



Navigating change

The future of Construction

Speakers and *workshop leads*



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Agenda

Overview of Skills reform

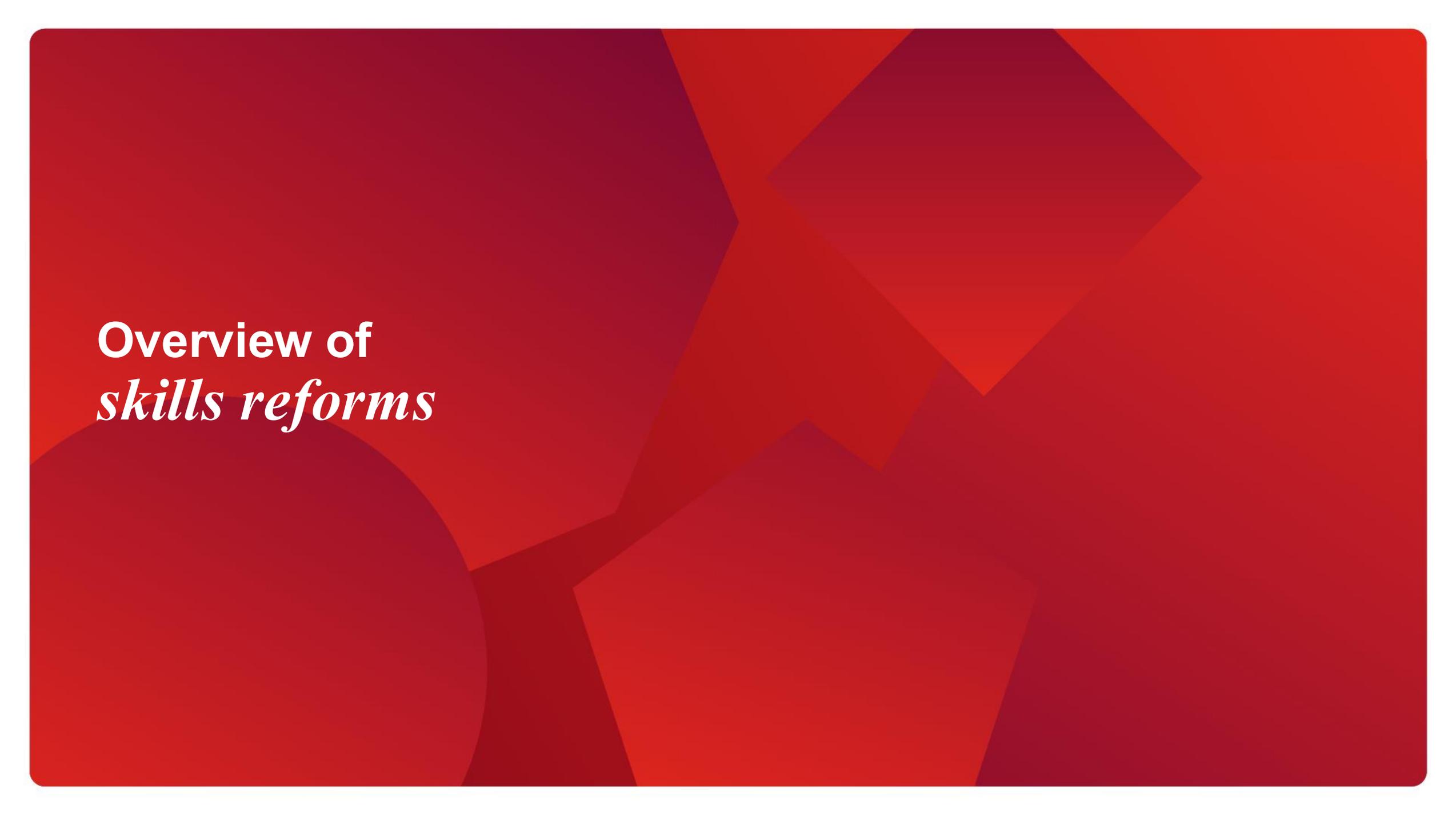
Overview of apprenticeship reform

Evolving Skills

Breakout Session

Construction Community





Overview of
skills reforms

Government *strategic direction*

Building a skills system is the government's priority. The National Picture looks at whole skills needs that supports the UK economy. However, the regional skills are critical to understand local skills needs.

