

City & Guilds Employability Framework – Work Aware

September 2026

Meet the hosts

Our team is dedicated to supporting your maths, English, Functional Skills, Employability and ESOL teaching and assessment journey with City & Guilds qualifications.

We provide support, guidance and a collaborative community to enhance your teaching and assessment practice.

[SfWL Question Corner](#)



Katherine Reid

Technical Advisor

Maths and English specialist with a background of FE and offender learning.



Laura Harrap

**Senior Business Development
Manager**

Yorkshire Region

Housekeeping



The session is being recorded.

The recording will be available on our [Resource Hub webpage](#) shortly.



Everyone is on mute.



Slides

will be available on our [Resource Hub webpage](#) shortly.



Questions

Please add your questions into the question function on the control panel.

Will we endeavour to answer all questions.

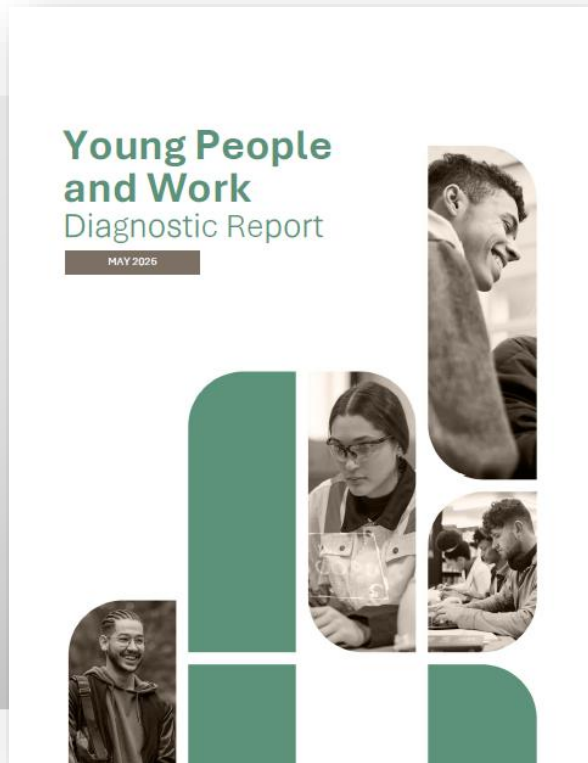


If the session cuts off

Please use the original webinar link to gain access back into the session. To join over the telephone, select "Phone Call" in the audio panel and the dial-in information will be displayed.

City & Guilds Skills Employability Framework: Why?

Answering the NEET* crisis



Alan Milburn's report, published in May 2026 is crystal clear:
957,000 young people between 16 and 24 not in education, employment or training.

Although we have a suite of very popular employability qualifications and issue around 25,000 certificates per year, a different approach was needed.

After extensive research and talking to customers, employers and young people, we designed a framework to provide a structure for the development of a range of solutions.

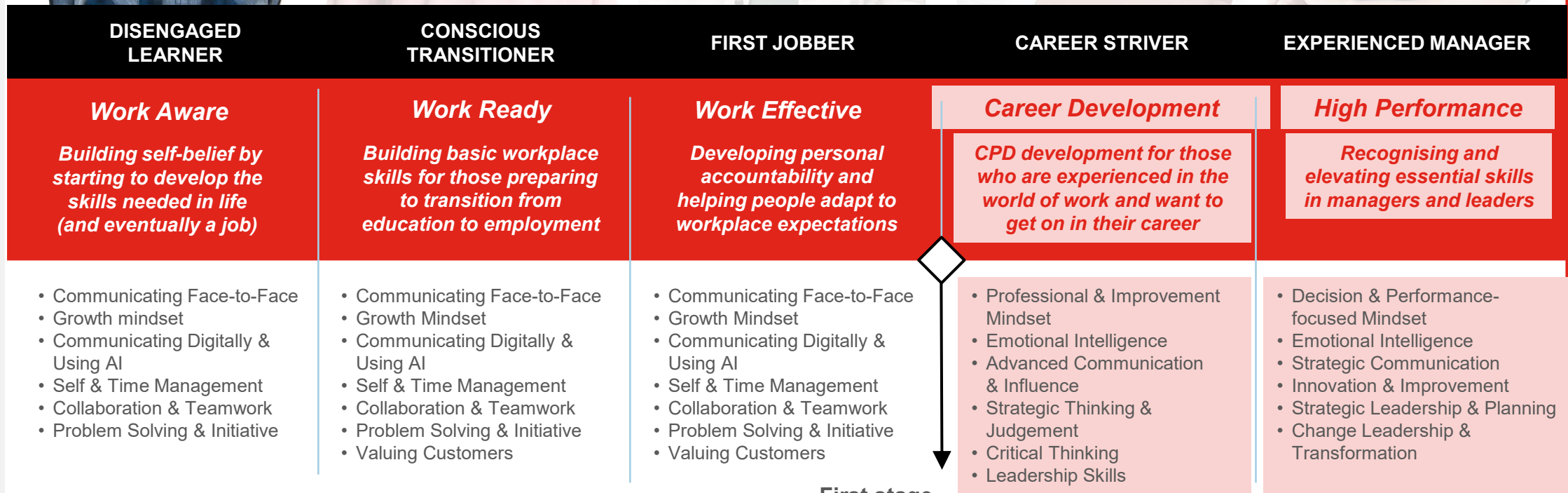
The City & Guilds Employability Framework draws on our experience of supporting learners in vocational settings and our focus on recognising progress and building confidence.

