

A close-up portrait of a woman with dark skin and curly hair, wearing clear safety glasses. The image is overlaid with a large, semi-transparent circular graphic that has a blue-to-orange gradient. The word "TIRO" is written in white, bold, sans-serif capital letters in the top left corner.

TIRO

Tiro Impact Report

April 2024



Introduction

About Tiro

Tiro’s vision is to build a better world through science and technology education. The company operates on a shared value model, where economic and societal benefits go hand in hand.

By helping apprentices develop the essential skills for thriving science and technology industries now and in the future, we help fuel business growth, prepare our learners for lifelong career success and help boost the UK’s competitiveness on a global scale.

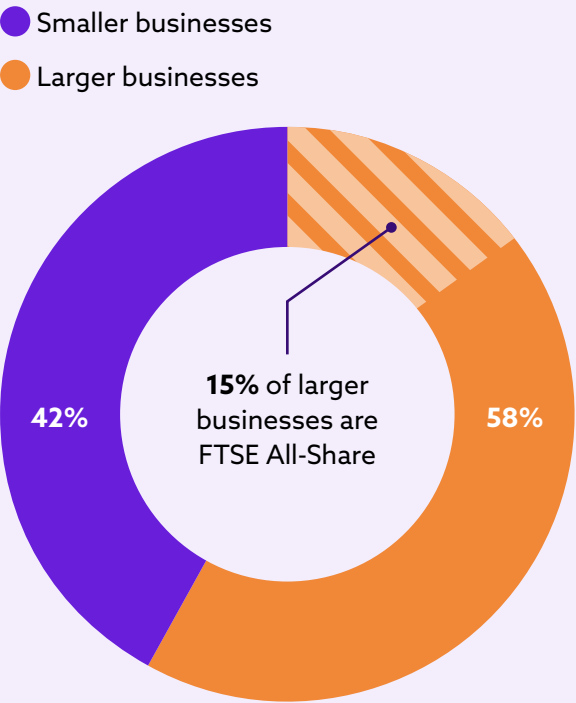
We offer a range of science and technology programmes from Level 3 to Degree Apprenticeship, including Laboratory Technician, Science Manufacturing, Data Analyst and ICT.

As the number one provider of science apprenticeships, we bridge the gap between theoretical knowledge acquired in classrooms and the practical demands of the workplace. This means that without fail, our employers are amazed by the impact our apprentices make, and how quickly.

Tiro’s ambition is to be a pacesetter, applying the latest techniques and technologies to forge new ways of learning at work – creating a new generation of scientists who are independent problem solvers and are constantly learning.

Our stakeholders encompass a diverse range of individuals and organisations invested in the future of science and tech. Our customers break down into non-levy paying employers – generally smaller businesses – which represent **42%** of our base, and **58%** generally larger levy paying businesses. This balance means Tiro is more likely than the average provider to support the SME employer base, which makes up more than **99%** of all businesses by number. Meanwhile, of the large employers, **15%** are FTSE All-Share, further demonstrating the reach and impact our apprentices have.

Fig1: Our customer breakdown



This report delves into our unique approach, highlighting our impact on society, employers, apprentices and the future of science in the UK.

The Future of Science and Technology Starts Here

Science and technology are the industries that will help us meet the challenges of the present and future. From tackling the climate crisis, to improving health outcomes and boosting economic growth so that more of us can have a high quality of life, the nation's success is propelled by developments in the sciences.



Charlotte Blant
Founder and CEO, Tiro

To navigate these opportunities we need a skilled and adaptable workforce. At Tiro, we believe in empowering the next generation of talent to lead the way, shaping the future of the UK – and indeed the wider world – by fuelling positive change. Whether that's supporting the creation of new medicines, infrastructure, products or other technologies.

Driven by a lifelong obsession with creating a lasting impact in the world, I founded Tiro in 2005 with the belief that solving social problems was the best way to run a sustainable profitable business. Our focus was on supporting young people through experiential learning, equipping them with the skills and confidence to thrive. Meanwhile, we began to grow our cohort of over-25s – reflecting the lifelong learning and development that benefits workers and the wider economy. Across both strands, we recognised the critical role of apprentices in addressing the ever-increasing demand for skilled professionals in science and technology.

