



IOR
INDUSTRY SKILLS ALLIANCE

Welcome From NOCN

Tyron Wain
Business Development Manager



NOCN GROUP

Future-fit skills solutions with social
impact

Website:
nocn.org.uk

Address:
Acero, 1 Concourse Way, Sheffield S1 2BJ // NOCN Innovation Way King's Lynn PE30 5BY



Who we are

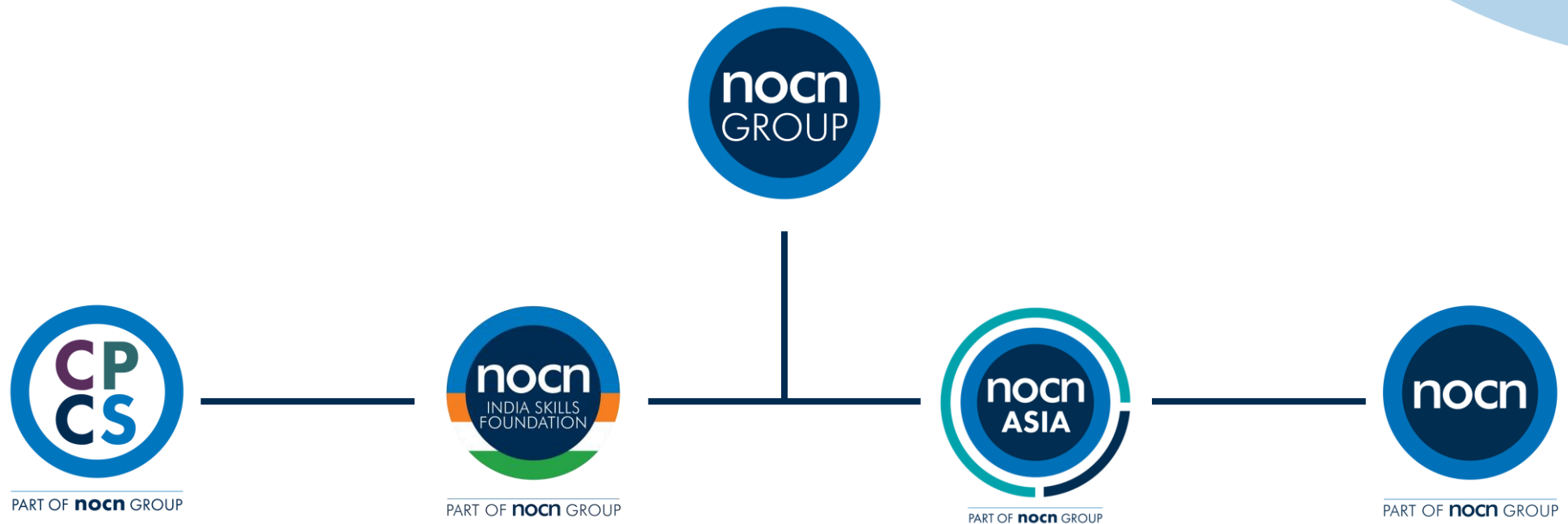
37+ Years of Creating Opportunities

NOCN is an Ofqual regulated Awarding Organisation, founded in 1987 as non-for-profit organisation focusing on Vocational Qualifications and Apprenticeships.

Educational Innovation: with every emerging industry challenge, new NOCN qualifications are actively developed and offered to meet the dynamic needs of labour markets and employers worldwide.



NOCN Group



Our Sectors

NOCN Group specialises in the advancement of skills in the five key areas where we believe they are needed most:



Preparation
for Life and
Work



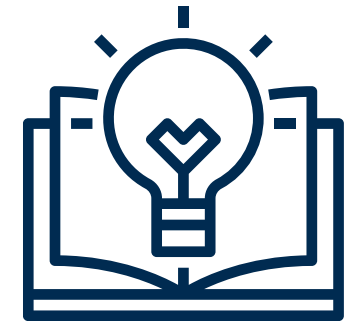
Construction
and the Built
Environment



Engineering,
Manufacturin
g
and the
Green



Health and
Social Care



Education
and
Management

Our Skills Solutions

NOCN Group's flexible suite of skills solutions can be accessed by Colleges, training providers, employers and individuals either in isolation or as a package of interventions to meet a particular set of skills needs. Our core skills solutions are:

- Qualifications
 - Apprenticeship Assessments
 - Assured Courses
 - Competence Cards & Tests
 - Short Online Courses
- 

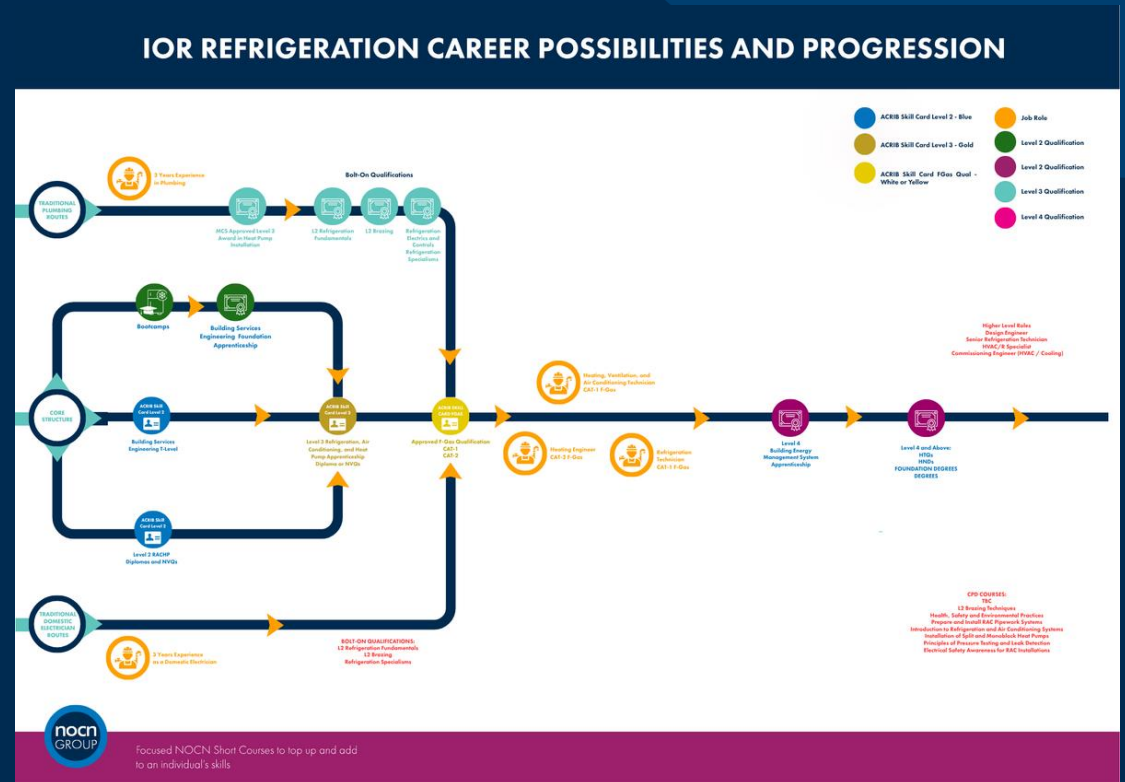
NOCN & IOR Partnership

- As a UK-based charity awarding organisation, we re-invest our profits back into education and skills
- As one of the largest charity awarding organisations, we have a responsibility to support sectors with skills gaps
- Our values align well with the IOR



NOCN & IOR Partnership

- Leading the Working Group for outlining a clear RACHP career map
 - Supporting engagement for the IOR Skills Alliance meetings (1,000 NOCN centres)
 - Dedicating time, money, expertise and resources to supporting the IOR
-
- Lobbying with government for further support and



Thank you

Website:
nocn.org.uk

Address:
Acero, 1 Concourse Way, Sheffield S1 2BJ // NOCN Innovation Way King's Lynn PE30 5BY



Opening Remarks & Impact Updates

Andrew Bowden FInstR, FCMI, FIoL, CMgr, MSc
Mark Harris MInstR
Co-Chairs



The Programme

Open Remarks and Impact Updates	Industry Skills Alliance Co-Chairs
Careers and Qualification Road Map	Group Lead (NOCN)
Funding, Skills, and Policy Update	Joe Bell City & Guilds
The new way to recruit through T-Levels - Employer Experience	Matt Leigh SDN Mesma Group
Open your talent pool through care leavers	Becci Walker Spectra Connect
Q&A Panel Discussion & Members Update	Speakers & ALL
Refreshments and Networking	ALL
Task & Finish Groups Progress Meeting	Group Leads & ALL
Groups Feedback and Next Steps	Group Leads & Co-Chairs
Event Close, Lunch and Networking	ALL

THE IMPACT SINCE LAUNCH

BUILDING A STRONGER FUTURE FOR RACHP SKILLS

Since our launch, the Industry Skills Alliance for the RACHP sector has been driving awareness, inspiring the next generation and building a stronger, skilled workforce.



IOR

INDUSTRY SKILLS ALLIANCE



OUR MISSION

To promote and inspire the next generation into careers in RACHP and ensure the sector has the skilled workforce it needs for the future.



101

REGISTERED MEMBERS

Proud members supporting our mission to build a stronger sector together.



130

FOLLOWERS ON LINKEDIN

Growing our community and spreading awareness across the sector.



3,000+

LIKES, SHARES & COMMENTS

Strong engagement with our content and mission across our LinkedIn posts.



47

SCHOOL & COLLEGE VISIT ENQUIRIES

Schools and colleges have asked for our support to inspire their students.



32

SCHOOL & COLLEGE VISITS DELIVERED

Visits delivered so far – limited by the need for more STEM Ambassadors.



1,200+

STUDENTS & LEARNERS ENGAGED

We have engaged with over 1,200 students and learners, inspiring future talent.



50+

EDITORIAL POSTS & ARTICLES PUBLISHED

Publishing valuable content to raise awareness of the Skills Alliance and our work.



3,000+

CLICKS TO EDUCATION PAGES ON IOR SITE

More people are visiting the education sector pages on the IOR website.



**TOGETHER,
WE ARE MAKING
A REAL DIFFERENCE.**

With more members, more Ambassadors and continued collaboration, we can inspire more young people and build the skilled workforce our sector needs.

WE NEED YOU!



30+

STEM AMBASSADORS

We have over 30 amazing STEM Ambassadors supporting our mission – but we need many more to meet growing demand and reach even more students and learners.



**JOIN US AND
MAKE A BIGGER
IMPACT!**



NEW SUPPORTIVE BADGE

A new badge is now available for companies and individuals who want to show their support for the Skills Alliance mission.



NEWSLETTER

Our regular newsletter keeps members and supporters informed with the latest news, updates and stories.



WE ARE NOW ON 5 EXTERNAL ADVISOR BOARDS SUPPORTING THE DEVELOPMENT OF SKILLS IN THE BS SECTOR

The Interim Talent Board for Construction and the Built Environment, sector skills plan, ISIP, 5% club.



ATTENDED OVER
20 INDUSTRY EVENTS
ACROSS THE UK



UPDATED THE EDUCATION SECTION OF THE WEBSITE

The education area has been refreshed to better support students, educators and employers.



Inspiring today. Building tomorrow. Strengthening the RACHP sector.

UK RACHP SECTOR

LABOUR MARKET INTELLIGENCE 2026

REFRIGERATION • AIR CONDITIONING • HEAT PUMPS

The RACHP sector is critical to the UK's Net Zero future, supporting cooling, heating and energy efficiency across industry, buildings and communities.