There are **four key policy impacts** (next 3–5 years) that City & Guilds needs to consider:



Curriculum & assessment review



EPA reform



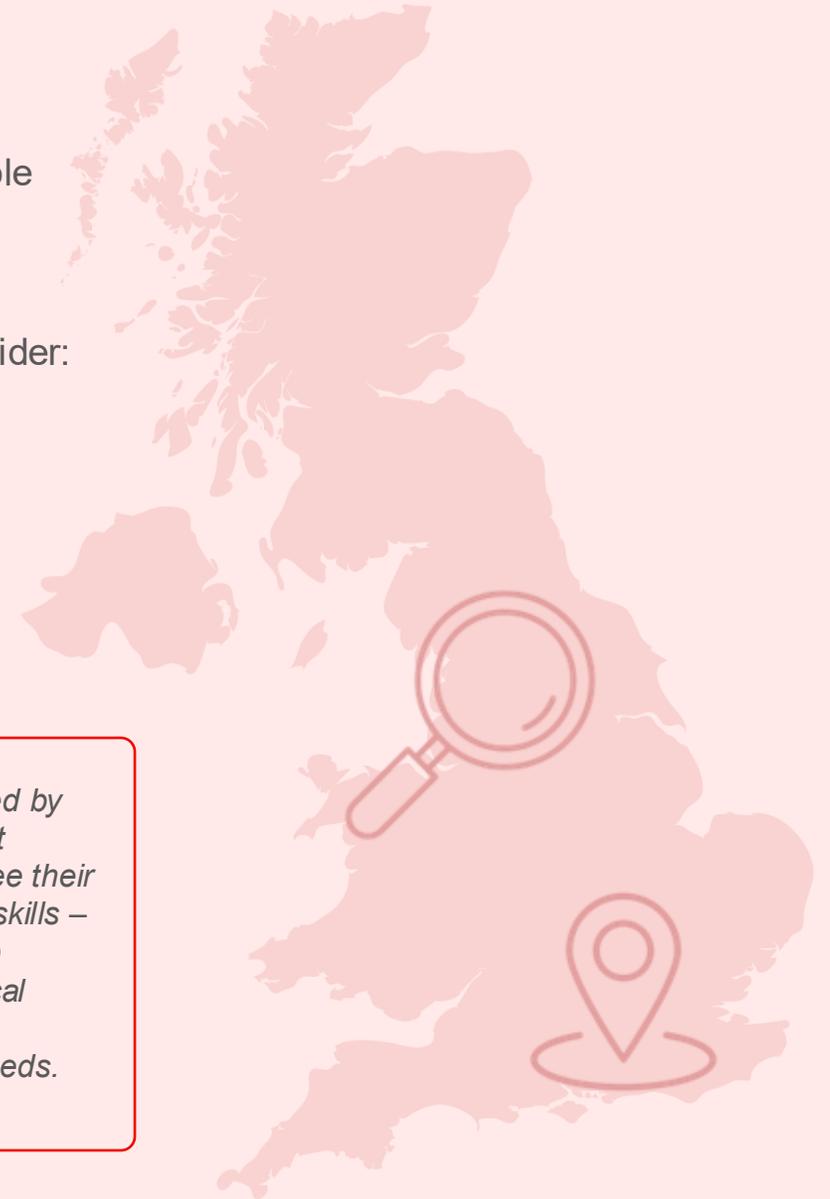
Industrial strategy



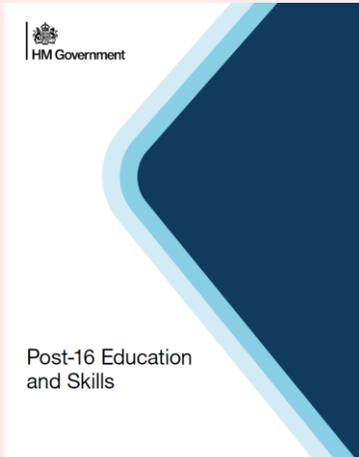
Post 16 education and skills strategy



Policy for 16-18 dictated by central government but looking to regions to see their local needs with adult skills – completely devolved to regions/LLA/LSIPs/ local skills improved plans providing local level needs.



