

A close-up photograph of a male worker in an industrial setting. He is wearing an orange hard hat, clear safety glasses, and a high-visibility yellow safety vest over a dark jacket. He is looking down at a clipboard he is holding, with a pen in his hand. The background is blurred, showing industrial lights and structures. The image is framed by a thin yellow border.

DEVELOP

**HEALTH & SAFETY,
LEADERSHIP &
COMPLIANCE TRAINING**

DIVERSE PORTFOLIO OF TRAINING PROGRAMS

Develop Training Ltd (DTL) has a history dating back over 50 years and is now the UK's leading accredited provider of health & safety, leadership and compliance training. DTL's clients include some of the UK's largest and best-known companies operating nationally and globally within the utilities and construction, defence, healthcare, engineering, facilities management and telecommunications sectors. In addition to these, DTL supports thousands of other, smaller, organisations with their ongoing training requirements.

DTL offers a wide and diverse portfolio of training programmes, which fall into the following broad areas:

Water & Environmental

Gas & Energy

Multi-Utility

Health, Safety & Confined Spaces

Electrical & Mechanical

Smart Metering

Apprenticeships

Leadership & Management



PROGRAMMES

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WHY CHOOSE DEVELOP TRAINING?



Training programmes can be delivered either at one of DTL's seven dedicated training centres or on site at client premises. DTL operates training centres in Bolton, Derby, Linlithgow, Lisburn, Romford, Swindon and York. All of DTL's training centres are purpose-built and set out to recreate real-life working environments. These provide learners with the opportunity to learn both the theoretical and practical aspects of their training within well-managed, structured environments.

DTL specialises in providing bespoke training courses and programmes but can also provide associated consultancy advice. This service helps to ensure that the training and development needs of learners can be assessed appropriately and employers can optimise their returns on investment.

DTL combines a broad training portfolio with comprehensive UK coverage. There are several other elements of DTL's offering which set it apart from other training providers:

Welcome

Feedback from learners is consistently very positive with regard to DTL's training centres. Learners enjoy both the welcome they receive and the overall training experience. They feel comfortable and well-supported and more than 99% of learners say they would recommend DTL to a friend or colleague.

Expertise

DTL's history dates back over 50 years. This wealth of experience combines with contemporary industry knowledge and expertise to create and deliver outstanding, market-leading training courses. Rather than simply 'sheep-dipping' learners, by providing generic programmes, DTL embraces the latest methods of teaching to ensure that learning is not only relevant but is also tailored appropriately and therefore engaging. This ensures that messages are retained longer and to greater effect.

Flexibility

DTL's training delivery teams can easily adapt to suit client requirements, providing solutions that genuinely add value to their businesses. DTL has a long-standing and proven ability to create truly bespoke training solutions. These allow its clients to select the best options for their needs. In addition, training courses are available through DTL's extensive open programme. In whatever form, training can be delivered either at one of DTL's dedicated training centres, on-site at client premises or, in some instances, within mobile units.

Commitment

DTL is committed to supporting its clients and their employees achieve their collective and individual training goals. DTL's commercial and operational teams can help in this by assessing training, competency and compliance needs. This allows for recommendations to be made as to the most appropriate training solutions and, thereby, the returns on client training budgets to be maximised.

Hands on approach

The provision of practical, hands-on training significantly distinguishes DTL from most other training providers. Learners report that, whilst the equipment at other training providers may be appropriate, DTL stands out as in its ability to facilitate practical scenarios. This ensures that learners feel more confident and prepared to meet the various challenges they may face in the field.

Recognised standards

DTL holds ISO 9001, OHSAS 18001 and Investors in People certification. Its centres are approved for the delivery of courses accredited by, amongst others, City & Guilds, ILM, CABWI and EEIAS. DTL is also listed on the Register of Apprenticeship Training Providers (RoATP).

WATER AND ENVIRONMENTAL

DTL's courses are designed to help water companies and contractors support the essential skills needed to guarantee the sustainability of water supply in the UK.