200,000+
people employed
across the wider
RACHP sector



40,000+
service engineers
and technicians



5,000+
specialist
RACHP businesses



Majority
of businesses
are SMEs
(under 10 employees)



High Growth
driven by Net Zero,
heat pumps, data centres,
industry & cooling demand

VACANCY DEMAND IN 2026



4,000 – 7,000
live vacancies
at any one time



20,000 – 35,000
advertised positions
annually (estimated)

Exact 2026 vacancy numbers can be refined
using Lightcast data.

APPRENTICESHIP DEMAND

Primary Apprenticeship Standard:
**Refrigeration Air Conditioning and
Heat Pump Engineering Technician**

- ✓ Demand for apprentices exceeds supply
- ✓ Employers increasingly hiring apprentices due to engineer shortages
- ✓ Ageing workforce and insufficient new entrants
- ✓ Critical pathway to grow the future RACHP workforce

SECTOR WORKFORCE & QUALIFICATION CHALLENGE



59% of employers report
increasing difficulty
recruiting technical staff



73% expect demand for
engineers and technicians
to increase over the
next 2–3 years



Many applicants require
substantial remedial training



Shortage of competent engineers
– not just headcount

Skills shortages most
acute in:

- Natural refrigerants (CO₂, hydrocarbons)
- Heat pumps
- Controls
- System integration
- Design engineering
- Commissioning

SALARY GUIDE (2026)

ROLE	TYPICAL SALARY (PER ANNUM)
Apprentice	£16,000 – £24,000
Trainee Engineer	£25,000 – £32,000
Service Engineer	£38,000 – £48,000
Senior Engineer	£45,000 – £60,000
Commissioning Engineer	£50,000 – £70,000
Design Engineer	£45,000 – £65,000
Technical Sales Engineer	£45,000 – £80,000
Service Manager	£55,000 – £85,000+



Average engineer salary: £44,000 – £48,000
Specialist engineers (CO₂, industrial, data centres,
controls, heat pumps): £60,000 – £80,000+

TYPES OF ROLES IN DEMAND



ENGINEERING

- Refrigeration Engineer
- Air Conditioning Engineer
- HVAC Engineer
- Heat Pump Engineer
- Service Engineer
- Installation Engineer
- Commissioning Engineer
- Maintenance Engineer



TECHNICAL

- Design Engineer
- Applications Engineer
- Controls Engineer
- Building Services Engineer
- Mechanical Design Engineer



COMMERCIAL

- Technical Sales Engineer
- Business Development Manager
- Contract Manager
- Service Manager



EMERGING ROLES

- Net Zero Consultant
- Heat Pump Designer
- Energy Engineer
- Building Performance Engineer
- Refrigerant Specialist

WHERE ARE THE VACANCIES?

Strongest recruitment demand across the UK



- LONDON & SOUTH EAST**
Commercial buildings, data centres, pharmaceuticals, facilities management
- MIDLANDS**
Manufacturing, logistics, distribution
- NORTH WEST**
Food production, industrial refrigeration
- YORKSHIRE**
Industrial cooling, food processing
- SCOTLAND**
Distilleries, industrial refrigeration, renewables
- SOUTH WEST**
Heat pumps, building services

WORKFORCE SIZE



40,000+
service engineers
and technicians



200,000+
people employed across
the wider RACHP sector



5,000+
specialist
RACHP businesses

QUALIFICATIONS – A KEY CHALLENGE



Employers report a shortage of
competent, work-ready engineers.

Challenges:

- Ageing workforce
- “Missing middle” – not enough experienced engineers coming through
- Many new entrants require significant upskilling
- Critical risk to deliver Net Zero, heat pumps & future projects

EMERGING SKILLS EMPLOYERS NEED



Natural
refrigerants
(CO₂, hydrocarbons)



Heat pump
installation &
maintenance



Controls &
automation



Building
Management
Systems (BMS)



System
integration



Energy
optimisation



Digital
diagnostics



Commissioning



Project
management

FUTURE DEMAND OUTLOOK

Demand for skilled engineers and technicians will grow significantly over the next decade, driven by:



Net Zero
policy



Heat pump
deployment



Data centre
expansion



Cooling demand
increases



Industrial & food
sector growth



F-Gas transition
& natural
refrigerants

Without urgent action on skills, the RACHP sector workforce shortage will worsen
and threaten the UK's Net Zero and economic ambitions.

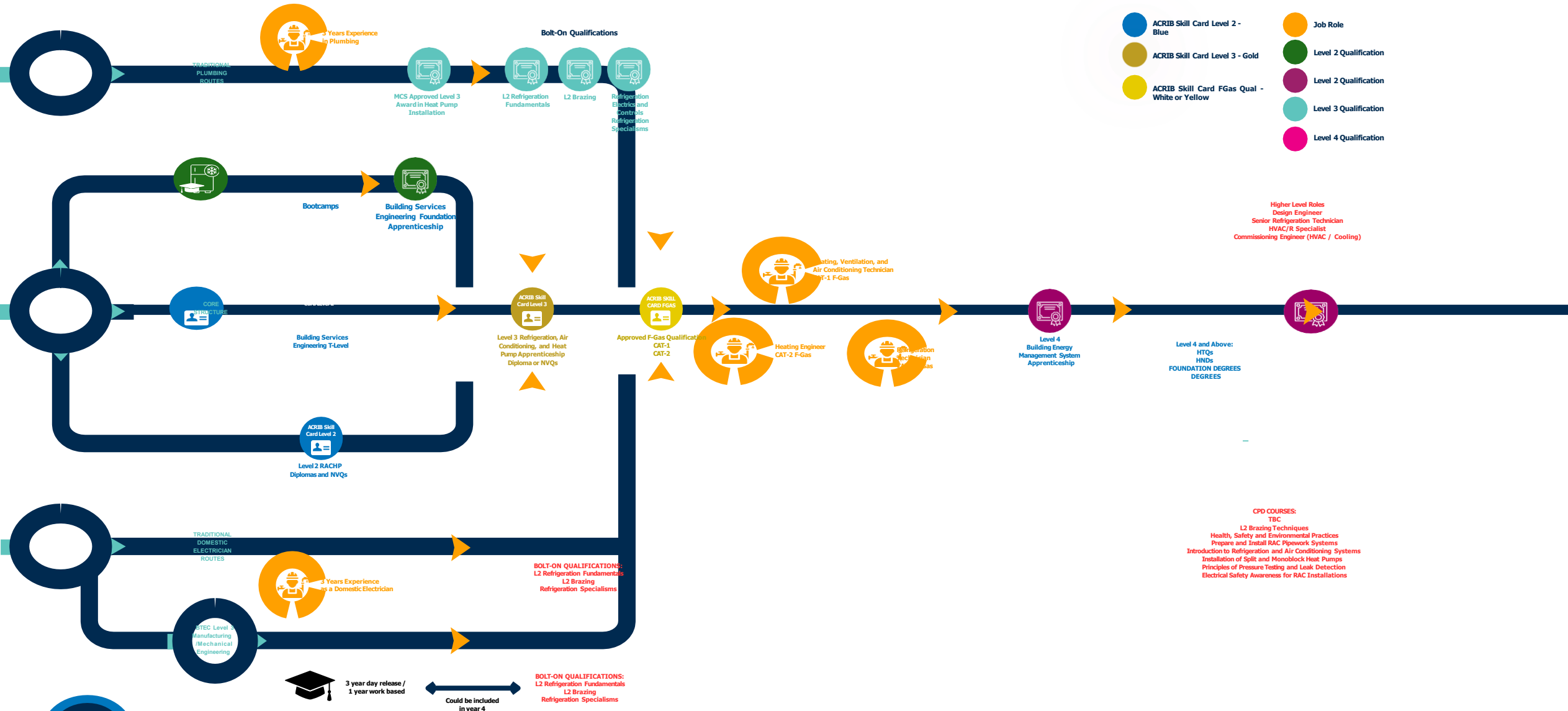
KEY STATISTICS AT A GLANCE

- ✓ 4,000 – 7,000 live vacancies at any one time in 2026
- ✓ 20,000 – 35,000 advertised positions annually (estimated)
- ✓ 59% of employers report increasing recruitment difficulties
- ✓ 73% expect demand for engineers to increase over the next 2–3 years
- ✓ Average engineer salary: £44,000 – £48,000
- ✓ Specialist engineers can earn £60,000 – £80,000+
- ✓ 40,000+ service engineers and technicians
- ✓ 200,000+ people employed across the wider sector
- ✓ 5,000+ specialist RACHP businesses

Qualification Road Map



IOR REFRIGERATION CAREER POSSIBILITIES AND PROGRESSION





Your trusted global

Skills Partner

Evolving workforces for over 145 years

City & Guilds Update

2nd July 2026

#CityAndGuilds

#SkillsConnect

Meet our *Skills Specialists*



Our skills experts work with large organisations to identify end to end workforce development needs that will maximise productivity and organisational growth



Joe Bell

joe.bell@cityandguilds.com

Tel: 07795 367 247



Gemma Edwards

gemma.edwards@cityandguilds.com

Tel: 07872 463 166

About City & Guilds

Your Skills Partner

City &  Guilds



A trusted leader in *skills development*

With almost 150 years experience, City & Guilds is a trusted leader in vocational education and skills development, empowering individuals and organisations to thrive in a rapidly evolving world.

Our industry aligned awards & assessments, leadership & management, skills training, and corporate learning & development solutions bridge the gap between education and employment enabling individuals to make a greater impact through the power of skills.

We believe that skills change lives, and through our commitment to fostering a culture of lifelong learning and innovation we:

- Enable individuals to acquire the practical knowledge, expertise and confidence to excel in their chosen careers,
- Support organisations, and their workforce, to prepare for a successful future,
- Drive economic growth.

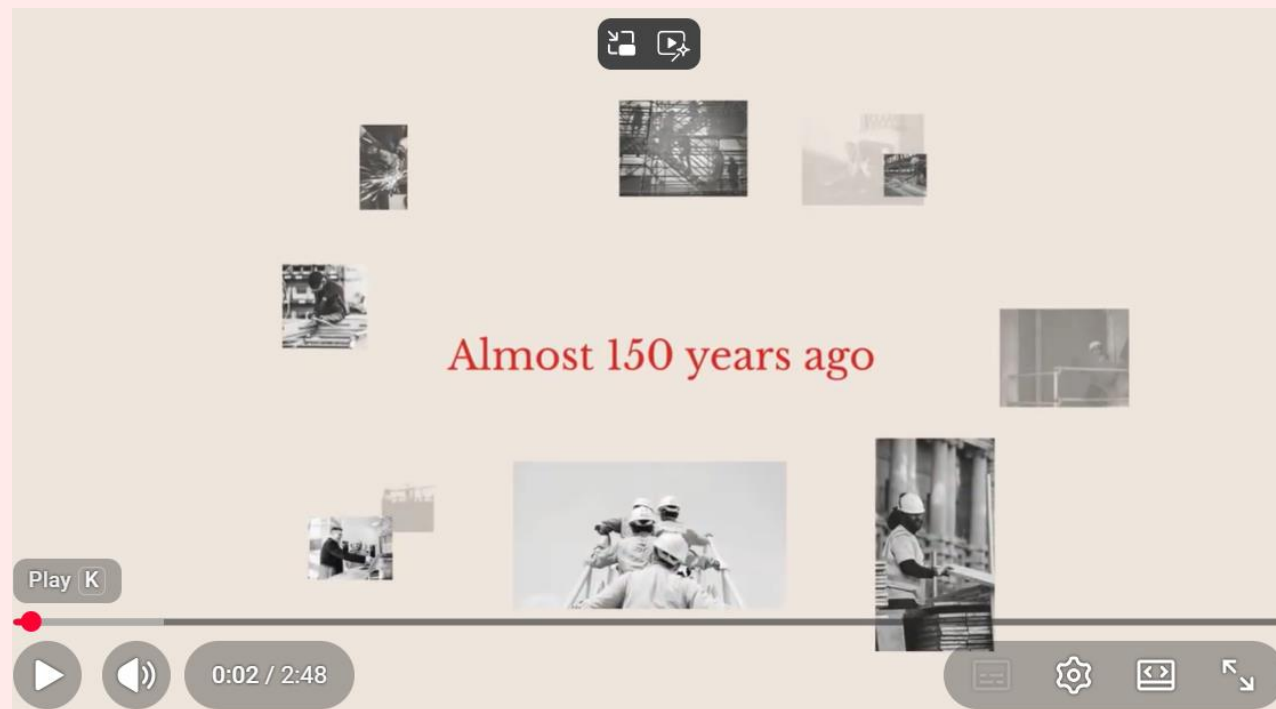
City & Guilds ...