Post 16 Education and Skills



Skills

Simplify skills system

Plan to educate and train the workforce of the future and give people the skills and knowledge they need to succeed.

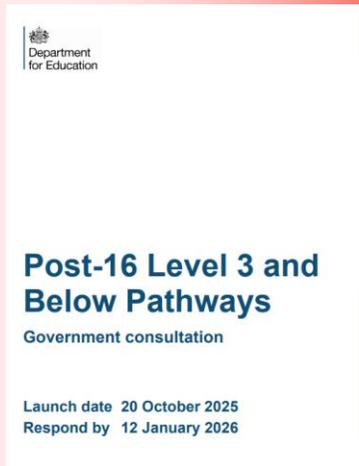
Apprenticeship units

(Short, modular units of learning) Launch April 2026
focus on IS-8 sectors
LLE entitlement application from Sept 26 first teaching Jan 2027.

Teacher recruitment & training

An additional 6,500 new expert teachers.

Consultation focuses on *



Industry

*V Levels

will sit alongside A levels and T Levels.
Only alternative funded pathway for vocational qualifications at level 3 for 16 to 19-year-olds.

NEETS

The lack of qualifications at level 1 is a key risk 16.2% of all 18 to 24-year-olds in England are NEET.

*T Levels

Still remain the main level 3 pathway for those young people New proposed subjects.

Alignment

*The defunding of Level 3 will continue

New defunding timeline from 2026-2032
Defunding of Level 2 is now included.

Maths & English

A new approach to continued study of English and maths will be introduced.

* Introduction of two types of qualifications at Level 2

Foundation Certificate and Occupational Certificate.

What we know from the white paper *so far...*

- Focus on the Post 16-18 full time market.
- New Categories of qualifications will be introduced.
- Wider consultation from DfE.
- Followed by an Ofqual consultations on new conditions.
- Continuation of funding for current qualifications until the reforms kick in.
- Phased approach and introduction of sectors over a period of time.
- Clear alignment of technical qualification of the future, with Standards to meet employer needs.
- Governments intention to align roll out with the Industrial strategy sectors.
- More work experience will be introduced for 16-18 learners (two weeks is proposed).
- Sector approach to design and launching qualifications across level 2 and 3 at the same time.
- More emphasis on the importance of L2 qualifications, in sectors that enable progression into employment.
- Proposal in the consultation that no AO branding for V Levels, Foundation Certificate and Occupational Certificate.
- A Transition plan to new landscape is identified in the consultation.



The background features a series of overlapping, semi-transparent geometric shapes in various shades of red and maroon. These shapes include a large circle in the bottom-left, several irregular polygons, and a diamond shape in the upper-right. The overall effect is a modern, layered composition.

Apprenticeships

Key *policy changes*

- Evolving assessment plans - full review of all 700+ standards – simplification of plans.
- End-point assessment (EPA) is replaced with 'apprenticeship assessment'.
- Reduced minimum duration – from 12 to 8 months.
- Flexible off-the-job training.
- Revised English and maths requirements.
- Foundation apprenticeships Spring 2025.
- Removal of funding for Level 7 January 2026.
- Apprenticeship units from April 2026.
- New Ofsted framework.



