

INTERNATIONAL DAY OF EDUCATION

24 JANUARY 2025

Today, we acknowledge the power of education and its crucial role in fostering progress, innovation and sustainable development.

On this day ICTS would like to reaffirm our commitment to promoting fair, inclusive and high-quality education for all by highlighting a selection of ICTS career development schemes we have in place to support our colleagues.

Junior Leadership Training Programme

Our Junior Leadership Training Programme was created in 2024. This programme was collaboratively designed by David Jackson, Operations Director, ICTS Ireland, and Terry Steeples, Cluster Account Manager, to address a critical skills gap identified during a Training Needs Analysis (TNA). The TNA highlighted a need for targeted development in leadership and team management to support our ICTS' goals.

David and Terry drew upon their military backgrounds to design this course. Having faced and overcome similar challenges during their military careers, they recognised the value of structured leadership training in addressing issues presented. Their shared experiences of leadership in high-pressure environments have directly influenced the programme content, ensuring it is both practical and relevant for the target audience.

"The two-day programme is designed to equip supervisors with the leadership skills needed to manage teams effectively, cultivate a positive working environment and achieve organisational objectives. The programme blends theoretical knowledge with practical application, featuring interactive lectures, group discussions, case studies, and role-playing exercises. By the conclusion of the course, participants have enhanced abilities in leadership, performance management, team building, and decision-making, enabling them to lead their teams successfully"

- David Jackson, Operations Director, ICTS Ireland.



Our Aviation Security Training Provision - classified as *Outstanding* by the CAA

In Aviation, ICTS is highly regulated by the Civil Aviation Authority (CAA) and follows strict training guidelines to ensure compliance with industry standards and legislation. ICTS provides comprehensive, high-quality training for various roles, including Ground Security Operatives, Supervisors, Aviation Security Managers, and others. These courses, lasting 3 to 9 days, cover all necessary modules from the Department for Transport (DfT) syllabus and adhere to the CAA's stringent Quality Assurance Framework.

ICTS has consistently achieved an 'Outstanding' grading as a training provider by delivering both theoretical and practical sessions.

We are extremely proud of the fact that our Senior Management Team is largely comprised of individuals who have progressed within ICTS, highlighting our commitment to staff development and career advancement.

"Beyond meeting regulatory requirements, the training fosters personal and professional growth, offering clear progression paths for staff, with many trainers advancing internally from operational roles."

- Ceri Broad, Head of Training - Aviation.



Apprenticeships

In 2024 we also welcomed a cohort of Apprentices who joined our Recruitment / Administration, Payroll, Human Resources and Marketing Departments. We currently have plans to further invest in our Apprenticeship programme.

"Having joined ICTS a year ago, this apprenticeship has enhanced my skills. The programme has allowed me to develop both on-the-job skills and industry qualifications to help me progress in my career. The programme is structured in a way that enables me to study during work hours and apply lessons taught in real time."

- Jessica Moss, HR Apprentice.



ICTS Explosive Detection Dogs are accredited to the highest standard - NCTAS-P

ICTS is accredited by the UK Government Home Office under the National Canine Training Accreditation Scheme – Private Sector (NCTAS-P). This is the highest level of accreditation available in the private security sector. ICTS has been a NCTAS-P affiliated company since its inception in March 2021. Since then, we have remained the largest supplier of NCTAS-P Dog Teams in the industry, and we continue to train with the Police and re-accredit annually.

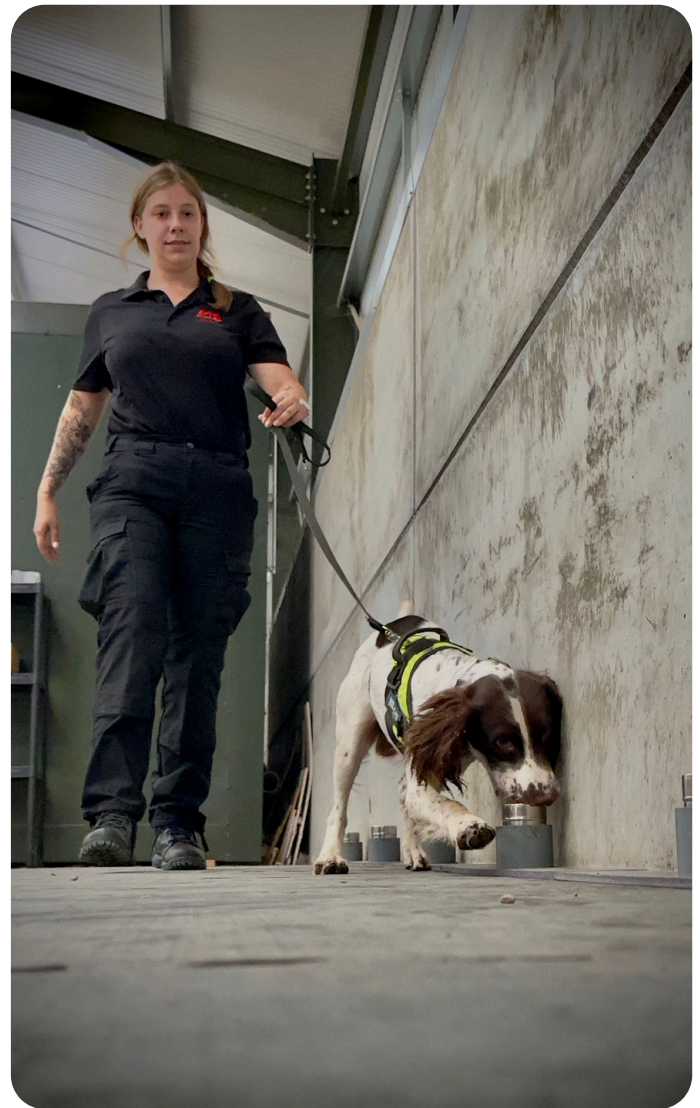
Training overview:

Initial Training. New Handlers complete Basic Preparation & Suitability training. This involves Handlers working with trained and untrained dogs so our Training Team can pair them with a suitable dog. The Handler and dog then attend a 10-week initial Explosive Detection Dog (EDD) course run by a Police Dog Training School. Here they embark on a journey that starts with the basics of dog training and develops into advanced scenarios where they learn how to search and locate explosives safely as a team.

Initial NCTAS-P Accreditation. On completion of their initial course the team attend a 2-day Police-run NCTAS-P accreditation where they put their training to the test and they are assessed on multiple and complex searches in different environments.

Annual Re-Accreditation. To qualify for re-accreditation, teams must have achieved 100hrs of training since their previous accreditation. They must also have trained to detect every target explosive odour in every type of search at least once. This is achieved with a blended balance of internal training with our own ICTS instructors, Police-led continuation training days and 1-week refresher courses with some Police forces.

- John Graham, EDD Department Manager



These are just a snapshot of the training opportunities with ICTS. Continuing Professional Development is important to us and it is what enables us to innovate and commit to continuous improvement.

We extend our sincere gratitude to our employees and partners whose dedication and perseverance drive positive change in our business, industry, communities and beyond.

We invite you to reflect on how education has influenced your life and to join us in supporting initiatives that expand learning opportunities for everyone.