Why we are different

Everything we do—our products, services and how we work—seeks to positively impact individuals, societies and economies

£15.6bn

In 2024, City & Guilds learners generated £15.3bn to UK society



Click [here](#) to view video

In an uncertain and ever-changing world, City & Guilds' purpose remains our north star, and we are doing what we have always been here to do:

Supporting people into a job, on the job and into the next job



City&Guilds

Skills-Based Organisations

Why *skills matter...*

“Skills-based organisations are 79% more likely to provide a positive workforce experience and 63% more likely to achieve results.”*



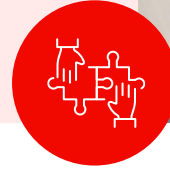
Prioritised skills over job titles

Instead of relying on purely role-based structures, with limited entry routes and narrow career pathways, the organisation, and its managers and leaders, focus on what people can do and the skills they have as the basis for managing them, in line with business needs.



Skills Based Hiring

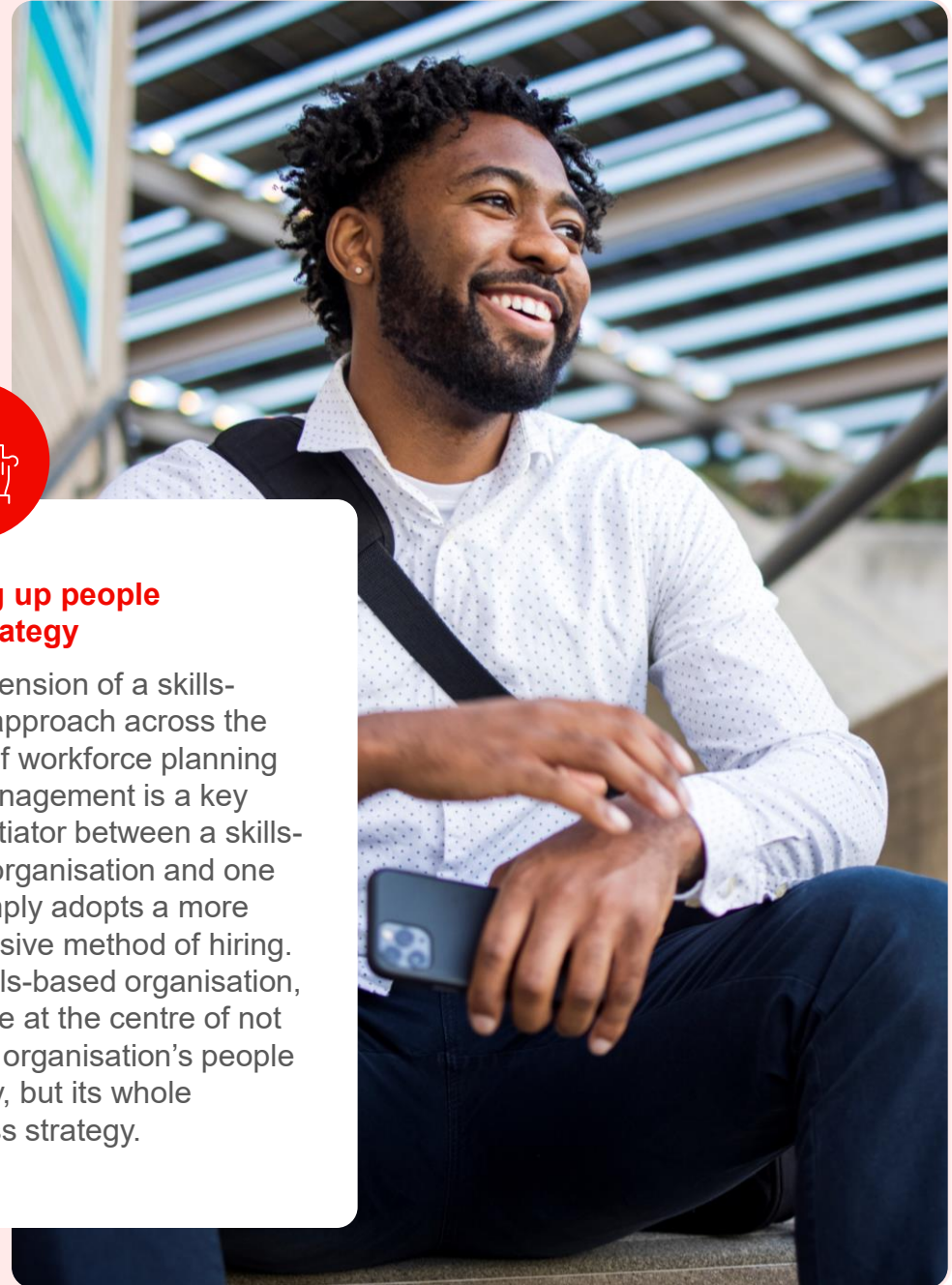
Focus on whether applicants can demonstrate they have the skills needed for a job. Organisations must determine what skills they need before advertising roles and consider how they will validate those skills in the recruitment process.



Joining up people and strategy

The extension of a skills-based approach across the whole of workforce planning and management is a key differentiator between a skills-based organisation and one that simply adopts a more progressive method of hiring. In a skills-based organisation, skills are at the centre of not just the organisation's people strategy, but its whole business strategy.

**Deloitte (2024) 'Becoming an AI-enabled, skills-based organization'*
deloitte.com/us/en/services/consulting/articles/ai-enabled-skills-based-organization.html





Why consider becoming more *skills based*?

1

Increase Organisational Agility

making it easier to pull together the right teams to capitalise swiftly on new opportunities

2

Respond More Swiftly

to defining changes like the rise of Artificial Intelligence (AI).

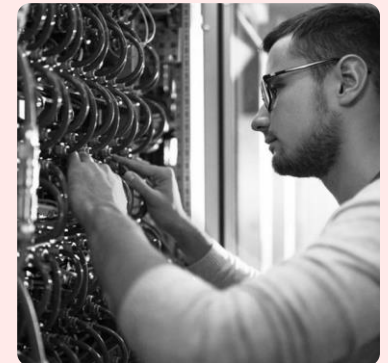
3

The Bottom Line:

Skills-based organisation is seen as a framework for improving productivity and driving growth

10 steps to embracing a *skills-based approach*

1. Ensure skills are on the leadership agenda
2. Establish what skills you need today and tomorrow
3. Get a skills baseline
4. Align skills needs with roles and functions
5. Review your existing training offer
6. Be transparent
7. Put skills to work quickly
8. Recognise learning
9. Connect different steps into a cohesive approach
10. Start small and think long-term





Is it time to become a
*skills-based
organisation?*



1 practical guide.
10 manageable steps
your company can take.

For HR, L&D
and Talent teams

Part of
PeopleCert
Dream it, do it.



Scan to download



Apprenticeship, Policy & Funding Update



Employer Investment & Jobs Plans

Industrial Strategy and Sector Jobs Plans - the government is developing tailored sector skills packages in partnership with Skills England and industry. Delivering the sector skills packages already announced, including:

- **£625 million in construction skills**, to deliver an additional 60,000 construction workers over this Parliament
- **£187 million in our 'Techfirst' digital skills** and artificial intelligence learning package, providing learners with opportunities to progress through non-academic as well as graduate routes
- An **engineering package worth £182 million** across four years, addressing engineering skills shortages that are critical to growth. Alongside Technical Excellence Colleges in a range of priority sectors, it includes £47 million to fund engineering skills for adults, £2 million to increase the number of engineering T Levels offered, and £8 million capital funding to invest in clean energy engineering courses at levels 4 and 5 in higher education providers
- A **£182 million** package to boost the talent pipeline for the **defence industry**, which is critical for national security and economic growth
- <https://www.gov.uk/government/publications/industrial-strategy-sector-plans/sector-plans>

Reforming Level 2 and 3 Pathways

V Levels:

V Levels are a completely new qualification. They will be introduced in phases and offer a broad vocational qualification for students who want to explore a sector before deciding where to specialise. They will emphasise “learning by doing” combined with practical assessment. They will ultimately replace the existing suite of applied general qualifications still available, such as BTECs.

Initial Subjects for Sept 2027: Digital, Education and Early Years, and Finance and Accounting

Key features of V Levels:

- Same size as an A Level (360 glh) and can be combined with A Levels where this creates a coherent study programme
- Built on nationally set content with a common approach to grading and standard setting
- Designed to support progression to higher education and employment
- Replacing over 900 current Level 3 qualifications with V Levels, which will become the only level 3 vocational qualification pathway for 16 to 19-year-olds



Apprenticeship Reform *Overview*

The Government are making changes to the apprenticeship offer

These changes will affect employers, training providers, EPAO's and learners

[Apprenticeship search / Skills England](#)

Reforming the offer

Government is reforming the apprenticeship offer to align with the Industrial Strategy and the skills needed for the future

The reforms introduce a more youth-focused funding approach, streamlined assessments, modular training units, and expanded entry-level opportunities to support workforce growth and skills development

Foundation Apprenticeships

Foundation apprenticeships are available for young people aged 16 to 21, or up to 24 for learners with ECHP or other challenges