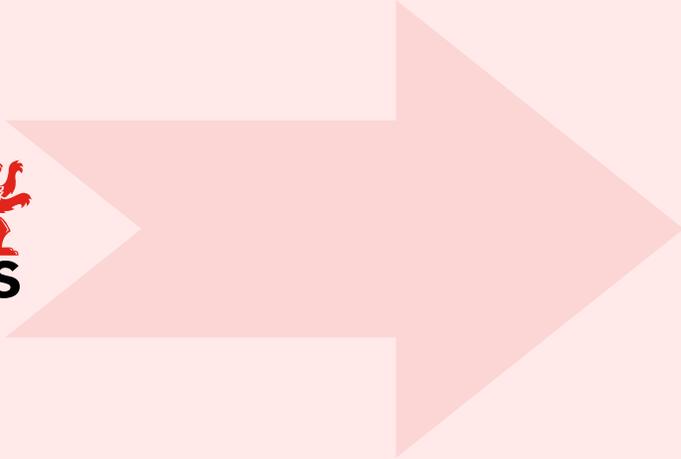


What's *happening now*

- **700+ standards reviewed by August 2026:**
 - 300+ EPAOs now AOs (155 Ofqual recognised)
- **5 initial assessment plans:**
 - 3 published, 2 still being worked through
- **September 2025 DFE moved apprenticeships to DWP**
- **Skills England published the general requirements and 93 standards listed as prioritised:**
 - Construction standards further consultation with sector
 - Assessment consultation - 2 week
- **Ofqual consultation closed for regulatory reform:**
 - Due to be published Spring 2026



What *we know*



- 1 Assessment will be more proportionate to the competency being tested and removes any duplication.
- 2 Assessment plans can be designed to allow assessment to take place on-programme.
- 3 Training providers can deliver and mark elements of some assessment plans, AOs will still shape the assessment and ensure the validity of outcomes.
- 4 Verification that behaviours have been demonstrated will be provided by employers.
- 5 Alignment with IS-8: Focus will be on sectors noted in the UK's Modern Industrial Strategy 2025, to support skills growth.
- 6 Assessment plans will be short, high level and contain the minimum number of assessment methods for validity.

What we know

Requirements and guidance for apprenticeship assessment

Assessments

No minimum number of assessments

Each apprenticeship assessment plan will set out **one required assessment method** which must be used in each version of the apprenticeship's assessment that is made available..

Assessment organisations **will select from appropriate methods to assess the remaining content** where required, balancing validity and reliability with delivering proportionate assessments that reduce assessment burden.

An apprenticeship assessment plan will have as a minimum:

- Introduction,
- Assessment outcomes,
- Assessment requirements,
- Performance descriptors.

Additional qualifications mandated within occupational standards

Additional qualifications can be mandated as a completion requirement for an apprenticeship.

They are determined on a case-by-case basis for individual standards for one of the following reasons:

- The qualification is a **regulatory or legal requirement** to operate in that occupation
- The qualification is **required for professional body** membership
- The qualification has such currency in the labour market that an apprentice would be **at a significant disadvantage without it**

Where the mandated qualification fully covers the required knowledge and skills statements no additional assessment is needed.

What we know

Requirements and guidance for apprenticeship assessment

Gateway to completion

The achievement of any additional qualifications mandated within the occupational standard.

