years.

- With a staff cohort of 40+ the organisation now enjoys a significant critical mass of well-informed and constantly developing expertise.
- Relatively low average staff age of <45years
- High staff morale, negligible employee absenteeism/absence.
- Robust and strengthening balance sheet.
- Large and loyal current customer base.
- Very pleasing Ofsted inspection in 2008.
- Recent investment in Adult Learning, following the appointment of Ian Hunter is already proving fruitful.
- Proven track record in productive and mutually beneficial partnerships.
- Totally independent and Not-for-Profit Charity, Limited by Guarantee.
- Excellent, modern, low cost, purpose designed-facilities with upsize capability.
- Confused market place with ill-informed customers and competitors.
- Considerable visibility of future revenues.

Good progress has been made in strengthening the Group's operational performance and by restructuring support functions. The programme to upgrade our Team Valley facility is now largely complete. The Adult Learning and Development Division was launched in the Winter of 2008 and is now manned, fully operational and successfully delivering programmes. Additional educational opportunities that capitalise on our laboratory facilities are now coming on stream.

In my view, the fundamental resilience of TDR's current situation will provide a firm foundation for further growth. Furthermore, I anticipate that the cash balances will improve during 2009 and that the outlook for the group is positive. We will increase both scope and scale of our current activities to capitalise on the strategic imperative of enhancing the "real economy". It is a great pleasure to work alongside the talented team here at TDR. I look forward to reporting further progress in next year's overview.

TDR Board of Trustees

Ron Dodd Chairman
David Trotter
Kate Simpson
Tracey Wilson
John Wood
Barney McGill

TDR Finance & Business Development Committee

Ron Dodd Chairman
David Trotter
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Bill McGawley
Ian Young



Bill McGawley

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