DTL's comprehensive range of water industry training courses are aligned to the latest water regulations and cover water services, water treatment, waste water treatment and sewerage-related processes. These accommodate all levels of expertise from apprenticeships and NVQs, for new and current employees, to water engineering and management.

“ Develop Training has been a key partner in the delivery of quality health & safety and technical training to meet our business needs and establish a competent workforce. ”

TRACEY GREENER,
TRAINING CONTRACTS MANAGER,
NWG

COURSES FOR WATER UTILITY TRAINING

WATER COMPETENCY FRAMEWORK

Water Industry Operative Competency
(Frontline Skills Framework/5831 Scheme)

WATER TREATMENT & WASTE WATER TREATMENT

Reservoir Inspection
Reservoir Supervision
Soil Mechanics for Reservoir Engineers
Hydraulics & Hydrology for Engineers
Clean Water Treatment Processes
Waste Water Treatment Processes

SEWERAGE

CCTV Inspections
– Private Drainage Systems
Drain & Sewer Cleaning
with High Pressure Water Jetting
Inspection & Maintenance
of Private Drainage Systems
British Small Sewerage Works
Maintenance
Brick Sewer Condition Classification
Pipe Sewer Condition Classification
Pipe Sewer Condition Conversion
to MSCC5

WATER SERVICES

Water Regulations & Water By Laws
Enforcement of Water Supply
Regulations 1999
Safe Control of Mains Connections
Type BA Verifiable Device Testing
Disinfection of Water Mains
Leakage Detection Acoustic
Service & Main Laying Repairs
& Modification
Network Construction Operative (NCO)
Water Level 1
NCO Water Level 2 Service Laying
NCO Water Level 2 Main Laying
NCO Water Level 2 Main Laying
& Service Laying
NCO Water Level 3
Large Diameter Main Laying

HEALTH, SAFETY & ENVIRONMENTAL KNOWLEDGE

National Water Hygiene Scheme
SHEA Water
Water Hygiene & DOMS

LEGIONELLA-RELATED COURSES

Awareness and Compliance
of Legionella and ACOPL8
Role of the Responsible
Person/Duty Holder/Landlord
Risk Assessment of Water Systems
Hot & Cold Water Systems
Disinfection of Water Supply Systems
in Buildings
Thermostatic Mixing Valves
Cooling Towers and Air Conditioning
Equipment
Management of Pools Systems

GAS & ENERGY

DTL's leading gas & energy training solutions have, for many years, supported clients in meeting regulatory compliance, safe-working and in addressing industry skills shortages.

DTL's extensive range of training courses cover all operations involved in building and maintaining the gas network and energy infrastructure, smart metering and domestic & commercial gas assessments.

Develop Training has the capability, expertise and commitment to mould their offering around our precise needs. We know we can always rely on them for advice and support.

CORMAC O'CONNELL,
HEAD OF OPERATIONS,
MCNICHOLAS CONSTRUCTION COMPANY LTD.



COURSES FOR GAS & ENERGY TRAINING

GAS COMPETENCY FRAMEWORK

Gas Industry Operative Competency
(Frontline Skills Framework/5831 Scheme)

GAS SECTOR KNOWLEDGE FOR ELECTRICAL TECHNICIANS

Operating Gas Sites for Electrical Technicians

Electrical Testing on Operational Gas Sites

SAFE CONTROL OF OPERATIONS (SCO)

Competent Persons - Authorising Engineer SCO 1 & 2

Competent Persons For Non-Routine Operations SCO 4

Competent Persons For Routine Operations SCO 5

NETWORK CONSTRUCTION OPERATIONS

Network Construction Operative (NCO)

Gas Level 1

NCO Gas Level 2 Service Laying

NCO Gas Level 2 Main Laying

Escape, Locate, Repair

NETWORK DESIGN

Design and Pre-construction Training Programme

Design of Low Pressure Gas Distribution

GIRS Design Complex (City & Guilds)