Our mission is simple: to equip the next generation of professionals with the knowledge, adaptability, and practical skills necessary to address global challenges and lead the UK into a brighter future.

We achieve this through a three-pronged approach:



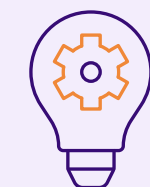
Collaborative partnerships:

We work hand-in-hand with industry leaders, educators, and policymakers to ensure our programmes are tailored to meet present and future needs.



High-quality, industry-focused training:

Our programmes combine rigorous academic learning from esteemed experts with practical experience to boost skills first-hand – fostering well-rounded professionals equipped to make an immediate impact.



Forward-thinking programmes:

We continuously update our curriculum, incorporating the latest advancements in science and technology, ensuring our apprentices possess the relevant skills and knowledge to thrive in the dynamic world of work.

At Tiro, we aim to do more than just develop skills; we are catalysts for change. By nurturing talent, we invest in the UK's future prosperity and keep businesses equipped with the knowledge and skills to compete.

¹ESFA statistics show that for 2023/24, starts are currently 33.8% non-levy and 66.2% levy paying employers. This is a smaller proportion of non-levy payers than Tiro's 42%.

A Commitment to Transformational Learning

As subject matter has to change with the times, so do the ways in which we educate people. In order to get the most out of apprenticeship programmes – and other programmes – the structure in which they take place must factor in setting learners up for lifelong success.

With this in mind, Tiro's programmes are designed and delivered around three key learning principles:

1

Metacognition

Otherwise known as 'learning to learn'. This means we equip our apprentices with the ability to adapt their learning to new contexts and tasks, continuing to use these tools to gain new skills and experience after an apprenticeship ends. It also means training our learners to be aware of their strengths and weaknesses and apply this to future experiences too.

2

Experiential learning

Built around 'learning by doing' and reflecting on experiences. We take inspiration from Kolb's cycle of learning, which maps the integration of knowledge, activity and reflection. This supports our apprentices in becoming curious, inquiring learners who can critically analyse their own practice and learn from it.

3

Assessment for Learning (AfL)

This technique guides and consolidates the learning – making sure new skills stick. Key is determining what the learner already knows, then using this information to inform the planning and delivery of teaching. Ultimately, AfL supports our mission to develop determined apprentices who want to continually acquire new skills and knowledge, as the process is designed to help them answer three important questions: Where are you going? Where are you now? How are you going to get there?

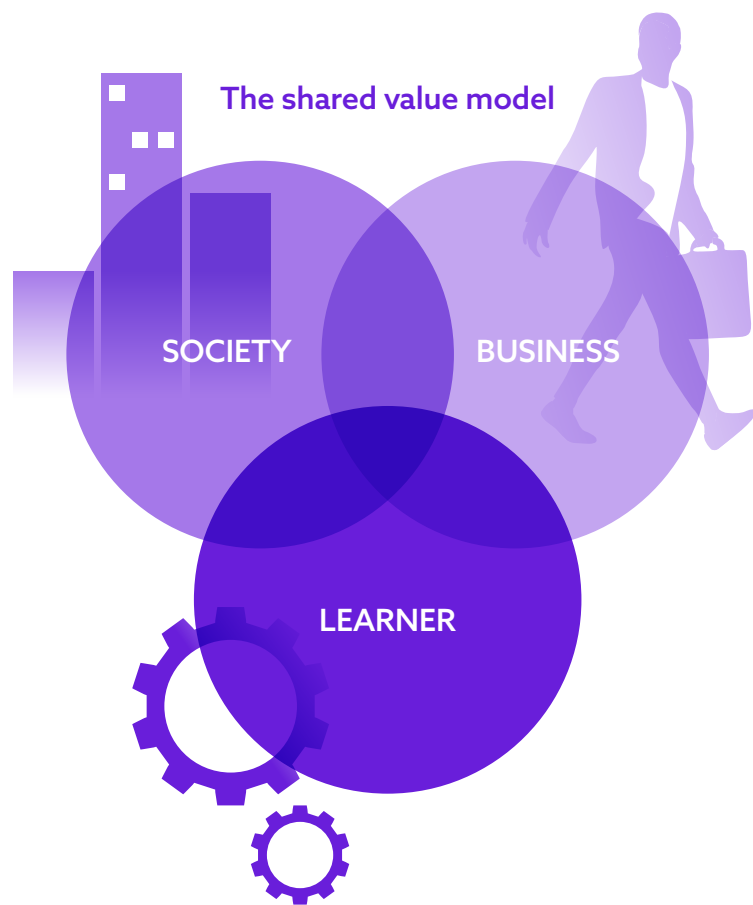
Tiro is also applying the latest innovations when developing its programmes, but always in service of learning. Working with an expert AI in education partner, Tiro is now piloting a programme to support its apprentices using generative AI. The technology is being tested and trialled as part of curriculum design, to personalise learning journeys with Tiro.