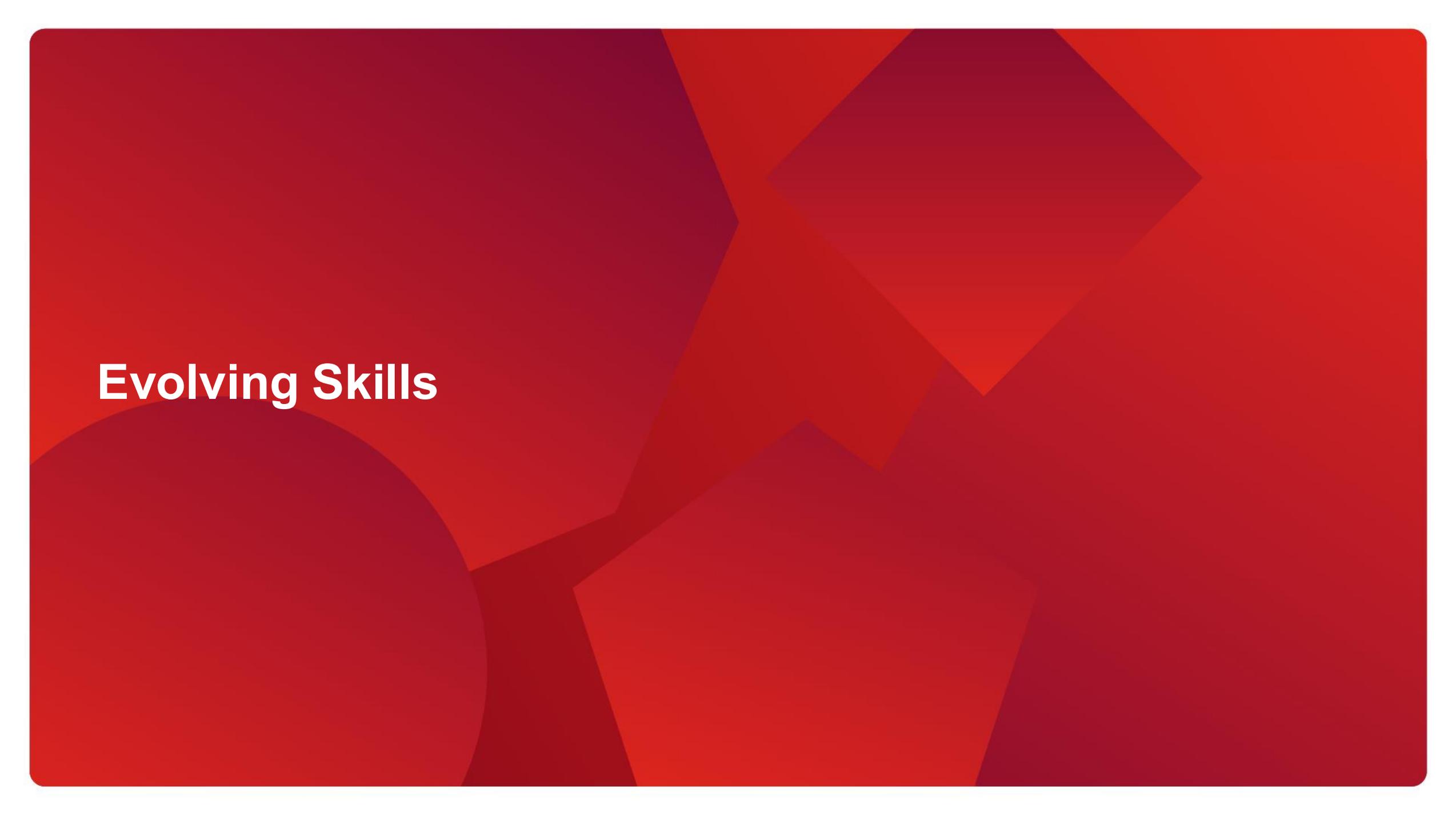
The achievement of English and maths qualifications, as per the latest version of the apprenticeship funding rules.

Verification of behaviours

It is the responsibility of the employer to review behaviours throughout the apprentice's programme and confirm sufficient demonstration of these behaviours before a certificate can be requested.

External Quality Assurance

Ofqual and The Office for Students and other bodies on specific standards.

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Evolving Skills

City & Guilds Construction *Portfolio update*



Short courses & Apprenticeship units

We are currently developing a range of short courses designed to upskill the construction workforce.

Higher level & ILM L3

We have a range of Level 3 and ILM Level 3 and Level 4 Qualifications that can be utilised to further advance the construction workforce.

NVQs

We currently offer a range of construction competency qualifications at Level 2 and Level 3. Bricklaying, Carpentry, Painting & Decorating, Plastering, Supervision, I&BT.



Level 2

We currently offer Level 2 apprenticeships & EPAs in Foundation Apprenticeship, Bricklaying, Groundworker, Architectural Joinery. Site Carpentry, Plastering, Painting & Decorating.

Level 3

We currently offer Level 3 apprenticeship EPAs in Bricklaying, Architectural Joinery. Site Carpentry, Plastering, Painting & Decorating.

Considerations

We are currently reviewing the future landscape of our apprenticeship offering and are exploring other trade options for EPA.



Level 1 & NEETS

We are currently consulting and scoping potential new level 1 Construction qualifications. NEET delivery Programmes available.

Level 2

We have recently released a new suite of Level 2 Construction qualifications and awaiting outcome of recent reform qualification review.

Level 3/V Levels

We are about to release our new level 3 construction quals (Brick/Carpentry). Awaiting outcome of recent reform qualification review, covering V Levels.