MANAGERS & SUPERVISORS

Service & Main Laying for Managers

SPECIALIST PROGRAMMES

Meter Installation to a Capped Outlet

Meter Disconnection

DOMESTIC & COMMERCIAL GAS ASSESSMENTS

Gas Appreciation

Domestic Gas Accredited Certification Scheme (ACS)

Guild of Gas Fitting Operatives (GGFO) foundation

Gas Safety Competence for Domestic Installation

MULTI-UTILITY

Some areas of training are relevant to a wide range of industry sectors and disciplines. DTL provides high quality, expert training in areas such as trench support, fusion jointing of variable diameter gas and water pipes, and street works (ensuring compliance with the New Roads and Street Works Act 1991).

In all disciplines assessments are tailored to specific gas or water industry standards. This is particularly relevant for skills such as the butt- or electro-fusion of polyethylene pipe.

“Develop Training has delivered accredited Streetworks training and assessment to Openreach engineers UK wide. Courses are specifically tailored to company needs and our engineers highly value the experience gained on live roads during practical exercises.”

LINDA COLE,
STRATEGIC SUPPLIER MANAGEMENT,
BT GROUP PLC COMPANY LTD.



COURSES FOR MULTI-UTILITY TRAINING

STREETWORKS COURSES FOR OPERATIVES

- Locating Underground Apparatus
- Signing, Lighting & Guarding
- Excavation in the Highway
- Highways Reinstatement
- Highways Reinstatement Refresher

STREETWORKS COURSES FOR SUPERVISORS

- Monitoring Signing, Lighting & Guarding
- Supervising Reinstatement of the Highway
- Supervising Reinstatement of the Highway Refresher

SERVICE OR MAIN JOINTING

Butt Fusion/Electro Fusion of Polyethylene (PE) Pipe

NETWORK CONSTRUCTION OPERATIONS

- Excavation Support Techniques (No Live Dig)
- Excavation Support Techniques (Live Dig)
- Impact Molding - Trenchless Technology

HEALTH, SAFETY & CONFINED SPACES



It is well understood that ensuring a workforce is knowledgeable and competent in safe practices reduces the risk of accidents and their associated business costs. At DTL, the application of UK health and safety principles underpins all training solutions.

In addition to these, DTL offers a wide range of internationally recognised, health & safety-specific training courses and qualifications. These cover a spectrum of themes from risk assessments to working with asbestos to manual handling and many more. For example, DTL delivers a comprehensive portfolio of confined space training courses to keep ensure the safety of workers.

“Develop Training provides top quality confined spaces training, with excellent practical exercises that have helped ensure compliance and improve safety across our workforce.”

THOMAS ADAMS,
MECHANICAL ENGINEERING SUPERVISOR,
AQUATECH ENGINEERING SERVICES

COURSES FOR HEALTH, SAFETY & CONFINED SPACES TRAINING

HEALTH & SAFETY

- IOSH Working Safely
- IOSH Managing Safely
- IOSH Managing Safely Refresher
- Asbestos Awareness
- Safe Working at Height
- Safe Manual Handling
- Abrasive Wheels - Portable Equipment
- Abrasive Wheels - Fixed Equipment

INTRODUCTORY CONFINED SPACES COURSE

- Awareness of Confined Spaces
- Confined Spaces Entry and Escape
- Breathing Apparatus
- Breathing Apparatus: Full Working Set

WORKING IN CONFINED SPACES

- Working in Low Risk Confined Spaces
- Working in Medium Risk Confined Spaces
- Working in High Risk Confined Spaces

SUPERVISING WORK IN CONFINED SPACES

- Overseeing Work in Medium Risk Confined Spaces
- Overseeing Work in High Risk Confined Spaces

MANAGING/IMPLEMENTING SAFE SYSTEMS OF WORK

- Supervising Working at Height
- Management of Work at Confined Spaces

WORKING AS AUTHORISED PERSON IN CONFINED SPACES

- Implementation of Safe Systems of Work by Authorised Persons
- Implementation of Safe Systems of Work Refresher

ELECTRICAL & MECHANICAL

DTL's specialist Electrical and Mechanical courses are designed to meet the needs of Competent Persons, Authorised Persons, and Engineers and Managers with responsibility for Electrical High Voltage, Low Voltage and Mechanical safety and systems compliance.