We believe that Generative AI has the potential to enhance educators' work. Operating within a closed, assured environment to guarantee security. Tiro is trialling the introduction of an AI chat function, allowing 24/7 support for students to get initial 'triage' for any problems they encounter – helping them work around other life commitments.



How Quality Science and Tech Apprenticeships are Benefitting the UK

Tiro operates as a shared value model, working in a way that realises tripartite value for society, employers and apprentices. The acquisition of skills and knowledge enable apprentices to develop their careers, which in turn supports the development, growth, productivity and profitability of their employers. This in turn contributes to local, regional and national economic growth.



With credit to Michael E. Porter and Mark R. Kramer.
[sharedvalue.org](https://www.sharedvalue.org)

Our measure of success lies in our ability to address critical skills gaps, bolstering the economy and enhancing competitiveness. By encouraging early career talent to explore apprenticeship opportunities in science and tech roles, recognising their pivotal role in economic growth and technological advancement, we are empowering the next generation of innovators and industry leaders. But beyond that, apprenticeships also play a role in helping those already part of the way through their career to retrain for future success – adding wider economic value too.

Increasing profitability and productivity

Through tailored training and mentorship programmes, apprenticeships not only equip individuals with essential skills but also help make organisations more efficient – bringing in new ways of doing things and challenging companies to do better. In turn, this drives enhanced profitability and productivity within the science and technology industries – and supports succession planning.

The impact of apprenticeships on the bottom line is evident. A [2022 analysis](#) of the current English model of apprenticeships tells us that apprentices are projected to add £7bn to the economy by the end of 2029, based on an initial training investment of £2bn – representing a remarkable **300%** return on investment. This highlights the significant economic benefits that apprenticeships bring, not just for individuals but for the economy as a whole.



LEARNER CASE STUDY:

George Noakes, Apprentice Laboratory Technician at Johnson Matthey



George Noakes is a Tiro apprentice who found success working with Johnson Matthey. Prior to his apprenticeship, George worked as a barista at a café and was planning to pursue a biochemistry degree at university. However, concerns about accumulating debt and the lack of practical experience led him to reconsider his options. He discovered the Johnson Matthey opportunity through a job search website and decided to pursue this alternative pathway.

Apprenticeship experience and impact

While working at Johnson Matthey, George demonstrated his keen eye for improvement. He noticed a time-consuming and potentially hazardous process involving the removal of mounted metals from micro sections. Traditionally, this required separating the metals, melting them down, or sending them to another site for heat treatment, which released harmful fumes.

Showing initiative, George approached his mentor and proposed a solution: removing the alloys manually to prevent contamination and exposure to hazardous substances. This simple yet effective approach significantly improved efficiency and safety. The estimated savings amounted to £200,000, encompassing both the recovered metal value and the reduced processing time.

George's initiative not only saved the company substantial resources but also showcased valuable skills. His actions reflected positively on his department, his mentor, and himself, setting a positive example for future employees. Moreover, this experience honed his problem-solving skills and instilled a proactive approach to process improvement. He now identifies opportunities to recover valuable materials and constantly seeks ways to optimise processes.

Future aspirations

Inspired by his apprenticeship experience and the impact he has made, George is determined to continue his development. He aims to complete his Level 3 apprenticeship and potentially pursue Tiro's Level 5 Technician Scientist Apprenticeship qualification within Johnson Matthey. He envisions himself working in the instrument lab, utilising skills like spark analysis, and possibly pursuing a Degree Apprenticeship with Tiro in the future.

Helping to keep the UK attractive for science investment

By fostering a highly skilled and adaptable workforce, apprenticeship programmes – including those run by Tiro – create a ripple effect that ultimately enhances the UK's attractiveness for international investment.