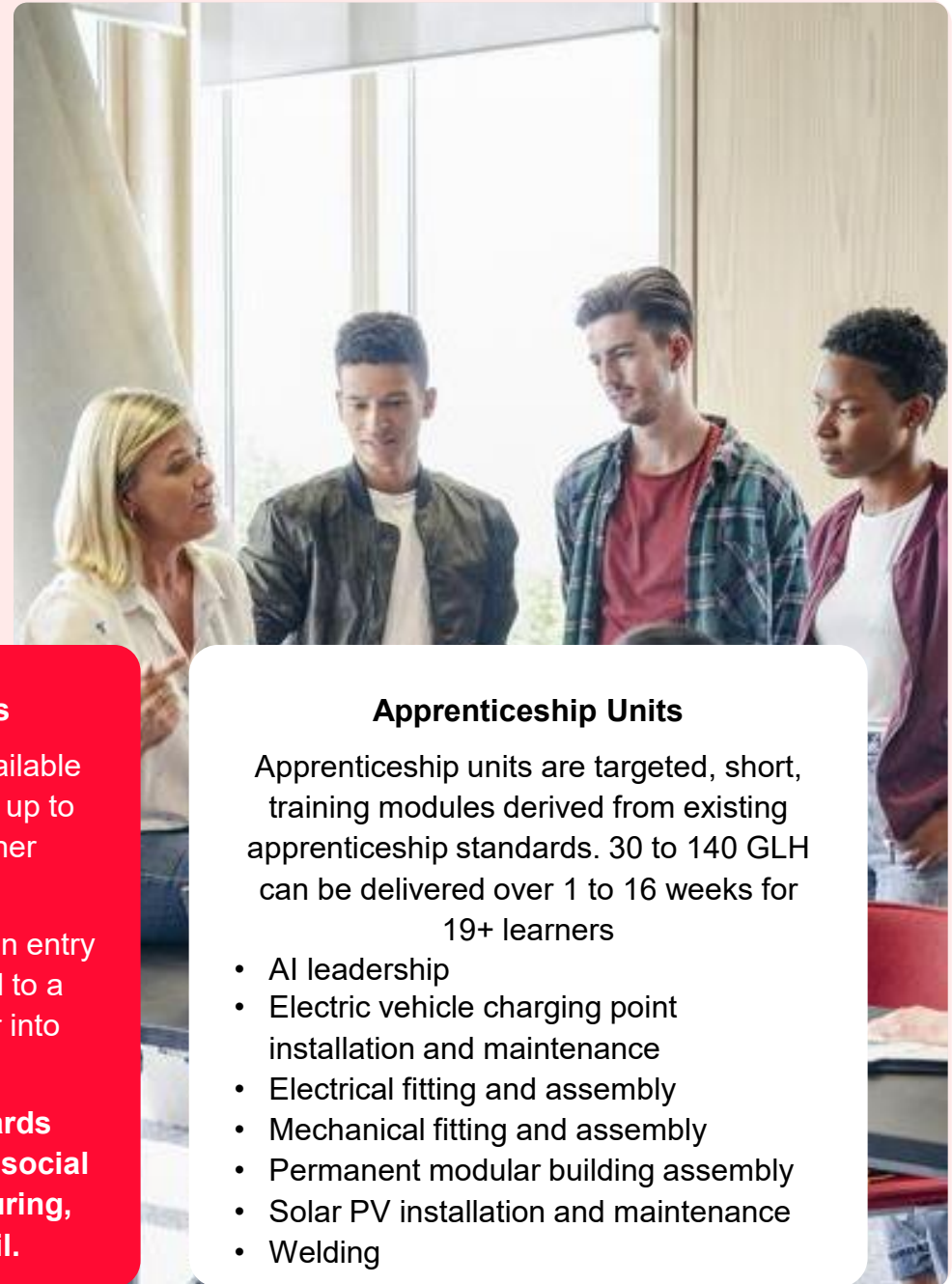
They provide a broad grounding in an entry level occupation, which could lead to a specialism in higher level study or into employment

There are 9 Foundation Standards available in construction, digital, social care engineering and manufacturing, hospitality/catering and retail.

Apprenticeship Units

Apprenticeship units are targeted, short, training modules derived from existing apprenticeship standards. 30 to 140 GLH can be delivered over 1 to 16 weeks for 19+ learners

- AI leadership
- Electric vehicle charging point installation and maintenance
- Electrical fitting and assembly
- Mechanical fitting and assembly
- Permanent modular building assembly
- Solar PV installation and maintenance
- Welding



Why is the apprenticeships offer being reformed?

Over the past 10 years, apprenticeship starts among 16–24-year-olds have fallen by 40%.

Meanwhile, there has been an increase in older apprentices studying Standards at higher levels that are also, on average, more expensive

The apprenticeship offer has grown to more than 700 apprenticeship standards. To ensure funding is directed at the highest priority skills challenges, Gov will withdraw funding from a number of standards from September 2026

The standards being defunded will remain available for employers to fund privately if they wish. Government co-funding will not be provided for these standards after the defunding date

National Insurance exemptions for eligible apprentices under the age of 25 will continue for privately-funded apprentices

Importantly, there will be no change for existing learners. They will be able to continue and complete their apprenticeship, and funding will be maintained to support completion



Foundation Apprenticeships

Foundation apprenticeships are set at level 2 and are designed to help young people get started in an industry

Foundation apprenticeships are available across a range of sectors, including construction, engineering, digital and social care

Anyone between 16 and 21 can start a foundation apprenticeship

They are generally shorter (8 months) programmes offering a broad knowledge in the subject matter, enabling the young person to understand a sector and make a choice to specialise when they progress.

<https://skillsengland.education.gov.uk/apprenticeships/?types=FoundationApprenticeship>



- Building service engineering
- Finishing trades
- Onsite trades
- Hardware, network and infrastructure
- Software and data
- Engineering and manufacturing
- Health and social care
- Retail service, supply and administration
- Catering and Hospitality

Apprenticeship Units *New Offer*



From **April 2026**, Gov are introducing the first wave of courses called apprenticeship units, in England. These courses are designed to help employers respond quickly to evolving skills needs and invest in workforce development

The first 10 units available in critical skills are:

- Artificial Intelligence (AI) Leadership – AI Strategy and Opportunity
- AI Leadership – AI adoption, procurement and governance
- AI Leadership – AI delivery and organisational transformation
- Battery Manufacturing
- Electric Vehicle Charging Point Installation and Maintenance
- Electrical Fitting and Assembly
- Permanent Modular Building Assembly
- Solar Photovoltaic Installation and Maintenance
- Welding (mechanised)

Apprenticeship units are for those aged 19 and over who are already employed. They last between 30 and 140 delivery hours and can be delivered over a period of 1 to 16 weeks

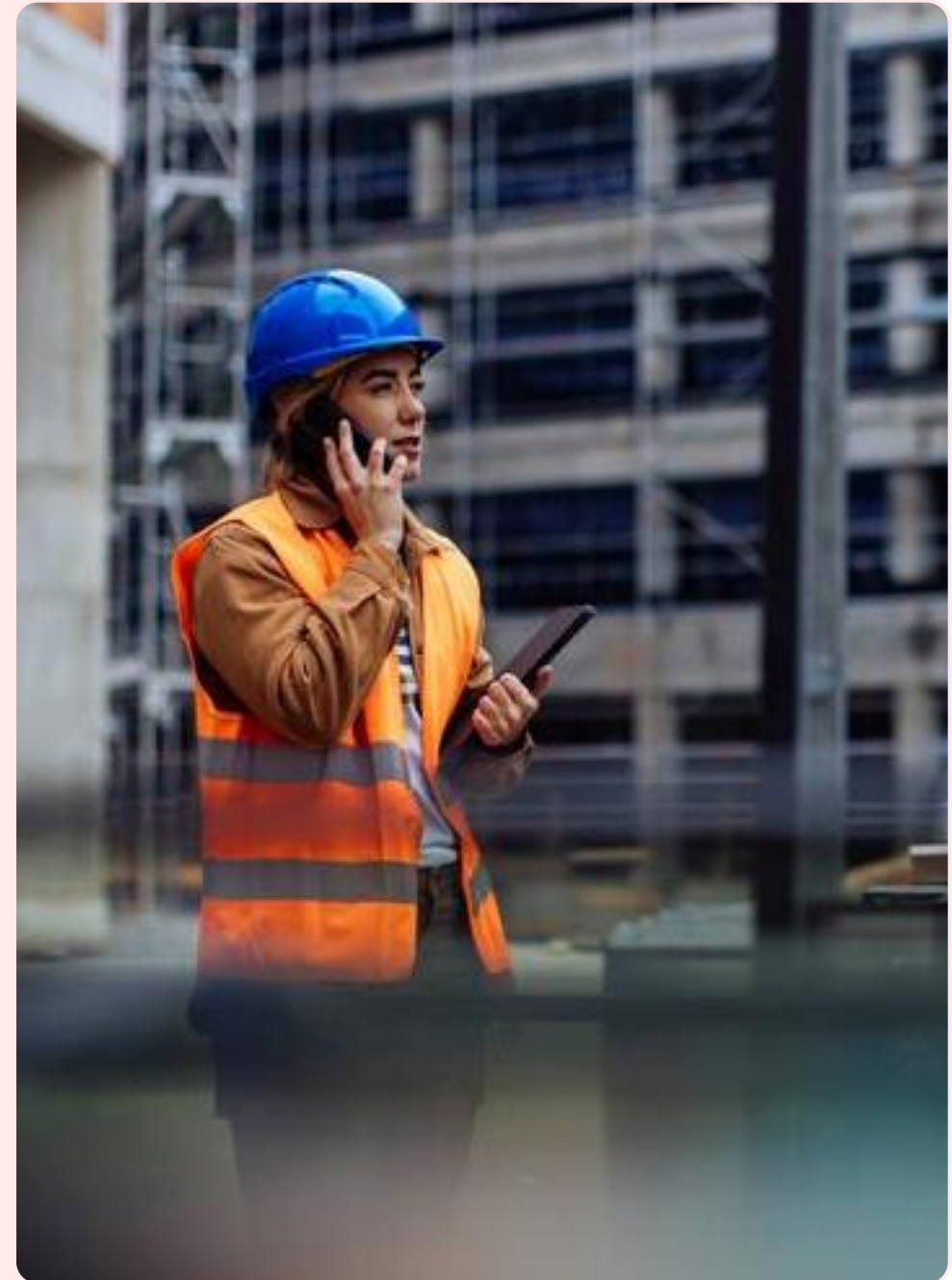
Apprenticeship Levy Funding

Changes

The Government is reforming the apprenticeship offer. Some of these changes affect employers.

Co-investment

- ✓ Currently, when an employer's levy funds run out, they can continue to take on apprentices with the government will paying 90% of the cost (employers contribute 10%). In August 2026, the Government contribution will drop to 75% and employers will be expected to contribute 25% of the costs
- ✓ However, for SME's, the government is removing the cost of co-investment for all apprentices taken on who are under 25 (previously, SMEs had to contribute 5% of costs)

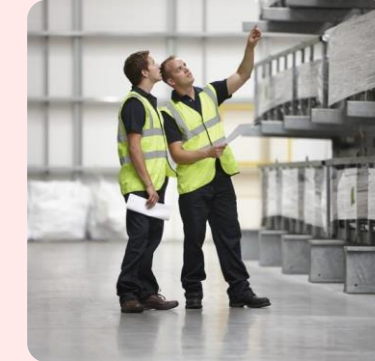


Apprenticeship Levy Funding

Changes

The way that funds enter and are used in your employer apprenticeship service account will change

- ✓ Employers will continue to receive levy funds each month based on your pay bill in England
- ✓ The 10% government top-up will stop from 1st August 2026. So, your account will have less funds available
- ✓ The oldest funds in your account will continue to be used first
- ✓ However, new funds entering your account will expire after 12 months if you do not use them (currently they expire after 24 months). Funds that entered your account on or before 31 July 2026 will continue to expire after 24 months



Employer Incentives

The provider and employer can get £1,000 to support apprentices in the workplace if, at the start of their apprenticeship training, they are one of the following:

- ✓ 16 to 18 years old (or 15 years old if the apprentice's 16th birthday is between the last Friday of June and 31 August)
- ✓ 19 to 24 years old with an education, health and care (EHC) plan
- ✓ 19 to 24 years old and have been in care
- ✓ Employers do not have to pay employer national insurance contributions for apprentices aged under 25 when the apprentice earns less than £50,270 annually.