All of DTL's courses reflect the latest methods, practices and legislation and provide essential hands-on experience on specialist equipment. DTL's experienced teams are also able to provide consultancy on safe systems of work and create bespoke programmes aligned to the business procedures and in-house safety rules of the client. DTL can also work collaboratively with clients to create and implement their own safety rules.

Courses are suitable for all engineering disciplines in all commercial sectors, as well as healthcare, including those for the National Health Service and the Ministry of Defence. Many such courses are modular in format and therefore can be adapted easily to the meet individual client needs.

“ Develop Training provides quality training to our Low Voltage Electrical Authorised Persons. Engineers have benefited greatly from attending the courses and bringing their knowledge back to the workplace. Their national training capability ensures consistency throughout our UK sites. ”

DAVID NOONAN,
CHIEF ENGINEER,
INTU RETAIL SERVICES



COURSES FOR ELECTRICAL & MECHANICAL TRAINING

HIGH VOLTAGE ELECTRICAL

HV Authorised Person for Commercial Environments
HV Authorised Person Refresher
HV Awareness for Managers
HV Distribution Systems
HV Switchgear Maintenance & Awareness
Safe Access to Electrical Substations

LOW VOLTAGE ELECTRICAL

LV Authorised Person for Commercial environments
LV Authorised Person Refresher
LV Competent Person Electrical
Single Point Isolation
Appointing & Authorising Authorities
Authorising Engineer
Authorised Person: Electrical Standby

ELECTRICAL FAMILIARISATION

Mechanical to Electrical Conversion
Electrical Awareness

INSPECTION & TESTING

Fundamental Inspection, Testing & Initial Verification
Initial Verification & Certification
Periodic Inspection, Testing & Certification
Combined Initial Verification & Periodic Inspection, Testing & Certification
Wiring Regulations IEE Training (Current edition of BS7671)
Portable Appliance Testing (PAT)

MECHANICAL – SKILLED PERSONNEL

Appointing & Authorising Authorities
Authorising Engineer
Authorised Person: Mechanical
Authorised Person: Boiler and Pressure Systems
Authorised Person: Boiler and Pressure Systems Refresher
Boiler House Management
Authorised Person: Air Conditioning Systems

Competent Person:
Air Conditioning Systems

Authorised Person: Petroleum
Authorised Person: Petroleum Refresher
Commercial Skilled Persons Mechanical
Air Conditioning & Associated Controls

FLUORINATED GASES

F-Gas (Cat 1) City & Guilds 2079-11
F-Gas (Cat 1) City & Guilds 2079-11 (Assessment Only)
F-Gas (Cat 4) City & Guilds 2079-14

MECHANICAL FAMILIARISATION

Electrical to Mechanical Conversion

Dedicated Authorised Person courses are also available for the Healthcare sector and the Ministry of Defence. Please visit the DTL website for more details:
www.developtraining.co.uk

SMART METERING

DTL has been at the forefront of smart meter training since 2014 and can boast a highly qualified delivery team and state-of-the-art training facilities. These ensure that employers are able to meet the significant skills challenge required by the UK's implementation of smart meters. DTL is accredited by the Energy & Efficiency Independent Assessment Service (EEIAS) to provide training for smart meter installers.

In addition to the portfolio listed below, DTL is able to create bespoke training courses in line with clients' individual codes of practice and meter installation standards.

“ Having taken the time to fully understand Siemens' rigorous Code of Practice and metering procedures, Develop Training designed a tailored smart meter training programme that ensures our delivery teams are fully versed in the required standards and ready to operate effectively in the field.