Foundation *apprenticeships*

New entry-level route into construction and BSE

Combines classroom learning with real-world experience

Typical duration will last 8 months

Focus on core skills, safety, and industry readiness

- **Start Date:** Earliest starts from **August 1, 2025**
- **Eligibility:** Aimed at 16–19-year-olds, employed positions ***NOW open to 16 -24****.
- **Progression:** Leads to Level 2 and 3 apprenticeships or employment
- **Incentives:** Employers may receive **up to £2,000** per apprentice TBC

* Please check funding rules and eligibility

Occupation focus:

BSE – Low carbon heat, refrigeration & Plumber

Finishing trades – painter, wall & floor tiler

On-site trades – bricklayer, plasterer & Carpenter

Name of Foundation Apprenticeship (FA)	Route	Funding Band	Typical duration
Building service engineering (BSE)	Construction and the built environment	£4,000	8 months
Finishing trades	Construction and the built environment	£4,000	8 months
Onsite trades	Construction and the built environment	£4,000	8 months

none BSE or Construction			
Hardware, network & infrastructure	Digital	£4,000	8 months
software & data	Digital	£4,000	8 months
Engineering & manufacturing	Engineering & manufacturing	£4,500	8 months
Health & Social care	Health & social care	£3,000	8 months

Foundation Apprenticeship – *On Site Construction*

Overview

- Entry level training programs designed for young people aged 16 to 24
- Apprentices must be employed, either directly or through a registered Flexi-Job Apprenticeship Agency
- Provides a mix of employability skills and behaviours, technical knowledge and skills, and associated English and maths.
- Completion will certify achievement of all of the technical knowledge and skills, employability skills and behaviours described.

Funding

- £4000

Coverage

- Bricklayer
- Plasterer – fibrous/solid
- Carpentry and joinery - Site Carpenter

Progression

- employment or progression onto another skills product such as a level 2 or level 3 apprenticeship

Benefits

- Learners: hands on exposure to a broad range of skills to inform career progression or entry to employment
- Employers: get to see the apprentice in work-based settings while the apprentice receives extra support. Employers also benefit from accessing a broader talent pool of young learners than they might otherwise do.

Assessment Methods:

MCQ:

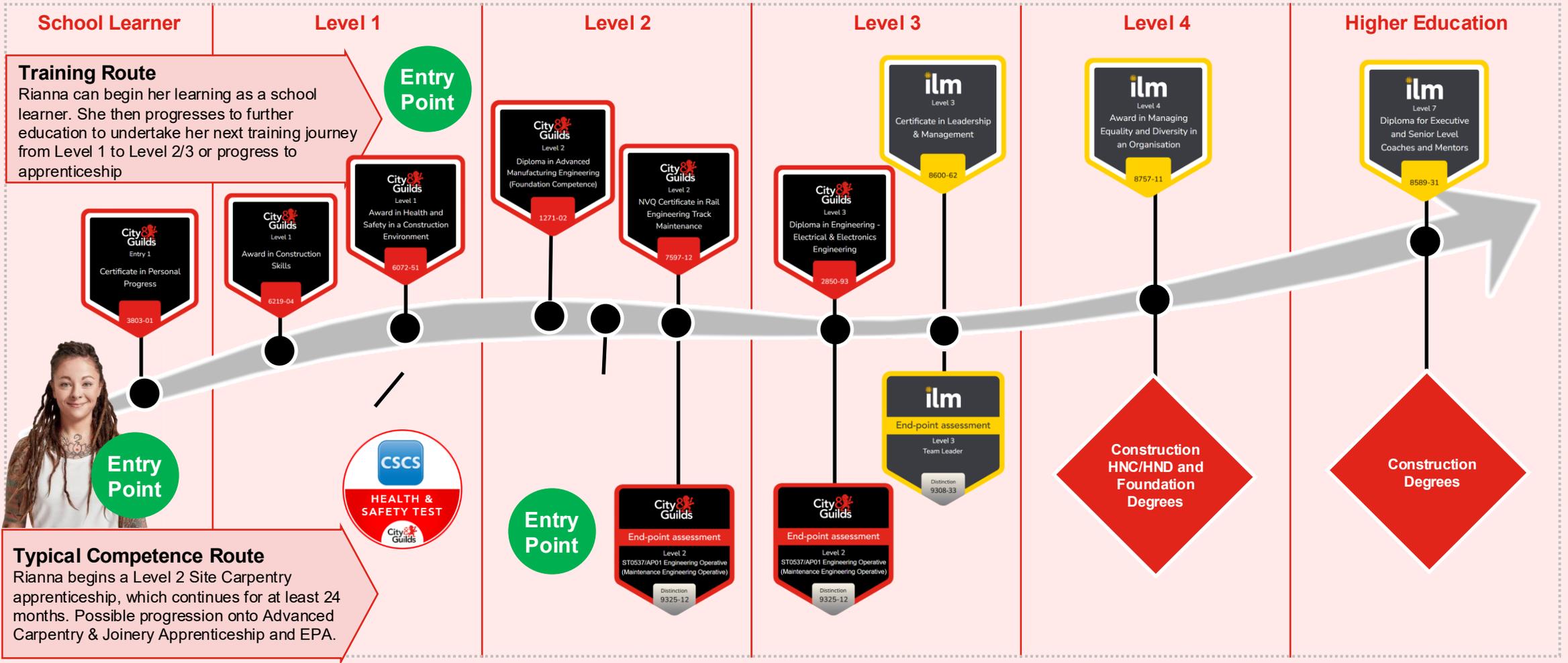
- Knowledge as required by the AAP
- 1 test
- On demand
- Assess requirements of AO1 knowledge
- Approx 30 questions per test/ 45 mins per test

