



**Workforce Competency Assessment, Training and
Certification in the Construction Industry across the
Middle East**

Company Profile 2026



Building skills.
Verifying competence.
Protecting people.
Powering performance.
Efficiently.





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01 Introduction

TENDEAN TRAINING MIDDLE EAST

UK Expertise. Middle East Presence. Local Delivery.

Tendean Training Middle East FZ LLC was established in the UAE in 2026 and is based in the Middle East, providing training, competency assessment and professional development services across the UAE and wider Middle East region. The company was formed in response to the growing demand for **high-quality training, competency assessment and accreditation** within the construction, civil engineering, water, utilities and related industries.

Established UK Heritage

Our parent company, **Tendean Ltd (UK)**, was established in 1999 as a housebuilding and project management company and subsequently diversified successfully into training and professional development.

Tendean brings together this long-standing UK experience with a **dedicated Middle East-based operation**, allowing us to combine international expertise with an understanding of the region's workforce, employers, projects and industry requirements.

Proven Middle East Experience

Tendean delivered a highly successful **competency training and assessment programme in Ras Al Khaimah in 2014 for the refractory industry**.

This experience provides an important foundation for our current Middle East activities and our commitment to practical, industry-focused competency development.

Based in the Middle East – Supported by the UK





01 Introduction cont'd

Tendean Training Middle East is based in the Middle East and is positioned to work directly with employers, contractors, developers, utilities, industrial organisations and individuals throughout the region.

Our Middle East team can engage directly with clients to understand their workforce requirements, develop appropriate assessment and training programmes, and provide ongoing support.

We utilise the **skills, expertise and professionalism of our UK-based team**, bringing together UK training and professional development experience with local Middle East delivery.

This enables Tendean to provide a **highly customer-focused and tailored service**, rather than relying solely on standard training programmes.

Flexible Delivery

- Training and assessment can be delivered according to the needs of the client and workforce:
- Face-to-face training
- Online and remote learning
- Specialist training platforms
- Workplace and site-based assessment
- Customised competency assessments
- Individual and workforce development programmes

We utilise **up-to-date educational technology** to support flexible and accessible learning while maintaining a practical focus on workplace competency.

TenDean UK was rated as “Good” during its UK Government Ofsted inspection in December 2024



02 Services

Technical Training

Health and Safety training and consultancy including IOSH and NEBOSH certified courses.

Construction Management qualifications at L3 to L6

Water Industry regulated qualifications certified by CABWI

Construction competency qualifications at L2 and L3

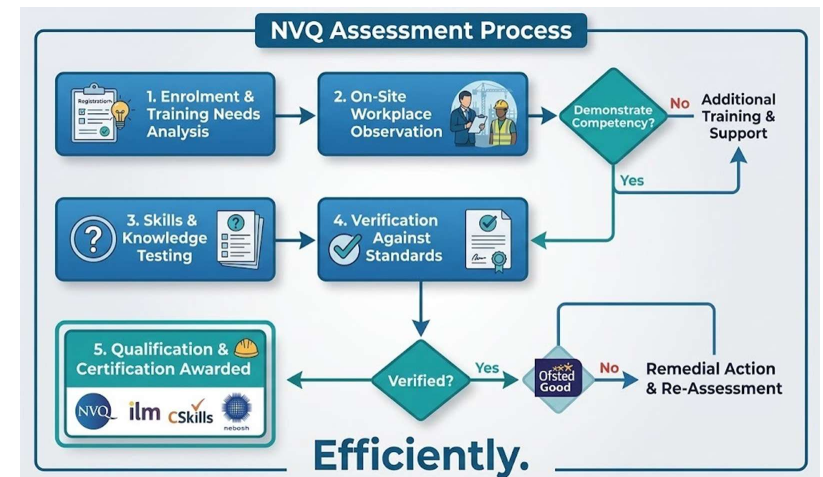
Competency Assessment

Practical assessments of existing staff against NVQ and other Industry occupational standards to demonstrate and recognise competency and fulfil regulatory requirements through recognised accredited qualifications.

To include:

Workplace observations

Skills and knowledge testing and verification



02 Services cont'd

Certification

- IOSH Working Safely and Managing safely and NEBOSH
- ILM supervisory and management qualifications at L2 to L5
- ISO certification.
- Competency Certificates
- CPD Certificates
- Employer Certification Programmes

Consultancy

- Training Needs Analysis
- Health and Safety audits.
- Competency Frameworks
- Workforce Development
- Technical Support
- Project Support
- ISO support and guidance.



03 Industries We Serve

- Construction
- Civil Engineering
- Industrial
- Marine
- Refractory
- Water
- Government





04 Why Choose TenDean?

- Construction and civil Engineering Industry specialists
- Excellent working relationships with major UK awarding and certification bodies in the construction, civil engineering and water industries.
- Competency-based training
- Utilise International best practice in training and assessment and able to use latest educational technology to ensure individual approach to learning and assessment.
- Customised training for employers utilising on site delivery.