BRIAN JOBE,
HEAD OF FIELD OPERATIONS,
SIEMENS METERING SERVICES ”



OPTIONS FOR SMART METER TRAINING

SMART METER UPSKILLING TO MOCOPA

For existing gas installers

UPSKILLING TO GAS VIA GUILD OF GAS FITTING OPERATIVES (GGFO) FOUNDATION

For electrical meter installers

UPSKILLING FOR ALL INSTALLER LEVELS

2 Rate meters

Single Off Multi Phase

Medium Pressure Gas

Three Phase

CT Metering

TRAILBLAZER APPRENTICESHIP

For new entrants to the industry

MENTOR/MANAGERIAL

Mentoring & coaching

for smart meter supervisors

CITY & GUILDS LEVEL 2 DIPLOMA IN SMART METERING

For those with some relevant knowledge & skills

Also available to new entrants to the industry

APPRENTICESHIPS

Since 1 May 2017, new Apprenticeship standards in the UK mean that, for the first time, apprenticeships are open to all people aged 16 years of age or older; there is no upper age limit. This means that apprenticeships are increasingly becoming a viable training option for both new workforce entrants and those seeking to learn new skills later in life.

DTL has been providing high quality, employer-led, apprenticeship training programmes for some of the UK's best known utilities and infrastructure companies for over a decade. As a prime contractor for the Education and Skills Funding Agency (ESFA), DTL is listed on the Register for Apprenticeship Training Providers (RoATP) and at the forefront of delivering apprenticeship training for the Gas, Water, Technical, Public Sector and Leadership & Management areas.

“ Our relationship with Develop Training Ltd has grown over many years based upon high quality delivery. DTL plays a lead role in developing the competences we require our managers and operatives to have to take our Company forward.”

NEIL SNELL,
HEAD OF TRAINING AND DEVELOPMENT,
SGN



APPRENTICESHIP TRAINING PROGRAMMES

SMART METERING

Dual Fuel Smart Meter
Installation Engineer (Level 2)

ELECTRICAL

Electrical Power Protection and Plant
Commissioning Engineer (Level 4)

GAS

Gas Network Team Leader (Level 2)
Gas Network Craftsperson (Level 3)
Maintenance & Operations Technician
(Level 3)

WATER

Utilities Engineering Technician (Level 3)
Water Process Technician (Level 3)
Water Treatment Technician (Level 3)

LEADERSHIP & MANAGEMENT

Leadership & Management (Level 3)

LEADERSHIP & MANAGEMENT

DTL understands the need for companies across all sectors to provide comprehensive and practical training to employees making the transition from operative to supervisor, and from supervisor to manager.

DTL's extensive range of accredited courses and qualifications covers general management development skills, such as report writing and effective communication, through to those looking to develop expertise in leadership, planning and problem solving. Leadership & Management training courses from DTL can benefit every operative, supervisor, and manager in all companies.

“ Such was the success of the initial pilot course that we immediately engaged DTL to deliver a bespoke customer service training programme to 5,500 employees, alongside a leadership and management programme that embeds key skills and techniques with our managers.”

CARL KETLEY-LOWE,
TRAINEE DEVELOPMENT MANAGER,
WESTERN POWER DISTRIBUTION



COURSES FOR LEADERSHIP & MANAGEMENT

Management Skills Workshops

**Ideal Manager
- Bespoke Management Programmes**

**Training Assessment & Quality Assurance
(TAQA)**

**ILM Qualifications in Leadership
& Management**

Management Apprenticeships

Ideal Manager Programme

Be a More Effective Manager

Mindfulness for Leaders

Communication & Presentation Skills

Behavioural Customer Service Training

Mentoring & Coaching

LEARNING & ASSESSMENT PORTAL

DTL has developed and launched its own Learning & Assessment Portal (LAP) to streamline and optimise approaches to training management. The LAP provides for an informed understanding of the learning and development needs of staff. It also facilitates the delivery of appropriate training to ensure that members of staff are both compliant with relevant legislation and progressing in their careers.

