

# Our Strategic Plan 2025-2028



## Vision

By 2028, we will be a UK-wide training and employment support company which consistently meets customer and UK economic need and achieves annual revenue of £30m



## Strategy

A company in which people are proud to work, motivated to provide high quality services every day and where innovation and partnership develops strong relationships

### Current State

- One of the country’s most impactful providers of Government funded Skills Bootcamps
- Largest civilian driver training provider to the Ministry of Defence
- Established commercial training provider for local businesses
- Established training provider to HMPS establishments
- Ofsted Good provider with Outstanding Adult Learning Programmes (2023)
- ISO9001 accredited quality management system

### Market challenges

- New Government elected in 2024 with new skills strategies and devolution of skills funding
- National over-reliance on traditional models through FE Colleges
- Alignment of skills gaps to economic priorities, with early retirement of labour in some sectors masking gaps
- Procurement policies which routinely fail to recognise provider quality and track record

### Strategic Priorities

- 1. We will be a profitable and financially resilient business**
- 2. We will continue to embed quality, continuous improvement and efficiency in our systems, operations and management**
- 3. We will provide social value impact through our work**



## Objectives

Each year, the Board will set and monitor objectives against each priority

Classification: PUBLIC

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Version 1



# Objectives 2025-2026

Strategic Priority	Objective	Metrics	Target Date
<b>1. A profitable and financially resilient business</b>	1.1 Diversify funding streams, sectors and geography.	Maintain profit before tax of £1m	Dec 25
	1.2 Win the MOD Civilian Driver Licence Acquisition Contract	New contract 2026-2031 secured	Apr 26
	1.3 Establish the UK Partnership for Skills	Two new contracts won by UKPS 35 new partnerships in place	Jul 25
<b>2. Continue to embed quality, continuous improvement and efficiency in our systems, operations and management</b>	2.1 Ensure DVSA licensed operations are high quality and compliant	Zero DVSA Requirement Notices	Dec 25
	2.2 Ensure all staff benefit from a comprehensive CPD strategy	>90% staff report satisfaction with CPD approach	Dec 25
	2.3 Ensure we capture and understand fully customer experience of our services	>95% of customers say they would recommend Mainstream	Jun 25
	2.4 ESFA funded delivery has plans to address identified areas for improvement	Self-assessment completed and approved Quality Improvement Plan in place & monitored	Feb 25
<b>3. Provide social value impact</b>	3.1 Initiate payments to suppliers in line with the Prompt Payment Code ( <i>SME support</i> )	>95% of payments to suppliers initiated within 30 days	Mar 26
	3.2 Train offenders in HM Prisons in vocational skills helping prepare them for post-release employment ( <i>Social</i> )	150 offenders in prisons achieve qualifications recognised by employers	Jul 26
	3.3 Gain Armed Forces Covenant Silver Level ( <i>Social</i> )	Silver Level achieved	Oct 25
	3.4 Reduce carbon emissions ( <i>Environmental</i> )	Further reduce emissions by 75 tCO2e	Mar 26