



## AkzoNobel x Tiro: Developing the Future of Coatings Technology

### The Challenge: Finding & Developing Specialist Talent

When you're a global leader in paints and coatings, innovation never stops. **AkzoNobel** depends on highly skilled lab technicians to push the boundaries of sustainability, durability, and quality. But in a niche field like coatings technology, finding and developing the right talent isn't easy.

They had a challenge:

- Recruit and train new lab technicians to future-proof their workforce
- Close skill gaps in a highly specialised area
- Build a structured development pathway for future coatings experts

### The Solution: Tiro Apprenticeships

**AkzoNobel** turned to Tiro—because we don't just fill vacancies, we find and train driven apprentices who can grow into experts.

Together, we recruited two fearless laboratory technician apprentices, providing:

- 1 Expert-led training tailored to AkzoNobel's needs
- 2 Hands-on experience in cutting-edge coatings R&D
- 3 Mentoring & structured support to ensure success



## The Impact: Future-Proofing AkzoNobel's Workforce

Both apprentices graduated with distinction in 2024 and Tiro's training helped close a potential retirement gap, securing future talent for AkzoNobel.

With the strong foundation built through Tiro's apprenticeship programme, these apprentices are already making an impact—and their journey isn't over yet.

### What AkzoNobel says:

*"We had a very fine apprentice progression together with Tiro toward two apprentice positions within AkzoNobel as Laboratory Technicians. There was a lot of support, mentoring, and motivation throughout the Tiro programme, and both individuals ended up with a distinction in 2024. They still have some time, learnings, and competence to build before finalising their apprentice position within AkzoNobel in 2025. However, the building blocks from Tiro could easily be utilised toward our business needs, and we are confident that we have closed a possible retirement gap in our organisation with this solution. I will highly recommend this option again inside our organisation."*

**Morten Johansen, Technical Service Manager North, AkzoNobel.**

## Looking Ahead: The Future of Apprenticeships at AkzoNobel

While AkzoNobel isn't currently working with Tiro, this proven success story shows just how powerful structured apprenticeships can be. With ongoing discussions around workforce development, the potential for future collaborations is clear.

Want to secure the next generation of technical talent?

**Let's talk.**

#ApprenticeshipsThatWork

#ScienceAndTechCareers

#TIRO