A robust talent pool in critical science and technology industries signals to potential investors a nation equipped to drive innovation and compete in the global knowledge economy. This translates to a more reliable business environment, fostering confidence in the long-term success of business and organisations. Additionally, a skilled workforce empowers businesses to develop and commercialise cutting-edge technologies, further solidifying the UK's reputation as a global leader in the sector, attracting further investment in research and development.

Ultimately, by nurturing a thriving apprenticeship ecosystem, the UK strengthens its position as a desirable destination for investment, paving the way for a more prosperous and globally competitive future. And with life sciences alone contributing **£108bn annually** to the UK economy, the rewards on offer speak for themselves.

Creating a more diverse science workforce

Tiro apprenticeships go beyond boosting the economy – they also play a role in getting candidates from a range of backgrounds into the sciences. We actively encourage participation from underrepresented groups, recognising their valuable perspectives and talent.

Contributing towards creating a more diverse workforce isn't just the right thing to do, it also offers tangible financial benefits. **Research** proves that diverse teams are more creative, make better decisions and ultimately drive business results. By removing the financial barriers that exist to accessing further or higher education via universities, we empower individuals from all backgrounds to contribute their unique ideas and experiences, enriching companies and helping them to think differently. What's more, **29%** of Tiro apprentices are women, compared with **18%** of apprentices across IT, Science & Engineering programmes in the 2022/23 academic year. While there is clearly more work to be done, we are continually working to help redress current gender imbalances in the science and technology industries.

Apprenticeships play a pivotal role in shaping a highly skilled and adaptable workforce, empowering UK businesses to compete effectively on the global stage. In today's fast-paced and fiercely competitive market, the ability to access and retain skilled workers is paramount for sustaining a competitive edge. This approach fuels economic growth, particularly within the UK science and tech industries, ensuring their continued leadership in driving up prosperity and ultimately, living standards.



LEARNER CASE STUDY:

Kia Edwards, R&D Laboratory Technician at CPL Aromas



Lacking in-person opportunities to gain skills and knowledge, as well as a social circle to offer support, Kia Edwards ended up struggling with remote university learning during the pandemic. Before

leaving school, Kia wasn't aware that science apprenticeships were a real possibility and ended up going ahead with her university course as this was the only feasible route at the time. After dropping out, she got a full time role with CPL Aromas in their regulatory department. Kia was keen to move into research and development with the company and was able to pursue that path through a Tiro Laboratory Technician apprenticeship.

Apprenticeship experience and impact

By providing a unique blend of academic learning and practical experience, Kia's Level 3 apprenticeship equipped her with foundational knowledge, while on-the-job training honed her technical skills. Kia also highlights the development of crucial soft skills like communication, problem-solving and time management, which have helped her adapt to the workplace faster than her peers who were solely studying. As she moves on to her Level 6 Laboratory Scientist Chemistry Degree Apprenticeship, she now manages multiple projects independently, showcasing her value to the company, seeing whole streams of work through from beginning to end. All this means Kia feels increasingly confident and able to take the initiative on work and new projects.

Future aspirations

Kia is thriving in the dynamic environment at CPL Aromas and values the opportunity for practical application of her learning, while still ending up with a degree level chemistry qualification. The apprenticeship has opened doors for her, with additional opportunities for professional development like audit training and first aid certification. Kia sees a bright future at CPL Aromas, leveraging her qualifications and experience for continued growth.

New Talent Making a Real Difference

For some time, apprenticeships have been seen as a demonstration of corporate responsibility. Allowing young people to ‘earn while they learn’ is widely recognised as a way for organisations to give back to the communities they serve, supporting young learners.

However, this viewpoint fails to recognise the immediate impact apprentices have on the businesses that take them on. Apprenticeships aren't merely altruistic; they represent an urgent business necessity for individual organisations too. They plug skills gaps, boost outputs, and fuel sustained and long-term growth. In fact, research shows that **78%** of businesses say their productivity increased as a

result of hiring apprentices and **74%** of employers said apprenticeships have helped them improve the quality of their product or service. What's more, to help ‘close the loop’ and maintain this positive impact, we use data and analytics to continuously improve our courses based on employer feedback, meaning better long-term engagement with companies taking on apprentices.