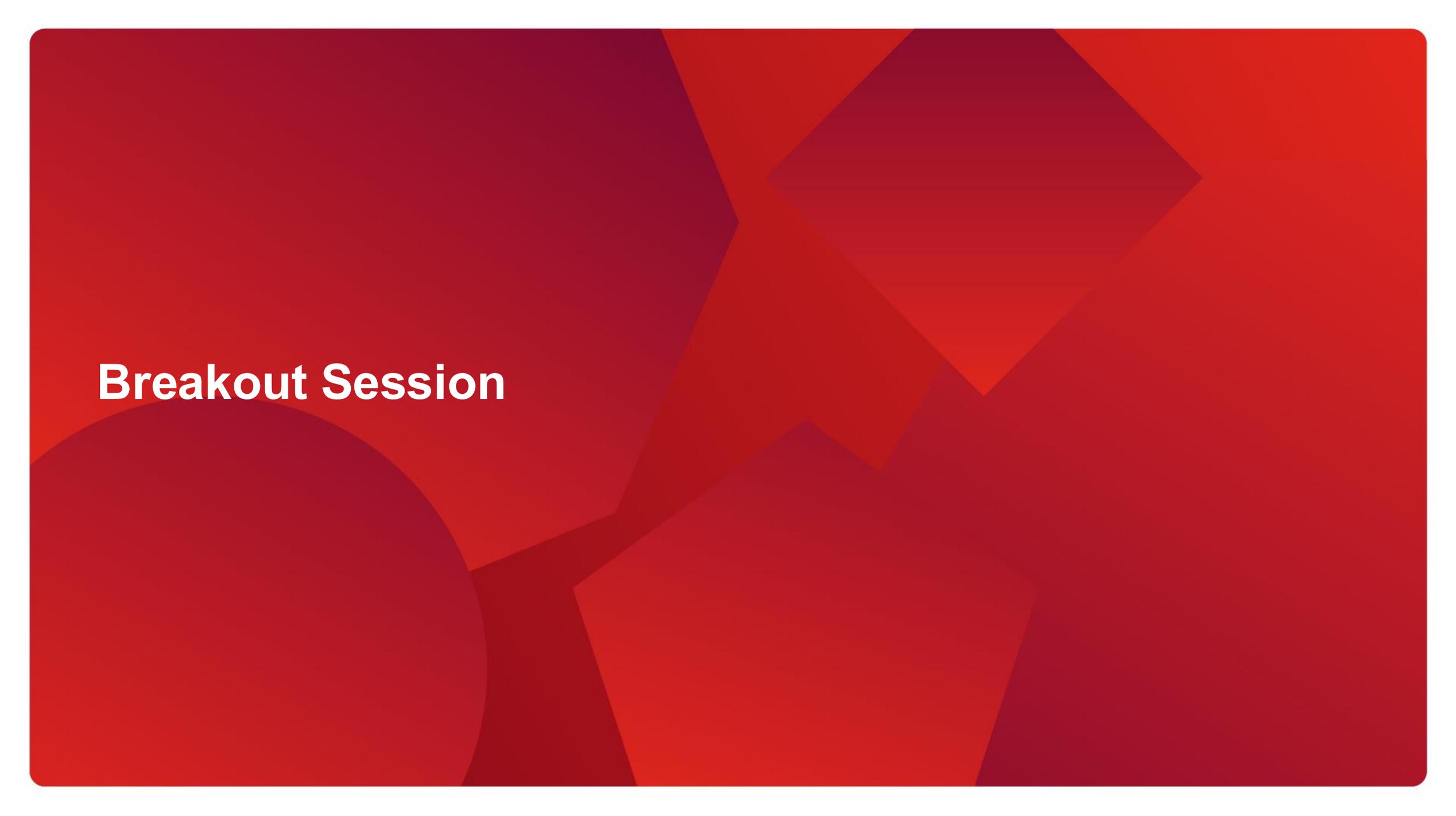
Portfolio of Evidence

- Internally assessed, externally quality assured
- Supported by evidence reference form and practical activities log
- Inclusive method of assessment
- Assess requirements of AO1 skills, AO2 and AO3

Grading: Pass/Fail

Skills journey – Learner roadmap from entry up to higher education





Breakout Session



Discussion *session*

Purpose

We're shaping our approach to our construction apprenticeship assessments through sector engagement and design thinking - your input will help validate our insights to create practical, effective solutions for providers, employers, and learners.

Table Topics

- **Delivering internal assessment** – capacity, quality, consistency, employer confidence, support
- **Managing the transition** – staff upskilling, guidance, clarity, employer engagement
- **Assessment methods and sector fit** – sector fit, on-programme vs summative, real-world & digital assessment
- **Learner-facing support** – guidance, resources, employer expectations
- **Feedback**

Table lead shares **1 insight or opportunity + 1 risk or concern**.
Be specific and practical.

Time

15 minutes for discussion.

10 minutes for feedback

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City & Guilds *Construction Community*

*Laying the Foundations to Build a
brighter future*



Welcome to *the next big thing* in Construction

We're thrilled to introduce the..... City & Guilds Construction Community

This new group will serve as a unified membership network, bringing together industry professionals and educators.

Our goal is to foster a collaborative, inclusive, and supportive environment - rich with resources - for everyone involved in City & Guilds Construction and Building Services Engineering (BSE) qualifications.



Laying the
