

3t Training Services

HIGHLY COMMENDED - TEAM OF THE YEAR



The utilities and construction team at 3t Training Services' Manchester centre has delivered an exceptional year of collaboration, earning them recognition as a Highly Commended Team of the Year.

With over 150 years of collective industry experience, this team of 20 has driven record-breaking success. They have doubled their apprenticeship intake, achieving £4.5 million in revenue through delivering cutting-edge training solutions to meet the evolving needs of safety-critical sectors.

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From organising skills bootcamps and virtual reality learning to responding efficiently to client needs, the team consistently demonstrates a passion for developing a future-ready workforce.

Their commitment to quality, learner support, and advancing industry standards makes them a standout example of excellence in technical training and a deserving recipient of this honour.

Can you tell us about the team and what has contributed to such a successful year?

The success we've had this year is really a testament to the strength and dedication of the team. We've built a workforce that's not only committed but also deeply knowledgeable. Many of our team members bring real-world experience and subject expertise, which allows them to connect meaningfully with candidates and share insights that genuinely make a difference.

What really sets them apart is their passion not just for delivering results, but for helping others succeed and develop. They care about raising standards across the industry and that drive has been a huge factor in our achievements this year.

In the past 12 months, you've doubled your apprentice intake and invested significantly in your Manchester training centre. What has driven this growth and expansion?

The growth we've seen over the past year has really been driven by strong demand from industry. Employers are increasingly looking for skilled, work-ready candidates and that's pushed us to expand both our apprenticeship programmes and our physical infrastructure, like the investment in the Manchester Training Centre.

There's a clear strategic focus on building pathways that meet employer needs and support long-term workforce development. The doubling of our intake reflects that commitment and the expansion of our facilities is about making sure we can deliver high-quality training at scale. It's about responding to what our customers and the industry are asking for and making sure we're equipped to deliver it.

How does your team maintain a tight-knit culture while managing rapid growth and increasing demand in the oil, gas, wind, and power sectors?

For us maintaining a tight-knit culture during rapid growth really comes down to strong communication and shared purpose. The team works closely together, staying aligned not just on operational goals but also on the bigger picture. We understand the evolving demands of the market and the needs of the candidates we support.

We've built a culture where collaboration is key. Everyone understands the importance of their role and how it contributes to the wider mission. That sense of ownership and mutual respect helps us stay connected, even as the pace picks up and the scale increases.

It's also about being responsive, listening to feedback, adapting quickly and making sure we're supporting each other as well as the candidates.

What impact do you believe your training centre has on local and national businesses, and why is this important to your team?

The Manchester training centre has had a strong impact nationally, particularly within the utilities sector, where we're recognised for delivering high-quality, industry-standard training. This reputation allows us to support businesses across the UK with skilled candidates who are ready to meet the demands of the power and gas industries.

Locally, we do support organisations in the Northwest, where there's a concentration of gas infrastructure and companies like Cadent. We also work with local authorities on street works training.

For our team, this is important because it reinforces our commitment to both national excellence and regional workforce development.

What's next for 3t Training Services, and how will your team continue to support skills development in these critical industries?

Looking ahead, the focus is on continued growth and deeper integration across the utility sectors. We're expanding our course offerings and working closely with industry bodies to help shape new qualifications like the substation fitter standard we're currently contributing to.

Staying at the forefront of qualification development is key to ensuring we remain leaders in training and standards. Our team will continue to support skills development by responding to industry needs, maintaining high-quality delivery, and ensuring our training remains relevant and future focused.

While Manchester has been a strong base, the real growth will come from national demand across the utilities sector, and we're committed to scaling our impact to meet that demand.

"I'm proud to work for such a professional and effective team here at 3t Training Services. The structure, the culture, and the commitment to quality are clear and I'm excited to help build on that foundation as we continue supporting skills development across these critical industries."



MIKE DAVIES

**General Manager at
3t Training Services**