EMPLOYER CASE STUDY:

Balfour Beatty Building a Skilled Future Through Apprenticeships

Challenge

Balfour Beatty, a leading infrastructure group, confronted a growing skills gap and an ageing workforce. Recruiting individuals with the desired skills proved challenging, prompting the business to seek alternative solutions. Business leaders wanted to establish a younger talent pool to cultivate a sustainable and loyal workforce aligned with their company culture.

Solution

Balfour Beatty recognised apprenticeships as a strategic solution to address these challenges. The Crossrail project served as a catalyst, highlighting the increasing demand for skilled workers and the tangible benefits of apprenticeship programmes. The Balfour Beatty team understood that investing in young talent through formal training would lead to

greater longevity and improved retention, compared to retraining experienced but unaligned employees.

Impact

Balfour Beatty's apprenticeship programme has yielded significant and measurable results. The organisation successfully developed talent from within, exemplified by the journey of one apprentice: Billy Walton. Progressing to become a lab manager since joining – and now targeting a role as materials engineer – through the Tiro Degree Apprenticeship Programme, Billy was able to solidify his skillset and align seamlessly with the company's culture and way of doing things.

In fact, the materials science team within Balfour Beatty has more than doubled in the ten years that the programme has been in place, and more than **50%** of the team is comprised of employees either currently or formerly enrolled on the programme. Without this injection of talent, it would not have been possible to ensure that enough skilled and experienced personnel would be available to staff the Crossrail, HS2 and Hinkley Point projects.

Furthermore, the programme has fostered individual development and recognition. In 2023, Rupert Forster won the Founders Pledge Award for

Apprentices, run by the 5% Club – where members aim to achieve **5%** of their workforce in ‘earn and learn’ positions within five years of joining. This success demonstrates the programme's positive impact on personal growth. Meanwhile, another Tiro apprentice, Lleyton Bignall, has been recognised for his exemplary employee qualities and strong leadership potential.

Business growth

Balfour Beatty firmly believes that apprenticeships are crucial to business success. This programme has enabled the company to effectively close skills gaps, cultivate a loyal and engaged workforce, and deliver successful projects consistently.

Working with Tiro, Balfour Beatty developed a customised programme that specifically addressed its unique needs and priorities, including tackling key skills gaps and continuously improving the programme to ensure its effectiveness.

Senior employees benefit from the programme by developing new skills in mentoring apprentices. This fosters essential communication, leadership, and coaching expertise within the company, while ensuring knowledge transfer and cultural alignment for the next generation of employees.

Focus on retention

In the long-term, employers are also looking to keep hold of top talent and knowledge. Tiro's 2023 report, The Evolving Hiring Landscape, found that retention was among the top concerns for employers of all types.

Case studies and statistical data offer compelling evidence of the positive impact apprenticeships have on workforce development. For instance, previous data from the National Apprenticeship Survey revealed that **69%** of companies saw better staff retention rates as a result of hiring apprentices.

Again, the shared value model drives this trend. By investing in skills training and cultivating talent, businesses signal to apprentices that they are valued, making them more likely to stay committed to the company that provided them opportunities. This has a real knock-on impact on the bottom line – the British Business Bank puts the estimated cost to hire somebody on the UK average salary using a recruitment consultant at £3,000, while the pound value in working hours for team members to interview candidates and input into the wider recruitment process can run to thousands of pounds too.



In brief: The business case for apprentices

As we've explored, Tiro apprenticeships are designed to offer substantial benefits for businesses and organisations. From financial impacts to fostering a culture of innovation, apprenticeships can play a pivotal role in shaping the success and sustainability of companies:

Financial impact:

The fresh perspective offered by Tiro apprentices can yield a quick return on investment, contributing to the bottom line by enhancing productivity and spotting new opportunities to do things more efficiently.

Impact on succession planning:

Apprenticeships facilitate the development of a skilled pipeline of talent, ensuring a smooth transition for future leadership positions within organisations.

Impact on growth:

Apprenticeships fuel business growth by addressing skills gaps, enabling organisations to expand their operations.

Impact on workplace:

Apprenticeships drive positive change within the workplace, inspiring new initiatives, fostering entrepreneurial spirit and contributing to the development of policies that change to reflect the times.