Web-based data visualisations and the use of statistical tools enable the straightforward extraction of tailored data. This data can be analysed swiftly for detailed insights and to meet internal reporting requirements. For example, LAP managers can easily view the attendance of learners on courses, their

training histories, when recertification is due for compliance purposes, or take a wider view of employee development needs.

DTL's LAP allows designated users to book individuals or groups onto training courses. E-mail and SMS notifications can be scheduled for learners to remind them that training has been arranged. Instant alerts can also be arranged to highlight to managers when individuals are nearing the time for compliance re-certification.

The LAP is designed to integrate seamlessly with any existing in-house HR or business systems. It is fully scalable, secure, and capable of facilitating future business success through employee learning and development programmes.

TRAINING MANAGEMENT AUTOMATION

Using the LAP, businesses can:

- ✓ Manage and control their entire learning and development requirements from one platform
- ✓ Allow employee and training information to be understood quickly and effectively
- ✓ Measure, analyse and report on training company-wide, sorting by department, geographical location, or individual
- ✓ Automate repeat tasks and reports at time intervals to suit
- ✓ Automate e-mail and SMS reminders direct to staff

REQUEST A DEMONSTRATION:

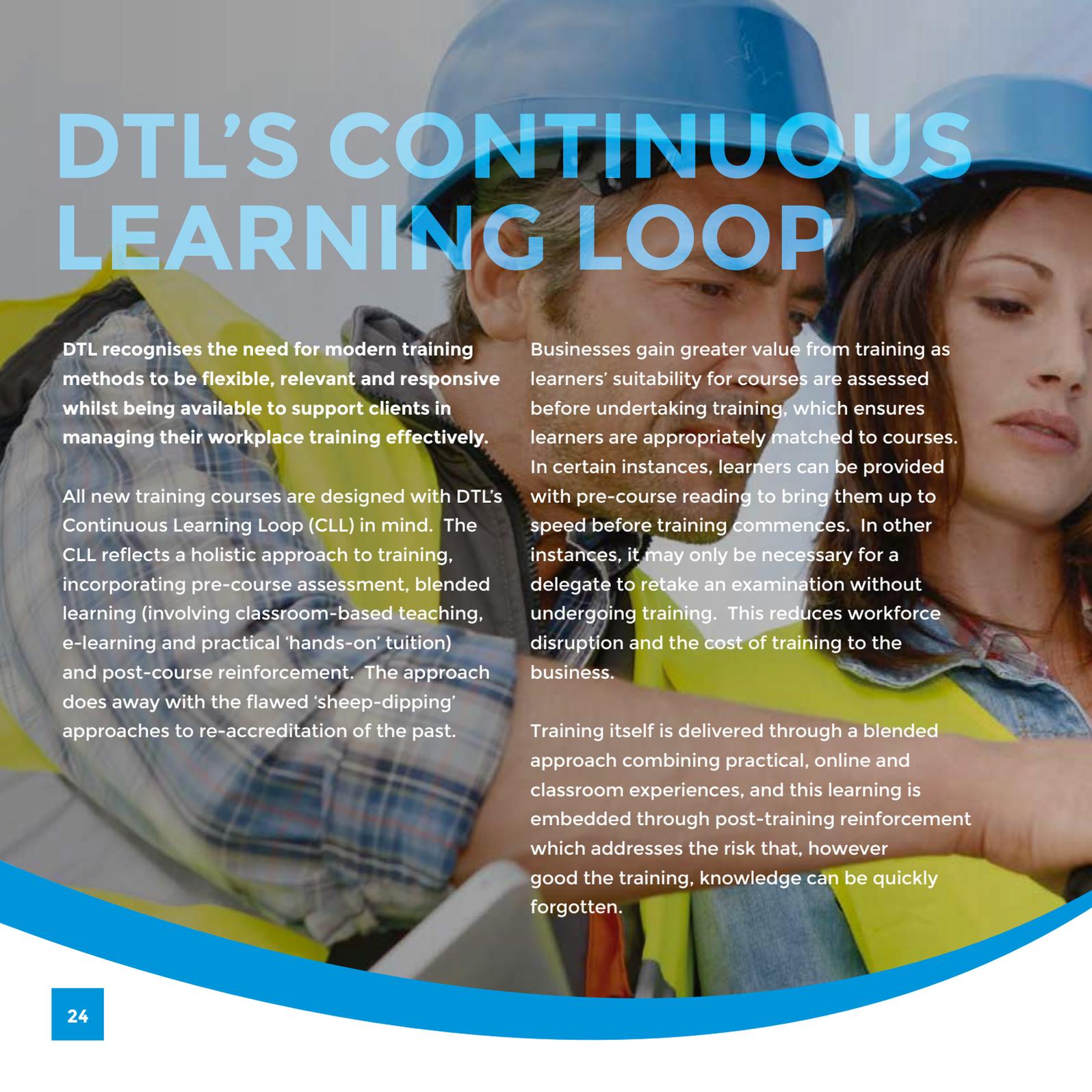
Call 0800 876 6708

or e-mail enquiries@developtraining.co.uk

Using the LAP has had a massive impact on the efficiency and delivery of our technical training services. In particular, it provides users with a quick and easy method of identifying training requirements and booking courses. This has resulted in us streamlining the overall process, through which we've booked almost 2,000 training dates in the first three months of using the platform.