05 Refractory Workforce Competency – RAK, UAE



- ✓ **Client:** Mertec Middle East Ltd – Ras Al Khaimah, UAE
- ✓ **Industry:** Aluminium Smelting
- ✓ **Scope of services:** Workforce Competency
- ✓ **Key outcome / benefit:** The programme delivered measurable operational and workforce benefits

Project Background

In 2014, Tendeau was commissioned by Mertec Middle East Ltd in Ras Al Khaimah to develop and implement a workforce training and assessment programme aimed at standardising and improving the competence of refractory workers operating within an aluminium smelting environment.

The project focused on workers responsible for the removal and replacement of brick refractory linings in refractory furnaces — a highly specialised activity requiring technical accuracy, consistency and strict adherence to safe working practices.

05 London South Bank University, London UK



- ✓ **Client:** London South Bank University
- ✓ **Scope of services:** NVQ Support
- ✓ **Industry:** Education Support
- ✓ **Key outcome:** 100% timely success rates

TenDean has worked with South Bank University since 2018 to present as a subcontractor to provide workforce assessment, training and certification to construction workers across South East England. This enabled them to gain a UK Construction Skill card to ensure sustainable employment and career progression. TenDean achieved 100% timely success rates and progression outcomes.

05 Stanmore Quality Surfacing, London UK



- ✓ **Client:** Stanmore Quality Surfacing
- ✓ **Industry:** Education Support
- ✓ **Scope of services:** Operative Training
- ✓ **Key outcome:** Career Progression

Stanmore Quality Surfacing are a large infrastructure maintenance company working with the major utility companies to repair and reinstate water, gas and electric mains. TenDean has worked with SQS since 2019 delivering Highway Maintenance Skilled Operative apprenticeships delivering excellent achievement rates and enhanced career progression opportunities.

TenDean has also delivered the EUSR Water Hygiene qualifications to SQS to allow them to work safely on water mains and NRSWA Street works qualifications to allow them to gain the operatives and supervisor cards mandatory to work on the public highways.



06 Training Courses

Tendean Training provides **competency-based training, assessment and certification** for construction, engineering, industrial, utilities and infrastructure organisations.

Our approach is designed to help employers **ASSESS → IDENTIFY GAPS → TRAIN → RE-ASSESS → CERTIFY** their workforce — efficiently and against the competencies required for their specific roles.



Professional & Safety Qualifications

IOSH Working Safely & Managing Safely - NEBOSH General Certificate

Health, safety and workplace competency training



Construction Qualifications

NOCN, City & Guilds and CSkills competency-based construction qualifications:

Level 2 & Level 3 qualifications

Trade and occupational competency

Site-based skills assessment

Progression pathways for construction personnel



06 Training Courses cont'd



Construction Management Qualifications

Pearson/BTEC construction management qualifications:

Level 4 to Level 7

Construction supervision and management

Site management and project-related competencies

Professional development and progression



Water & Utilities Qualifications

CABWI regulated water qualifications for personnel working within the water and utilities sectors.



07 Customised Assessments for Industrial and Construction Teams

Not every workforce requires the same training programme.

Tendean develop **customised competency assessments for industrial, construction, utilities and infrastructure teams**, based on the employer's actual job roles, working environment, projects and required standards.

Our customised assessment process

1. ASSESS

Evaluate existing workforce knowledge, practical skills, experience and role-specific competency.

2. IDENTIFY GAPS

Identify individual and team competency gaps against the employer's required standards, job descriptions and project requirements.

3. TRAIN

Develop targeted training to address the identified gaps — rather than putting experienced personnel through unnecessary generic training.

4. RE-ASSESS

Re-assess personnel to confirm that the required knowledge and competency have been achieved.



07 cont'd

5. CERTIFY

Provide appropriate evidence of competency and identify further development requirements where applicable.

Assessments can be customised for:

- Construction site teams
- Site managers and supervisors
- Engineers and technicians
- Mechanical, plumbing and civil teams
- Industrial maintenance teams
- Utilities and water personnel
- Data centre construction and operations teams
- Healthcare and pharmaceutical construction teams
- Facilities management teams
- Specialist contractors and subcontractors

New employees and existing workforces from individual assessment to workforce competency assurance

Tendean can work with employers to establish a **Competency Matrix** covering each role, required competency, existing capability, identified gap, training requirement and reassessment status.

This provides management with a clearer picture of **who is competent, where gaps exist and what action is required**.

ASSESS → IDENTIFY GAPS → TRAIN → RE-ASSESS → CERTIFY

A practical approach for employers

Our customised assessments can be designed around the **actual work being undertaken**, helping organisations develop a workforce that is appropriately trained, assessed and demonstrably competent for its role.

Contact Tendean Training to discuss a customised workforce competency assessment for your organisation.



08 Quality, Safety & Sustainability

TenDean Middle East has comprehensive policies and procedures for quality improvement, health and Safety and sustainability available on request.

09 Meet Our Team



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10 Contact Us



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