Motivation of the existing workforce:

The introduction of apprenticeships can boost morale and motivation among existing employees, as they see opportunities for personal and professional development within the organisation.

Introduction of mentoring:

Apprenticeships promote a culture of mentorship within organisations, where experienced professionals guide and support apprentices in their learning and growth.

Makeup of workforce:

Apprenticeships contribute to the diversity of the workforce, enriching teams with a mix of experienced professionals and fresh talent, enhancing creativity and problem-solving abilities.

Meeting regional and national skills needs:

Apprenticeships address both regional and national skills shortages by equipping individuals with the skills and qualifications needed to meet the demands of the labour market.

Developing Lifelong Skills and Career Prospects

In the ever-changing world of science, theoretical knowledge is only half the equation. For people seeking a fulfilling and successful career in this field, mastering technical skills is crucial. Apprenticeships offer a unique pathway to achieving this, providing aspiring scientists with invaluable real-world experience and the opportunity to learn alongside seasoned professionals.

Unlike traditional academic settings, apprenticeships immerse individuals in working laboratories, research facilities, or field environments. This allows them to learn and apply technical skills concurrently, solidifying their understanding and developing problem-solving abilities through practical challenges. But a Tiro apprenticeship isn't just about acquiring technical skills. Apprentices also cultivate valuable people skills that complement their technical expertise. Working alongside experienced mentors fosters strong communication, teamwork, and interpersonal skills. These people skills are increasingly sought-after in the science industry, where effective communication and collaboration are essential for successful research.

Access to exciting sector opportunities

Science apprenticeships open doors to some of the most cutting-edge and impactful industries driving the UK forward.

Tiro apprentices will be part of future breakthroughs in biotechnology, forensics, diagnostics, and R&D. They will play a role in developing industrial chemicals, metallurgy, or polymers that push the boundaries of innovation. And they will design for the future in advanced aerospace engineering or tackle environmental challenges with green technology.

These essential sectors – and more such as food and drink and environmental monitoring – all benefit from the expertise honed through apprenticeships. What's more, UK Government [research published in 2023](#) uncovered a very encouraging statistic – that

93% of apprentices were in sustained, full-time employment, learning, or some combination of the two after finishing their apprenticeship. With such diverse and exciting roles available for the long-term, a science apprenticeship with Tiro presents a clear career path and enhanced employability prospects for the more than 250 apprentices learning with us.

Financial benefits

Apprenticeships also offer significant financial advantages compared to university routes. Firstly, Tiro apprentices earn a salary while they learn, allowing them to gain financial independence. Meanwhile, apprentices also avoid accumulating student loan debt.

According to 2023 statistics, an undergraduate student is left with an **average debt of £45,000** after studying, while even apprentices who start under the age of 18 will have earned **at least £23,478** in the three years they would otherwise have spent studying for an undergraduate degree – with many earning more, as those studying engineering can earn **£42,000 over the same time period**.

Moreover, apprenticeships allow individuals to enter the workforce sooner. This accelerated career path opens doors to salary increases and promotions at a younger age as apprentices gain experience and expertise. This can translate to significant financial benefits for individuals choosing the science apprenticeship pathway.

For these reasons and more, apprenticeships have their part to play in closing the class pay gap too. Research from the [Social Mobility Commission](#)

also shows that disadvantaged workers who complete an apprenticeship enjoy a bigger boost to earnings than the average person (**16%** vs **10%**).

A route into skilled roles

Science apprenticeships provide a crucial alternative route into skilled careers for individuals who might face barriers to traditional higher education. Our learners include individuals from less privileged backgrounds, bright candidates who didn't get along well with learning in schools and those who would be the first in their family to achieve a higher-level qualification. Meanwhile, **almost half of people (47.3%) who started on apprenticeships last year were aged over 25**, which reflects the ability of apprenticeships to cater to people of all ages.

Reflecting this, Tiro apprenticeships offer greater flexibility in terms of learning styles and commitment, catering to individuals who thrive in more active environments or prefer a more integrated approach to learning and working. That includes flexible options like live online learning with subject experts, self-paced online learning and peer learning – alongside workplace activities and projects.