JOANNE GREEN,
TRAINING & COMPETENCE MANAGER,
TRIIO





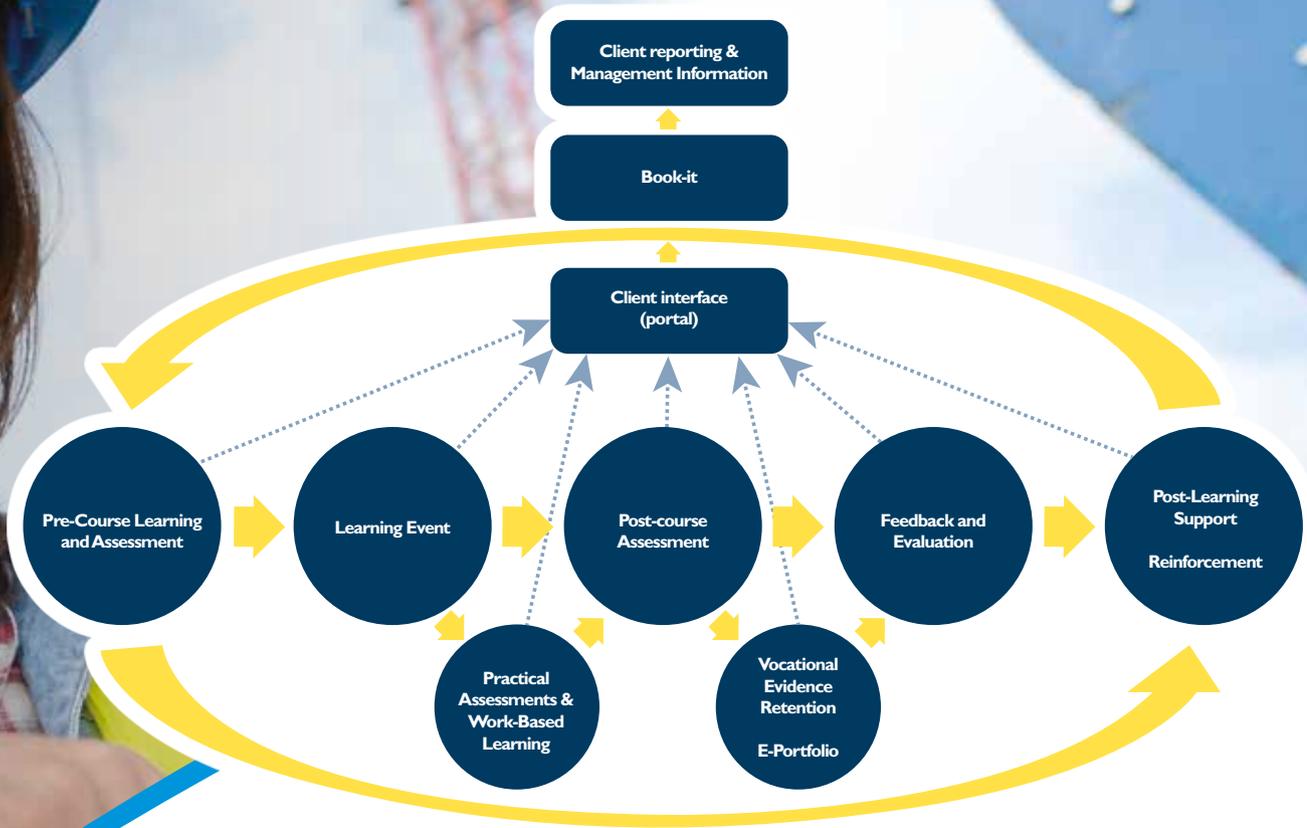
DTL'S CONTINUOUS LEARNING LOOP

DTL recognises the need for modern training methods to be flexible, relevant and responsive whilst being available to support clients in managing their workplace training effectively.

All new training courses are designed with DTL's Continuous Learning Loop (CLL) in mind. The CLL reflects a holistic approach to training, incorporating pre-course assessment, blended learning (involving classroom-based teaching, e-learning and practical 'hands-on' tuition) and post-course reinforcement. The approach does away with the flawed 'sheep-dipping' approaches to re-accreditation of the past.

Businesses gain greater value from training as learners' suitability for courses are assessed before undertaking training, which ensures learners are appropriately matched to courses. In certain instances, learners can be provided with pre-course reading to bring them up to speed before training commences. In other instances, it may only be necessary for a delegate to retake an examination without undergoing training. This reduces workforce disruption and the cost of training to the business.