You can spend it on any costs related to their employment, for example their salary, travel costs or uniform

Employer-providers can receive both payments, if the apprentice meets criteria



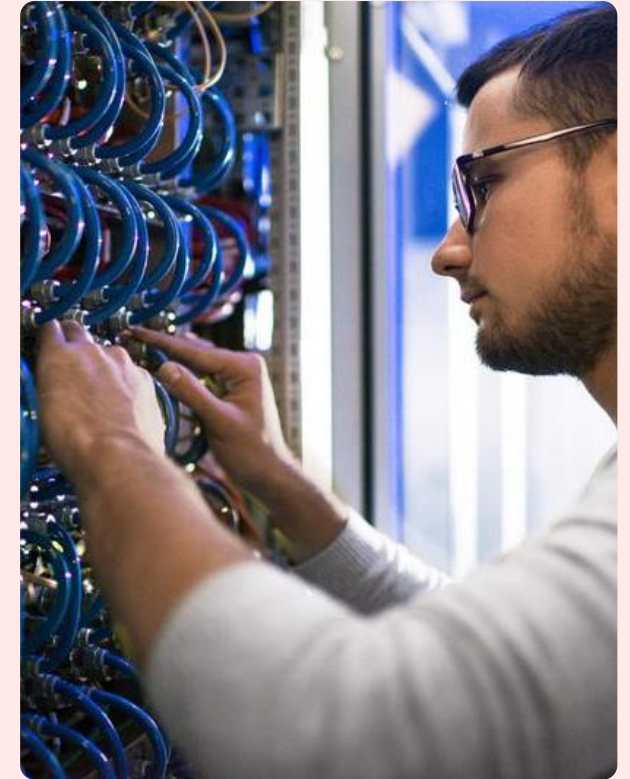
Apprenticeship Incentives for non levy payers

Government are introducing additional investment to help small and medium-sized enterprises (SMEs) hire young apprentices

From the 2026 to 2027 academic year, Gov will be fully funding apprenticeships for non-levy payers for under 25-year-olds

Additionally, from October 2026, non-levy paying employers (typically SMEs) will be able to get an incentive of up to £2,000 when recruiting new apprentices aged 16 to 24

This will apply to those starting an apprenticeship from 1 October 2026, providing they've joined their employer within the past 3 months. The first payment will be made once the learner has completed the first 90 days of their apprenticeship



Apprenticeship Standard

Withdrawals

Funding is being withdrawn from a selection of apprenticeship standards. This is because the Standards do not support young people, align with the Government industrial strategy, or form a core part of career pathways

The apprenticeships being withdrawn are:

- Cleaning Hygiene Operative Level 2
- Coaching Professional Level 5
- Custody and Detention Professional Level 3
- Facilities Management Supervisor Level 3
- Improvement Leader Level 6
- Improvement Practitioner Level 4
- Lead Practitioner in Adult Care Level 4
- Learning and Skills Assessor Level 3
- Learning and Skills Mentor Level 4
- Outdoor Learning Specialist Level 5
- Professional Security Operative Level 2
- Public Sector Compliance Investigation Officer Level 3
- Security First Line Manager Level 3





Withdrawal of Leadership & Mgmt Standards

Government are also withdrawing funding from 3 leadership and management apprenticeships from 1st Sept 2026.

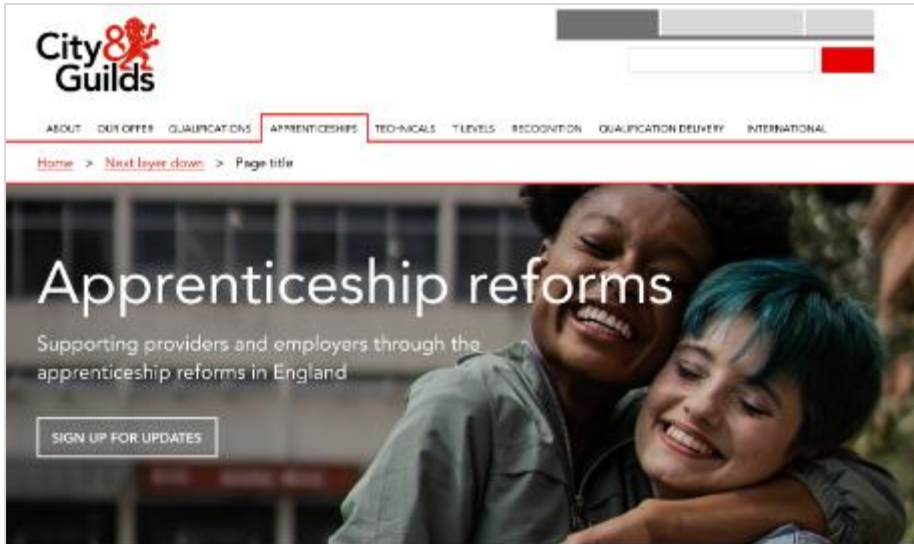
The apprenticeships being withdrawn are:

- Chartered Manager (degree) Level 6
- Operations Manager Level 5
- Team Leader Level 3

To help ease the transition, a small number of providers who already deliver these apprenticeships have been given a short extension beyond this date with a limited number of starts, so they can shift their delivery to other Standards where this is possible

It's important for employers to speak directly with their provider to understand what this means for their programmes

Apprenticeship Reforms *Web Page*



What you need to know about apprenticeship reforms

You will find key policy updates, guidance on end-point assessment changes, new products in development, and upcoming events to help you navigate the future of apprenticeships with confidence.

A new chapter for work-based skills development

The government has announced a major overhaul of the apprenticeship system, designed to boost opportunity, streamline assessments, and better align training with national skills needs.

Key drivers of reform include:

Apprenticeship reform in England is driven by the need to boost economic growth by addressing skills shortages through simplifying and streamlining the education and skills system. The Department for Education's 'Plan for Change' prioritises flexibility and increasing accessibility. The changes reflect a strategic shift toward inclusive, employer-led, and economically impactful targeted training pathways to better drive regional economic growth.

The reforms include a new target to have:

65%

10%



Key policy changes

There are a lot of changes to keep up to date with. As the leading apprenticeship awarding organisation in a world-class apprenticeship system, we continue to engage regularly with the regulator and government departments to work on behalf of our customers and bring you the latest updates.

We're not just responding to reform - we're helping shape it.

Evolving Assessment

Foundation Apprenticeships

Reduced Minimum Duration

Revised English & Maths Rules

Flexible Off-the-Job Training

End-point assessment is evolving for learners

Awarding Organisations, like City & Guilds, will not be restricted to designing assessments to be taken at the end of an apprentice's journey. As such, the term 'end-point assessment' is being replaced with 'apprenticeship assessment'.



What's next?

Skills England are going through a process of revising and releasing assessment plans. City & Guilds will review every apprenticeship assessment plan that is released. A range of factors go into our review process such as: feedback from our customers, advice from our industry boards, estimated demand, progression pathway options, and how it fits with our existing portfolio and development roadmaps.

We are committed to our current sectors and will be exploring new opportunities with our customers. We will continue to engage in conversations with Skills England and customers as assessment plans are released.



Foundation apprenticeship construction launching early

This foundation apprenticeship is 8 months in duration.

- Combines classroom learning with real-world experience.
- Focuses on core skills, safety, and industry relevance.

We are in the process of engaging with industry stakeholders, training providers and colleges to deliver for the construction sector.



What to look for in an Awarding Organisation

As apprenticeship reforms evolve and new assessment plans are released by Skills England, choosing the right awarding organisation has never been more important. You need a partner that responds with confidence, clarity, and a commitment to quality.

Flexibility in design and delivery

City & Guilds adapts to your delivery model and apprentice needs.

- Built-in flexibility for scheduling assessments
- Seamless integration into training plans
- Enables providers to deliver learning their way

Deep expertise in assessment types

We bring proven experience across all assessment formats.

- Expertise in internal assessment, observation, professional discussion
- Robust quality assurance and expert guidance
- Over 100,000 ETEs certified with robust quality assurance

Proportionate and streamlined assessment

We focus on what matters to reduce unnecessary burden.

- Prioritises essential competencies
- Eliminates duplication of knowledge, skills, and behaviours
- Broad provision and pathways enhance efficiency
- Reduces admin and streamlines delivery

Smart digital tools for delivery

Our platform simplifies apprenticeship management.

- EPA Pro: comprehensive online delivery platform
- Supports registration, evidence upload, tracking, and results
- Designed for multi-cohort and multi-employer delivery
- Improves efficiency and ease for providers

Capacity to deliver at scale

We ensure reliable assessment bookings, even at peak times.

- Infrastructure built for high-volume delivery
- Over 90% of preferred booking dates secured
- Confidence in timely apprentice assessment

Exceptional customer support

Our support model helps providers achieve success.

- Dedicated customer service teams, technical advisors and apprenticeship partnership managers
- Proven impact with a 90% achievement rate
- Delivers high-quality outcomes

Award winning excellence

100% 90%

<https://www.cityandguilds.com/apprenticeships/apprenticeship-assessment>

How City & Guilds Can Support Employers

City & Guilds

Workforce Development Solutions



Partnering with employers to address skills gaps, support long-term business goals and demonstrate training impact



**Internally developed
training**

**Assured – Training
validation and quality
assurance**

Training Consultancy



Skills Consultancy



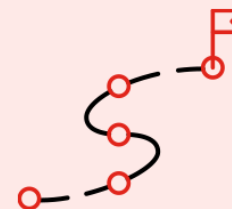
Digital Credentials



**Leadership and
Development**



**Qualifications and
Courses**



Apprenticeships



Funding

City & Guilds and ILM *Qualifications*

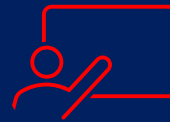
Choose from a wide range of work-based qualifications, designed with employers, to build skills, capability and confidence on the job.