When apprentices are given the support and opportunities to succeed, everybody wins. By offering a viable and accessible alternative to traditional higher education that provides direct, tailor made career opportunities, apprenticeships pave the way for a more diverse and inclusive scientific community.

This ultimately benefits not only individuals who choose this path but also the scientific industry as a whole, enriching the field with a wider range of perspectives and driving progress for the future.

LEARNER CASE STUDY:

Xada and Rebecca, Apprentice Laboratory Technicians at Colas Rail UK



For Colas, a leading infrastructure company, the Tiro Laboratory Technician Apprenticeship Programme is a key part

of its commitment to developing a diverse and inclusive workforce. The experiences of Xada and Rebecca, among the first apprentices in their departments, showcase how Tiro and Colas are working together, taking conscious steps to ensure the right talent finds the right role – regardless of gender, age or background.

Apprenticeship experience and impact

Xada and Rebecca, who joined the programme in September and October 2023 respectively, have already made a positive impact. The dedication shown by Xada, who identifies with they/them pronouns, has resulted in them exceeding programme expectations. In an industry that skews male and cisgender, Xada is supported by colleagues that encourage open dialogue around gender. Meanwhile Rebecca, a career changer, brings valuable experience and a fresh perspective to the business. Importantly, both apprentices have contributed to departmental efficiency – Xada assists with upcoming fieldwork, while Rebecca has improved lab organisation, speeding up sample analysis.

Future aspirations

The apprenticeship programme provides an opportunity for real progression within Colas. The company actively promotes internal advancement, with clear succession planning and an employability pathway for after programme. Xada is exploring Degree Apprenticeships with Tiro. Similarly, Rebecca aims to complete her Level 3 qualification and eventually move to Colas' R&D department, potentially through a Tiro Degree Apprenticeship. Together, they will form part of the future success of Colas as it works to create a more diverse workforce in the engineering and infrastructure sector.

The Journey Continues

Tiro's journey has been paved with evolution, hard work and reinvention. This dedication has resulted in **20%** year-on-year revenue growth over the past four years, solidifying our position as a nationally recognised leader in science and technology industry training. We have successfully expanded our market presence, diversified our programme offerings and maintained a strong reputation for quality and a forward-thinking approach to learning.

Now, we set our sights firmly on the future. We will continue to cultivate the next generation of experts who will propel the UK's science and tech sector forward, guided by five key pillars:

1 Expanded market presence:

We will continuously broaden our reach to serve a wider range of learners and employers across the nation.

2 Diversification of offerings:

Beyond traditional apprenticeships, our target is for **25-30%** of our portfolio to be made up of diverse offerings such as micro-credentials, postgraduate certificates, and diplomas for continuing professional development (CPD). This diversification caters to a wider range of learners, fosters flexible learning approaches, and equips individuals with in-demand skills required for an evolving job market.

3 Revenue growth:

We remain committed to sustainable financial growth, aiming to quadruple our current size in terms of revenue and learners over the next five years.

4 Enhanced global reputation:

We want to become synonymous with excellence in science and technology apprenticeship delivery across borders, establishing ourselves as the preferred choice for both employers and aspiring professionals.

5 Innovating in learning strategy and design:

We are committed to applying the latest techniques and approaches to learning. This includes leveraging cutting edge technologies such as generative AI from the start – but always keeping the benefit to learners, businesses and society at the heart of how we apply them.



To measure our progress towards these goals, we will hold ourselves to a number of ambitious targets and metrics:

1 Podium position for all science apprenticeship programmes:

We aim to be among the top UK providers in terms of offering and quality across all science apprenticeship programmes.

2 Biggest number and best success rates:

We are dedicated to attracting the highest number of learners while ensuring they achieve outstanding completion and employment rates.

3 Net Promoter Score (NPS) form results:

We will actively gather feedback from both employers and learners through NPS surveys to understand their experience and continuously improve our services.

4 Great Place to Work ranking and ratings:

We are committed to fostering a positive and engaging work environment, reflected in leading workplace rankings and employee satisfaction.

5 Revenue/profit:

We will monitor financial performance to ensure sustainable growth and continued investment in our mission.

By embracing these key pillars and rigorously measuring our progress, Tiro is firmly positioned to solidify its leadership in the science and technology apprenticeship landscape, empowering the next generation and driving innovation within the UK's science and tech sector.

TIRO

Find out more

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