Our research tells us that young people are coming out of education and training but not making it into work. Many of them hold qualifications, even up to level 3, but cannot translate their learning and skills into a work environment.

Our solution will equip them with confidence and a way to share their skills with an employer through digital credentials and the meta data which speaks the employer's language.

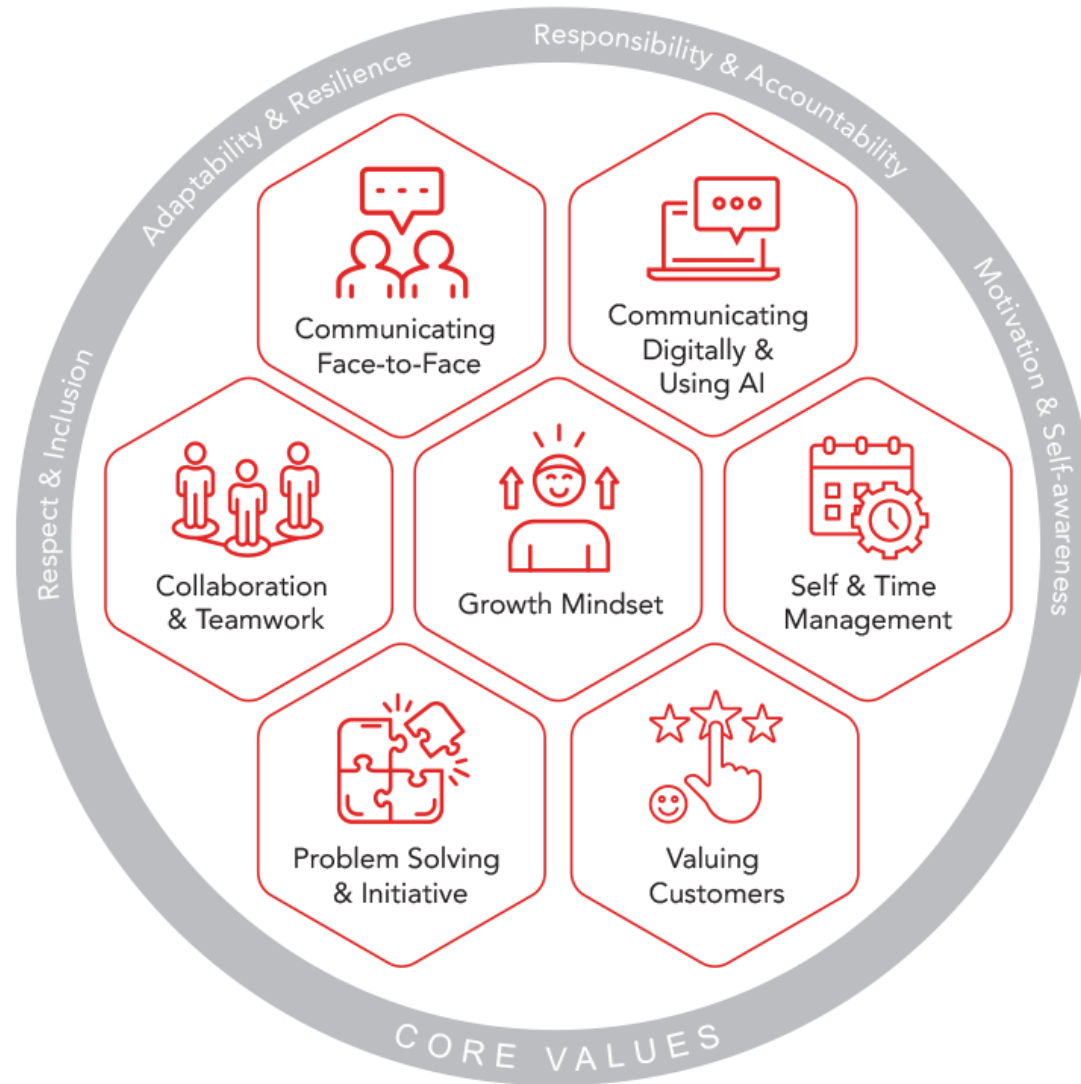
(*Not in Education Employment or Training)