Two ways to access our qualifications:



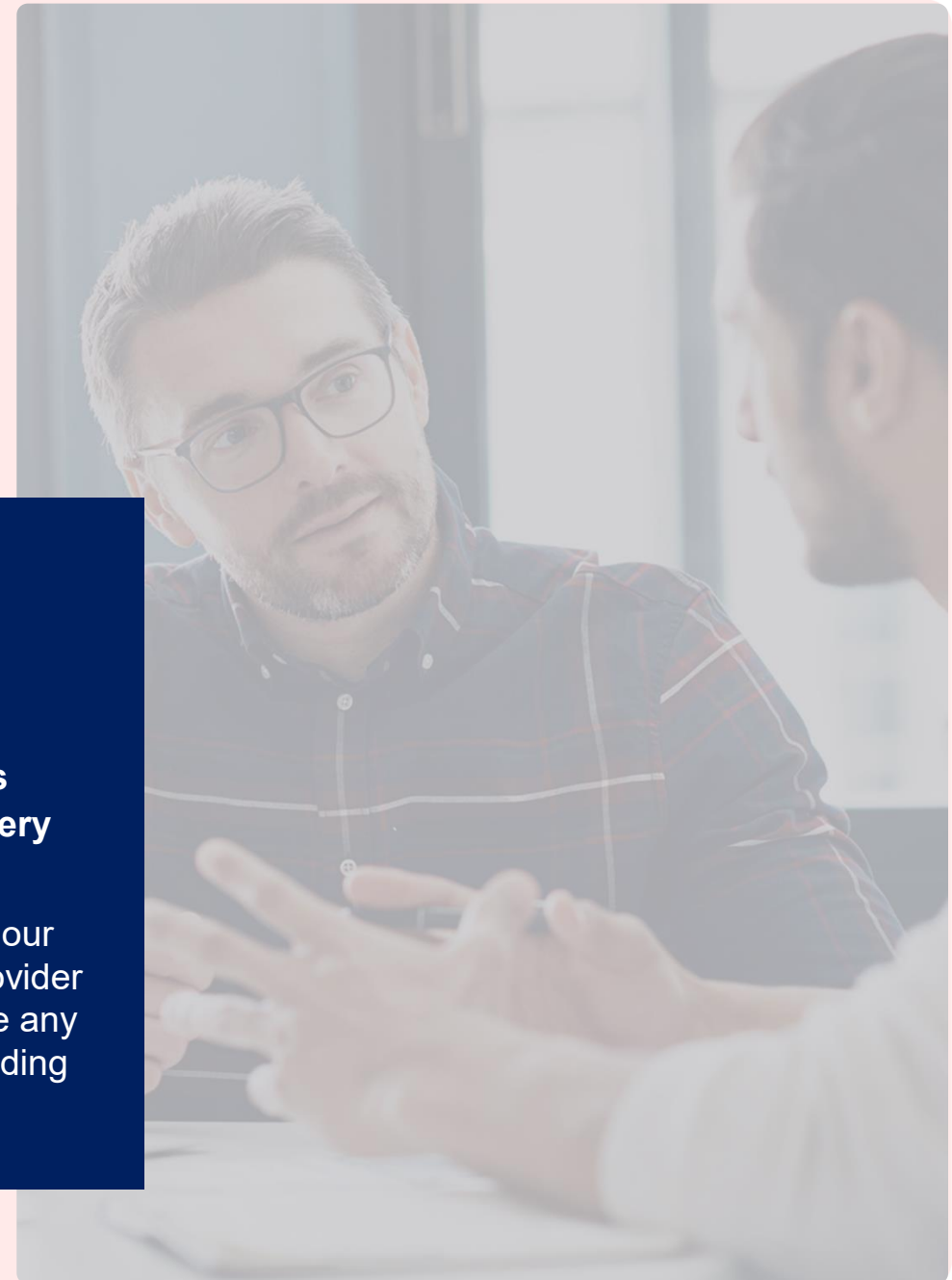
Become a City & Guilds approved Qualification Centre

With the right staff, equipment and/or facilities in place we can help you get set-up as an approved qualification centre, to deliver our qualifications in-house



Access our qualifications through our approved delivery network

Access qualifications through our extensive approved delivery provider network, with support to explore any local or national adult skills funding opportunities



The role of City & Guilds within *Apprenticeships*

Supporting employers, providers and learners through every stage of the apprenticeship journey



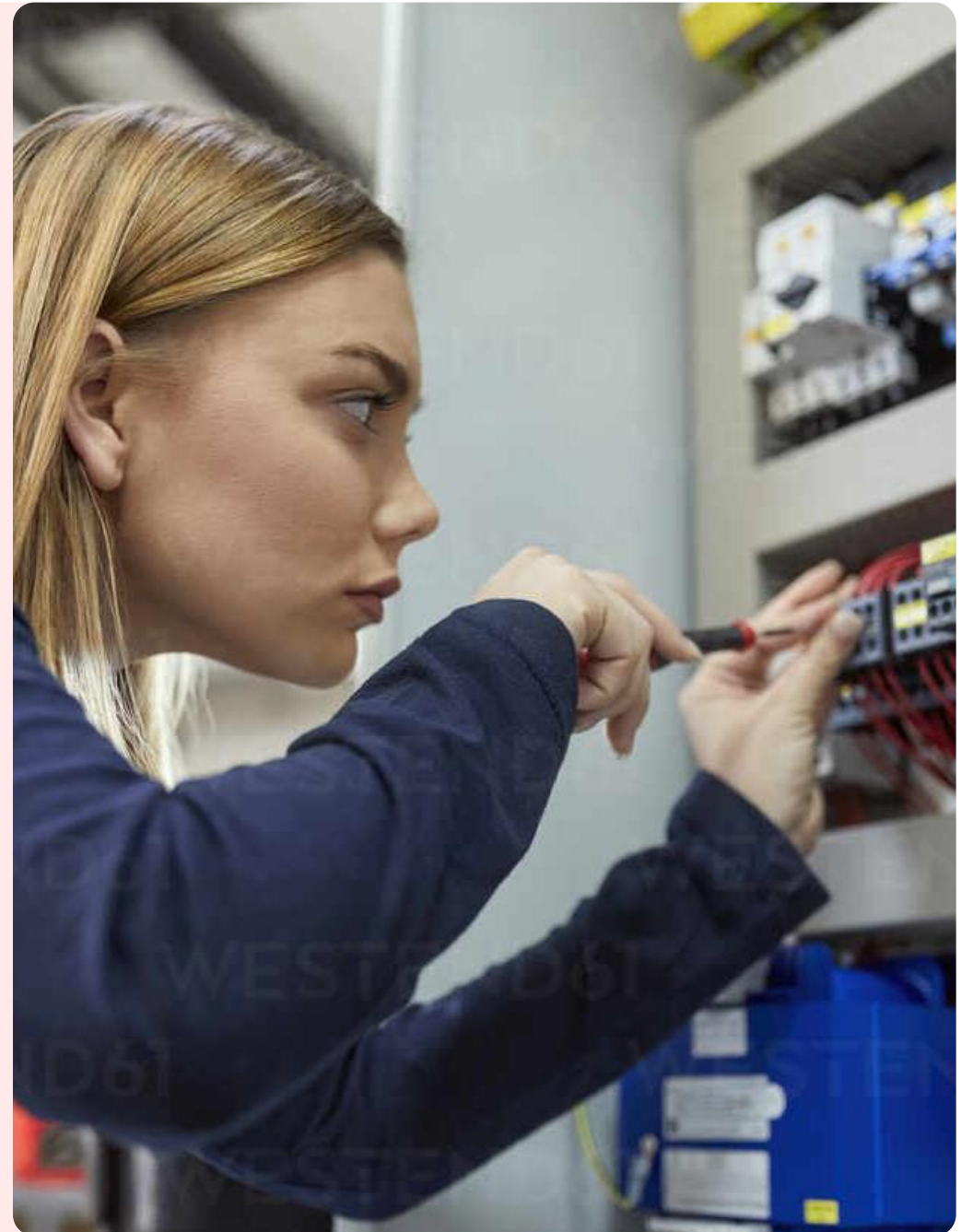
Wide range of qualifications alongside a **well-established** assessment service, delivering at scale across a wide range of apprenticeship standards



Trusted apprenticeship advice to help you explore available options, maximise levy use and connect to the right provider - supported by a network of over **800 approved** apprenticeship providers



Expert advice and guidance on **policy and funding** - supporting employers through apprenticeship and assessment reforms, to successfully prepare for the changes and maximise your levy



City and Guilds Assured Services

Credibility for employer-designed or tailored learning, where qualifications or apprenticeships don't fit

A global benchmark that validates the quality of your training programmes

- City and Guilds or ILM certification and dual-branded digital credentials
- External quality assurance
- Recognition of excellence in training delivery
- Builds confidence for participants and stakeholders
- Demonstrates your investment in people development



Turns tailored learning into a credible, assured proposition



Believe you can

147 Years

experience in
designing high-quality
training programmes
and assessments

Training Consultancy

Expert support to help you build high-impact internal training capability

Flexible partnership — from one-off projects to ongoing support

- Strategic workforce planning
- Training framework design
- Training quality improvement and/or train-the-trainer
- Assessment quality improvement
- Training evaluation
- Impact and ROI measurement
- Programme and/or assessment design

***Partnering with you to co-design solutions
and build sustainable internal training
capability***

Employer Branded Digital Credentials

Recognising skills or achievements in-house

- Personalised credential and/or micro-credential design and build
- Meta data creation
- Employer branded, personalised, white-labelling site
- Recognise employees' skills and accomplishments
- Fully managed service



Making skills visible

Our partnerships *in action*

Customer stories | City & Guilds



Join our *Employer Community*



Monthly Insights Newsletter

Policy announcements

Upcoming events

Skills insights



Podcast Series

Voice for Skills – Employers

[here](#)



Upcoming Events

<https://www.cityandguilds.com/what-we-offer/employers/resource-hub>



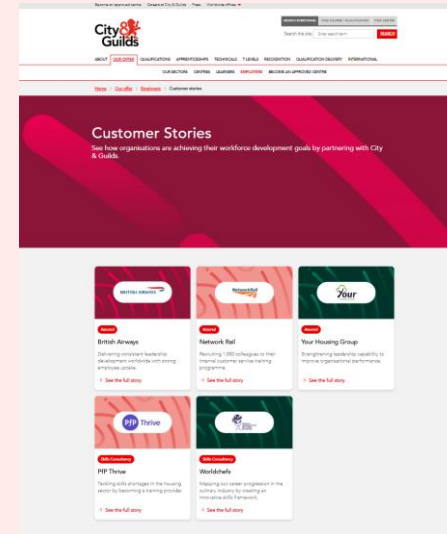
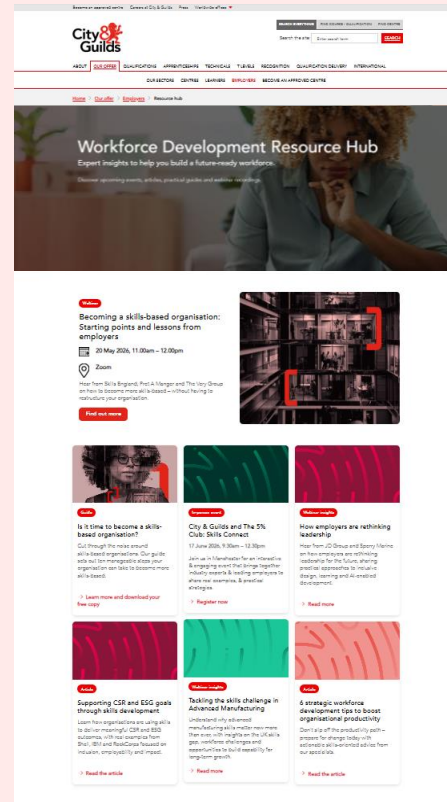
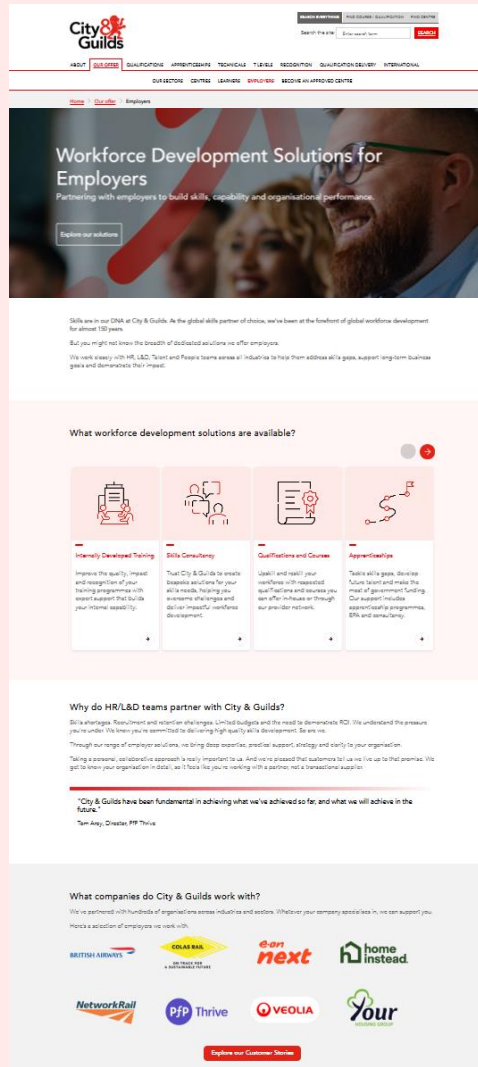
Keep in Touch

Email us to ensure you receive the latest updates or to arrange a **skills review**.