Foundations to
Build a brighter
future

City & Guilds Construction Conferences

Due to the success and popularity of our 2025 conference we have expanded the event to two events in the year, covering both the North and South. Last years event was `EPIC` you won't want to miss our 2026 conferences.

Date	Time	Title	Venue	Address	Registration Link
11/03/2026	09.30-16.00	City & Guilds Construction & Built Environment Conference- North 2026	C&G Wakefield Office	4 Red Hall Court, Paragon Business Village, Wakefield WF1 2UN	Link
26/03/2026	09.30-16.00	City & Guilds Construction & Built Environment Conference- South 2026	C&G London Office	Giltspur House, 5-6 Giltspur Street, London EC1A 9DE	Link

We would like to say

Thank you



About City & Guilds

City & Guilds is the global skills partner, empowering people, organisations and economies to develop the skills they need for growth. With almost 150 years of trusted expertise, we support people into work, help them develop on the job and move into the next job.

We work with Governments, employers, training providers, colleges and industry stakeholders to design and deliver high-quality training, qualifications, assessments and credentials that lead to meaningful career progression. We understand the life changing link between skills development, social mobility and success. Our solutions span critical sectors including construction, engineering, transport, energy and electrical, serving over 1 million learners annually.

Through our comprehensive portfolio of brands and trusted global network, we set industry-wide standards for technical, behavioural and commercial skills to improve performance and productivity. We believe you can achieve your potential - and we're here to help make it happen.

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