Employability Framework: 5 phases provide lifelong support



First stage

Phase 1: Work Aware



About the framework...

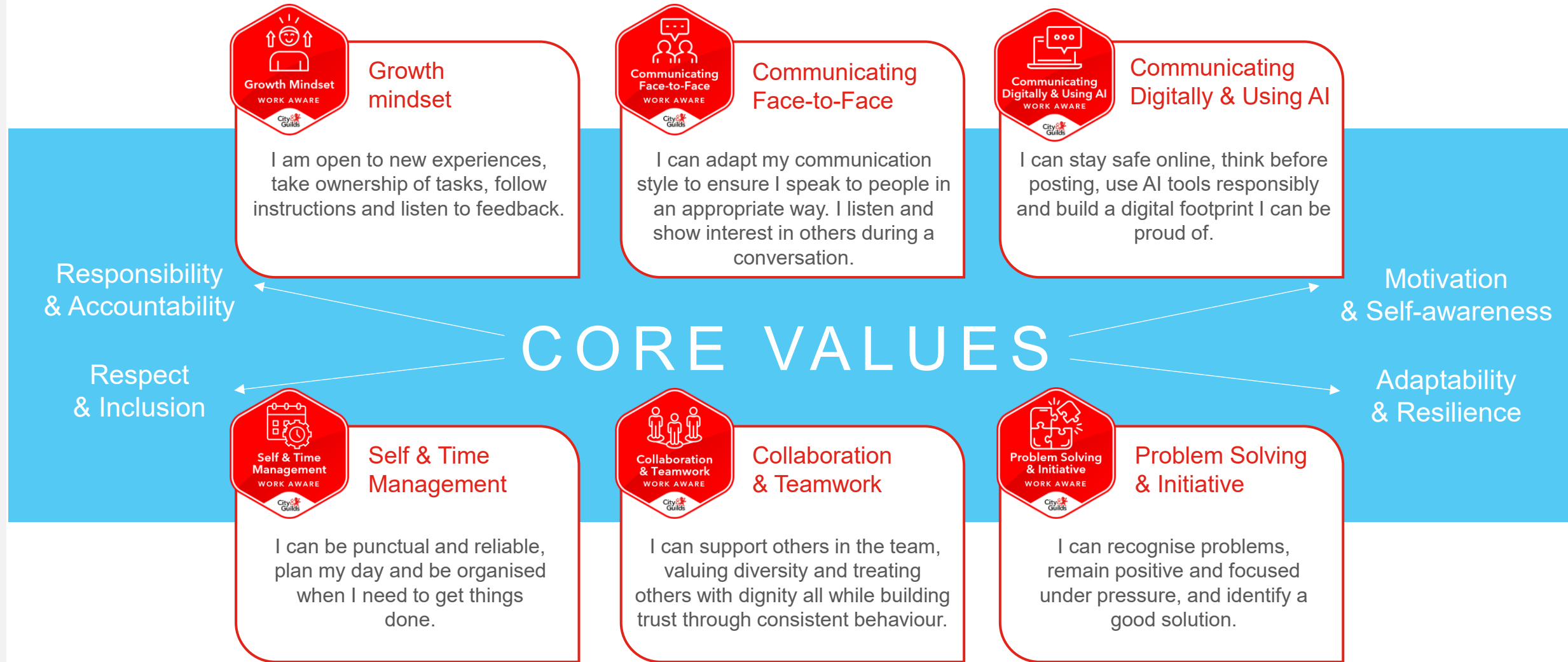
- We have done the **research** and created a **solution** that works across multiple settings. Industry and sector agnostic, the framework can be applied **flexibly** across **different sectors or curriculum areas**.
- Designed to be **learner-facing**, helping learners feel respected, capable and motivated to engage with their own skills development. Not yet ready for self-directed learning, being guided to develop these skills and **grow in confidence** by a tutor/facilitator ensures the learning sticks.
- Uses **clear and accessible language** supporting self-reflection and development without oversimplifying concepts or being patronising.
- Supports learners to **recognise, develop and articulate these skills**, helping them navigate a changing labour market, where adaptability and mobility are increasingly important.