Joe.bell@cityandguilds.com

Gemma.Edwards@cityandguilds.com

New webpages for *employers*



- Explore our full range of workforce development solutions
- Access free resources and see our upcoming events
- Read our customer stories

cityandguilds.com/employers



The background is a solid red color with several overlapping, semi-transparent geometric shapes. These shapes include a large circle on the left side, a large triangle pointing towards the top right, and several other polygons of various sizes and orientations. The shapes are in different shades of red, creating a layered, abstract effect.

Thank You

***T LEVELS
MATT LEIGH
SDN MESMA GROUP***

TL



HM Government

What are T Levels

What are they?

- Two-year course combining practical and knowledge-based learning
- 16-19 year olds
- Equivalent to three A Levels
- Employer-designed courses delivered by colleges, UTCs and school sixth forms
- 21 T Levels available currently across ten sectorial routes
- Students develop real works skills in the workplace
- Progression to employment, apprenticeships and full-time university

Key facts for employers

- 315 hours (45 days) work placement forming part of a student's T Level qualification.
- No course or wage cost to the employer
- This can be a shared placement
- For 16 to 19-year-olds gaining real industry experience.
- Employers provide meaningful tasks, supervision, and mentoring.
- Employers say it is a great way to develop future talent and strengthen local links

BENEFITS FOR YOUR BUSINESS

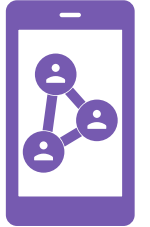


Develop your future workforce

Grow your own talent pipeline – identify young people who could become future apprentices or employees.

Tackle skills shortages – students are developing the technical skills your sector needs right now.

Test potential recruits – placements give you the chance to see how a student performs before hiring.



Bring in fresh thinking

New perspectives – students bring up-to-date knowledge and digital skills.

Energy and enthusiasm – many employers say placements reinvigorate teams and spark new ideas.

Support for projects – an extra pair of hands can help you deliver short-term work or innovation projects.

Develop your people

Mentoring and leadership opportunities – staff who supervise students build confidence and new skills.

Positive team culture – supporting students can boost morale and pride in your workforce.



Strengthen your reputation

Build local links – connect with schools, colleges and other employers in your community.

Enhance your brand – show customers and partners that you invest in opportunity and skills.

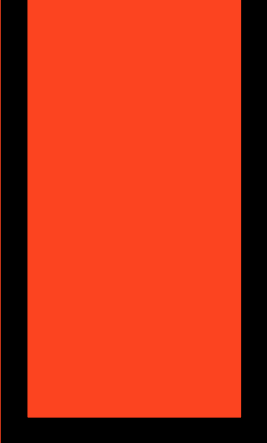
Be recognised as forward-thinking – being involved in T Levels highlights your commitment to the future of your industry.

What might it cost ?

For most employers, the main cost is time – planning, induction and supervision. You're not required to pay wages or cover travel or meal costs, though some employers choose to do so.

Typical costs to consider

Area	What this involves	Support available
Time and planning	Planning the placement, agreeing tasks, supervising and providing feedback.	Your T level provider will help with paperwork, planning and review meetings.
Training and supervision	Induction, health and safety, mentoring and providing feedback	Templates and guidance provided by your provider, The T Level Employer Support Programme and the T Level Ambassador Network
Optional costs	You may wish to offer travel, lunch or a small allowance.	Some costs may be supported through additional funding streams.
Space and equipment	Workspace, IT access or uniform/PPE if required.	Providers can advise
Insurance and checks	Employers' Liability cover (usually already in place) and DBS checks where required.	Your provider will confirm what's needed and assist with arrangements.



EMPLOYER SUPPORT PACKAGE

TL

<https://employers.tlevels.gov.uk/>

- Bespoke one-to-one support
- Tools, resources and case studies
- Book workshops and webinars

T Levels and industry placement support for employers



[About industry placements](#)

Find out more about what industry placements and T Levels are, and how they could work in your business.



[Business benefits and case studies](#)

Discover the benefits of hosting an industry placement at your company, including the £1,000 employer incentive.



[Plan industry placements](#)

Guidance to help you plan, including information about legal compliance, working with providers and paying students.



[During industry placements](#)

How to work with students while they are on a placement, and end-of-placement reviews.



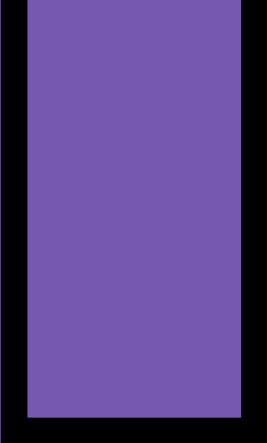
[Skill areas and courses](#)

Discover the skill areas that industry placements cover and find out what placement students can offer.



[Workshops and webinars](#)

Online events to help you understand, plan and prepare to offer industry placements.



LISA JACKSON – CABINET OFFICE

TOM KING - REACH STUDIOS

TL



HM Government



Becci Walker
Business Engagement Consultant
Becci@spectraconnect.co.uk

SPECTRA[☆]





**The Care Leaver Covenant
was established in 2018
as part of the Government's
'Keep On Caring' policy
aimed at supporting young
people leaving care.**

Funded by



Department
for Education

Delivered by

SPECTRA 



READY WHEN YOU ARE

LAUNCH EVENT

ICC - Birmingham 26.10.18

Hosted by Gaby Leger

CARE EXPERIENCE

An inclusive term meaning a person who has spent any time in the care of their local authority.

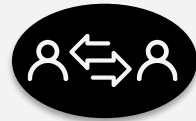


Delivered by

SPECTRA 

Definition and Perspective:

A Care Leaver is someone who has been in the care of the Local Authority for a period of 13 weeks or more spanning their 16th birthday.



Looked after
child



Care Leaver



Kinship care



Care
experienced



Lived experience
of care



HOW DOES THE PROGRAMME WORK?

700 Organisations have created 1000's of offers

1100+ Care Leavers registered on Connects Platform

115 Universities & Colleges with additional support packages.

100+ Local Authorities have signed the Care Leaver Covenant as partners.

Becoming a Care Leaver Covenant Signatory

CARE EXPERIENCED COMMUNITIES

Charities
Local Authorities
Colleges and Universities
Job Centre Plus network



COMPANIES



Delivered by
SPECTRA



WHAT ARE EXCLUSIVE OPPORTUNITIES



Delivered by
SPECTRA ✦

EXAMPLES OF EXCLUSIVE OPPORTUNITIES



50% discount off PureGym membership fees and no joining fee.

3,100 young people have accessed this offer.



Supportive application process for Apprenticeships in Local Government

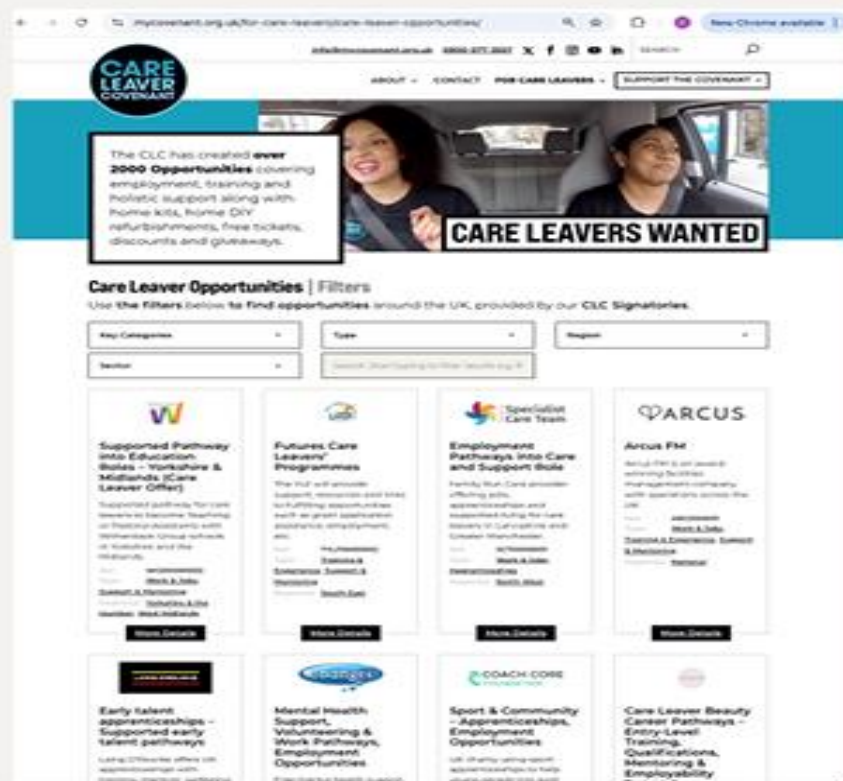
250 young people have accessed jobs through our programme in the last 12 months

WHERE DO
CARE LEAVERS
FIND
OPPORTUNITIES
AND OFFERS?

CARE LEAVERS CAN FIND OPPORTUNITIES ON THE CARE LEAVER COVENANT WEBSITE



Delivered by
SPECTRA



HOW DO PEOPLE
FIND OUT ABOUT
THE COVENANT?

WE RUN NATIONAL AWARENESS CAMPAIGNS AND REGULAR EVENTS



Delivered by
SPECTRA ✨

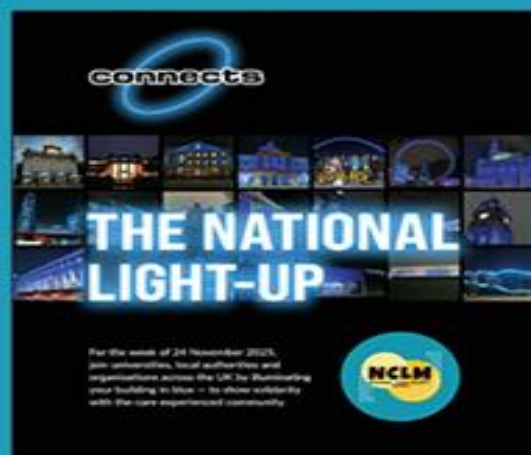
‘Wanted’ campaign launched across the country, generating press interest and crucially driving engagement with care leavers and employers.

#NCLM

Last year during **'National Care Leavers Month'** we ran our Second national media campaign and significantly increased our engagement with care leavers. **But we need your help to keep growing our community**



Delivered by
SPECTRA



BEST PRACTICE



Employment & Training

- G4S provides tailored job opportunities for care leavers, ensuring they have access to sustainable careers.