Training itself is delivered through a blended approach combining practical, online and classroom experiences, and this learning is embedded through post-training reinforcement which addresses the risk that, however good the training, knowledge can be quickly forgotten.



- ✓ Improved quality and customer satisfaction
- ✓ Improved business performance

- ✓ Greater capacity to respond to change
- ✓ Greater innovation
- ✓ Reduced staff turnover

- ✓ More motivated and committed workforce
- ✓ Improved brand reputation

TRAINING VENUE LOCATIONS

 LINLITHGOW

 LISBURN, NI

 YORK

 BOLTON

 DERBY

 SWINDON

 ROMFORD



LINLITHGOW

Mill Road, Linlithgow,
West Lothian EH49 7SF
T: 01506 845812



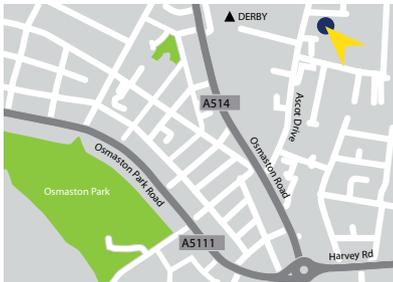
YORK

Burn Hall, Tollerton Road,
Hub, Yorkshire YO61 1JB
T: 01347 825516



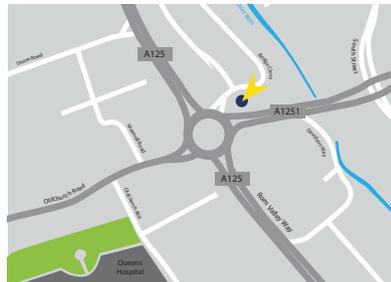
BOLTON

Brightmet Industrial Estate,
Bolton BL2 6PT
T: 01204 366591



DERBY

Ascot Drive, Derby,
DE24 8GW
T: 01332 253500



ROMFORD

Sandgate Close, Off Crow Lane,
Romford RM7 0EH
T: 01708 746701



SWINDON

Frankland Road, Blagrove,
Swindon SN5 8YF
T: 01793 507690



LISBURN, NI

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Altona Road, Lisburn BT27 5QB
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