Holistic Support

- Recognising the additional challenges care leavers face, G4S goes beyond just jobs by offering support and guidance right from the beginning e.g. supporting with ID, interview prep
- Determined to find care leavers a role that inline with their skills and needs

Partnership with Care Leaver

Covenant

- Actively collaborates with the Covenant through Careers In Session and supports with giveaways



Employment & Training

- Construction Cares course that offers practical work experience, employability training, and in industry insights.
- Offers work experience, work trials and 121 mentoring CV & Interview Support to secure long-term opportunities.
- Guaranteed interviews for care leavers.

Connecting

- GMI works in partnership with Local Authorities and Colleges

Partnership with Care Leaver

Covenant

- Longstanding collaboration with the Covenant



REAL LIFE EXAMPLES

Angelina's Journey
with GMI

Construction – A
Story of Growth
and Independence



Delivered by ⁶⁸

SPECTRA ✦

ANGELINA ALLEN

GMI



Role with GMI Construction

Angelina applied for a role and was offered an interview immediately.

The role has taught her valuable lessons in responsibility and independence.

Professional Growth

Angelina has continued to flourish in her role and speak out on behalf of care leavers.

- She spoke in Parliament, sharing her care experience with ministers
- Featured on Sky News alongside CEO Matthew Gordon during National Care Leavers Week 2024.

Continued Support

We have remained in contact and have recently supported Angelina with a garden tidy-up through a collaboration with Equans. They not only helped tidy her garden but also offered advice on how to maintain it.

We are also supporting her through the Cost of Living Fund, providing vouchers to purchase a lawnmower, further encouraging her independence.

Angelina's story highlights how work experience and continued support can empower care leavers to achieve their full potential.

REAL LIFE EXAMPLES

Chris
Middleton,
Corps Security,
NCLW –
Interview
Responses



Delivered by

SPECTRA 

Onboarding Welcome

Can you tell us about a time when you had to deal with a difficult situation?

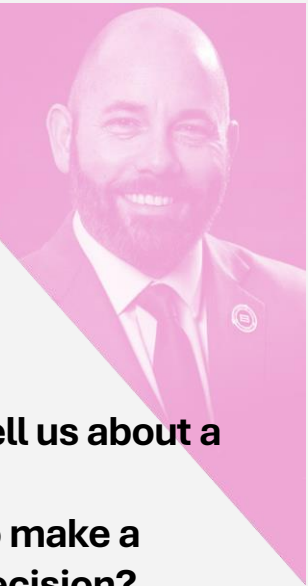
My mum was alcohol dependent and a manic depressive, and on two occasions, she took an overdose. Through my quick thinking and critical decision making, I was able to keep her alive until the emergency services arrived and took over. I was able to communicate to the call handler whilst in a fast-moving situation, with calmness and clarity.

Can you tell us about how you would deal with a conflict situation?

I was born into a conflict environment and surrounded by violence and aggression. As a result, I have great situational awareness, hypervigilance, along with excellent de-escalation skills and foresight of reading situations.

Can you tell us about a time you had to make a difficult decision?

On two different occasions, I had the difficult task of informing the medical staff caring for my parents in the last days of their cancer to not continue with end-of-life support or resuscitation.



CONTINUOUS IMPROVEMENT & MEASURING SUCCESS

Capture Outcomes and Celebrate Success



Delivered by

SPECTRA

Onboarding Welcome



CASE STUDY SEVERN TRENT WATER

Offer
Work Experience Pilot Placement.

Aim
Working with Coventry City Council and the NEC, Severn Trent Water provided two weeks of work experience, a career mentor for 12 months, four employability sessions and a one-to-one with a recruiter. Bespoke training was also offered to all line managers and mentors, working in partnership with the Care Leaver Covenant.

Barriers

Across the Midlands, 2,500 young people transition out of the care system each year. Research shows that young people are six times more likely to gain employment if they have completed one work

Experience

Severn Trent was overwhelmed with the talent it had the opportunity to meet through the programme. One manager said:

"He is remarkable. He has made such a huge impression on me. It's really unique to meet anyone with such drive and hunger for success, such honesty and humility, and to be confident without a single hint of arrogance or entitlement. He just wants to squeeze everything possible from this and any future opportunity."

Results

The small programme resulted in **50% of the participants gaining employment within three weeks** of it finishing, with the remaining **50% having good next steps planned** with their



Line managers, mentors and host teams were all left with such a feel-good factor that it positively impacted engagement scores.

Introductions to young people to fill places on the programmes was a struggle. It was hard to ensure it didn't have a detrimental impact on young people's benefits. Gift vouchers were awarded to those who graduated from the programme.

Having created a blueprint, Severn Trent is now scaling up its work, bringing like-minded organisations across the



CASE STUDY PUREGYM

Offer

Universal Discount - waived joining fee and 50% reduction on monthly membership fees. With letter from local council, confirming status, care leavers then receive a discount code. They can sign up online and begin using immediately.

Aim

Make fitness and wellbeing more accessible to care leavers.

Barriers

Financial constraints and social barriers to gym access. Isolation, confidence, loneliness and poor health

Experience

Improvements to both physical health and emotional wellbeing. A care leaver, anxious about using public transport said:

"I just thoroughly enjoyed the programme so much that I wanted it to continue."



Results

1,100 codes accessed making it our largest discount offer. Simple, accessible solutions have broad reach and profound impact on health, wellbeing and engagement in the local community.

It has sparked local projects such as a boxing programme in Leeds.

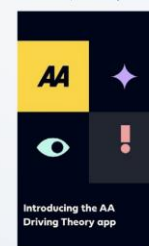
Very popular among unaccompanied asylum-seeking children (UASC), as engaging in physical fitness transcends language barriers, helping to build community.



CASE STUDY AA CHARITABLE TRUST

Offer

Free access to the AA Theory Test App, which officially costs £4.99, via a unique code.



Aim

Provide accessible, affordable and effective learning tools.

Obtaining a driving licence is a vital step towards increasing mobility, gaining independence and improving access to employment opportunities.

Barriers

Limited financial resources, lack of family support and difficulties navigating systems that others might take for granted are experienced by many care leavers.

Experience

Care leaver, after struggling to pass her theory test twice:

"The process was super easy, all I needed to do was retrieve a code and then I was able to log in straight away. I found the AA theory app to be really easy to navigate and enjoyable to use. Two weeks after downloading the app I booked another test and I passed!"

Results

400 free-access codes delivered to care leavers. A simple price reduction can



CASE STUDY COST OF LIVING FUND

Offer

E-vouchers for household items, clothing and other necessities.

Aim

Provide financial support to care leavers, helping them to meet living expenses during challenging times.

Barriers

The Fund encourages individuals to thrive independently, not only offering financial assistance, but linking with wider support and offers so care leavers build a sense of home and stability.

Experience

Katie's Story

Katie faced challenges with her house move, leaving her without key household items. Having already used

her Leaving Care Grant for previous re-locations she found herself struggling to afford even the basics.

She quickly received e-vouchers to purchase essential kitchen items. It gave her more than just practical help: the stability and comfort she needed to settle into her new home.

"The form was really easy to use, and I got a response really quickly. I don't know what I would have done without this lifeline. I bought almost all my kitchen essentials—things that many people take for granted. I've been able to set up home and feel happy and settled. I can even make people a brew when they pop around to see my new place!"

Results

12 of 13 applications approved, with grants ranging from **£30 to £580**. Majority of requests are directed towards well-known retailers such as Amazon, Tesco and Asda.



The flexibility of e-vouchers allows recipients to quickly purchase what they need most. Small, targeted financial interventions can have a profound impact on someone's life.



CASE STUDY MERLIN ENTERTAINMENTS

Offer

Merlin Illuminate provides a range of support for care experienced young people including discounted tickets, work experience opportunities and practical employment advice.

- Discounted tickets to LEGOLAND®, Alton Towers and the London Eye
- Virtual events focused on CV building, interview preparation and career development
- Work experience at events including Blackpool Illuminations, offering hands-on experience in a professional setting.

Aim

Create a supportive and engaging environment that helps individuals build confidence, develop relationships and access opportunities for personal and professional growth.

Barriers

Social isolation and limited access to leisure activities due to financial constraints.



Experience

Personal advisor said:

"I cannot overstate how valuable these types of offers are. Any types of 'fun' activities are a perfect way for us to engage those often most difficult to reach, which in turn helps us encourage them to engage in further activities and opportunities."

"It gives our young people a chance to make friends and develop relationships with staff as well as having a fun day!"

Results

278 voucher codes accessed giving young people new experiences.



CASE STUDY BIRMINGHAM WOMEN'S AND CHILDREN'S HOSPITAL NHS FOUNDATION TRUST

Offer

Create employment and training opportunities for care leavers in the NHS.

Aim

Engage care leavers across Birmingham and Solihull, recognising their underrepresentation in the workforce and untapped talent.

Match candidates' talents with existing vacancies and provide coaching on applications and interviews.

Invite potential candidates to spend time in departments, allow them to showcase their ambitions and reduce anxieties typically associated with interviews.

Shift focus to highly valued attributes such as lived experience, passion and resilience.



Results

Developing plans to ring-fence roles in workforce, with the aim of including a diverse range of candidates.

Fostering a more inclusive workforce recognising importance of flexibility, creativity and ongoing feedback.

To date, Trust has engaged with over **150 individuals** with **80 care leavers** securing employment or apprenticeship opportunities with it or other NHS trusts across Birmingham; employment or apprenticeship opportunities outside of NHS; or training. Career Development Programme or placement opportunities with the Trust.

The work with Birmingham Women's & Children's Hospital NHS Foundation Trust has inspired NHS England to create the Universal Family programme which helps care leavers find employment and training opportunities in the NHS.



CONNECT WITH US

Info@mycovenant.org.uk @CareLeaverCov @careleavercovenant
mycovenant.org.uk care-leaver-cov @careleavercovenant



CONNECT WITH US

Info@mycovenant.org.uk @CareLeaverCov @careleavercovenant
mycovenant.org.uk care-leaver-cov @careleavercovenant



CONNECT WITH US

Info@mycovenant.org.uk @CareLeaverCov @careleavercovenant
mycovenant.org.uk care-leaver-cov @careleavercovenant



Inclusive Employment Toolkit

Your guide to creating
effective employment
programmes and
initiatives for care leavers

Delivered by **SPECTRA** 

Funded by  Department
for Education



Creating protected **employment opportunities** for **care leavers**

Factsheet & guide launched 2024



Department
for Education





Thank you

Becci Walker
Business Engagement Consultant
Becci@spectraconnect.co.uk

SPECTRA[☆]



Q&A Panel Discussion & Members Update





Refreshments & Networking

Task & Finish Groups Progress Meeting



PARTNER WITH US. SHAPE THE FUTURE.

Help build the next generation of refrigeration and cooling industry professionals.



BECOME A STEM AMBASSADOR

Inspire the next generation by sharing your knowledge, experience, and passion for refrigeration and cooling technologies.



INDUSTRY PLACEMENTS

Provide meaningful work experience through structured industry placements that benefit both students and your organisation.



APPRENTICESHIPS

Develop future talent and strengthen your workforce pipeline by offering apprenticeship opportunities.



SHARE WITH THE WIDER INDUSTRY

Engage with peers, exchange ideas, and contribute to the growth and innovation of the sector.



JOIN & ENGAGE WITH THE LINKEDIN GROUP

Stay connected, share updates, and exchange best practices with industry professionals.



**Together, we can build
a stronger, smarter,
and more sustainable
industry.**



SUPPORT. INSPIRE. CONNECT.

Your involvement makes a difference.



THANK YOU
Lunch &
Networking
Next Event

**Please can we get a
group photo**