What is Work Aware?

- Firstly, and most importantly – It is not a qualification!
- A programme of learning which is recognised by digital credentials
- No formal assessment and no quality assurance
- Convenient: Everything in one package. The facilitator can download and run the sessions, minimal planning or preparation (other than printing out resources).
- Built with NEETs in mind – the facilitator led sessions support young people who have drifted out of education to re-engage and develop confidence to move on to their next steps.
- Designed to be low threat – the engaging activities and discussions make this an ideal part of an re-engagement programme or an induction, preparing learners to move on to their main course.



Employability Skills: Work Aware



Core values developed through learning and demonstrating the employability skills and transferable behaviours being assessed – highlighted in credential metadata

How could it enhance your individual provision?

FE Colleges and PTPs 16-19 Provision

Learners on a variety of vocational and academic courses from entry level to level 2.
Employability skills are expected to be embedded throughout their programmes.
Provision through FE Colleges and PTPs.

Solutions

Funded:

Employability Skills (5546) at Level 1

Tailored learning:

Work Aware SmartScreen learning package and digital credentials (5547)

Blended offer:

Employability Skills (5546) and Work Aware SmartScreen Learning package (5547)

This Work Aware programme is also ideal for Foundation Learning students or ESOL Skills for Life provision.

NEET Provision 16-24

Programmes run under Youth Guarantee or SWAPs funding to re-engage young people and channel them back into education.
Provision through Employment Service Providers, Local Councils, Combined Authorities.

Solution

Standalone:

Work Aware SmartScreen Learning package and digital credentials (5547)

Adult Provision in FE or Local Authorities

Adults often engage in employability programmes when they wish to re-enter the employment market or are looking to change jobs.

Provision through FE Colleges and PTPs.

Solution

Funded:

Employability Skills (5546) at Level 1 & 2

Phases 2 and 3 will offer more solutions for adults, apprentices and those already in employment.

What's in the Work Aware package?

SmartScreen learning programme consists of:

- Getting Started guide for Facilitators
- Reflective Journal for learners
- Delivery Plans x 6 (One for each learning block)
- PowerPoint x 6 (One for each learning block)
- Support resources for activities

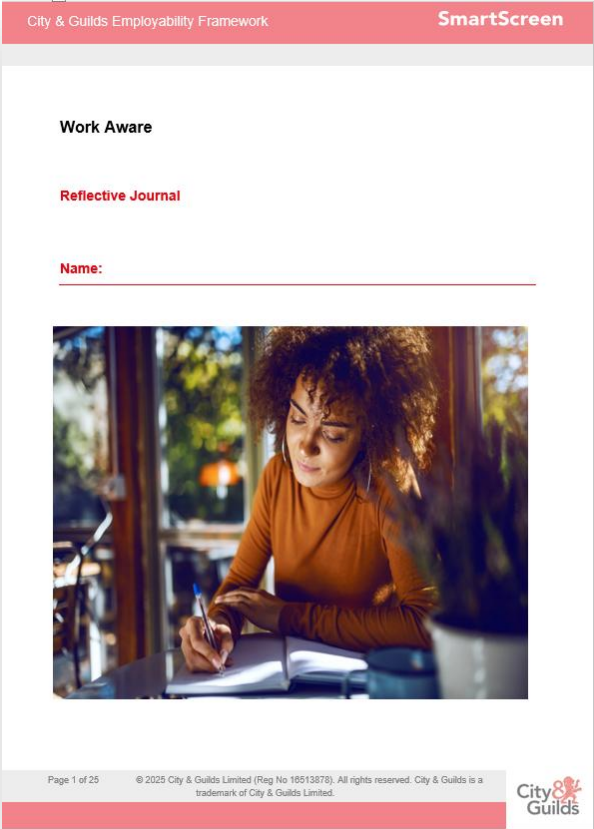
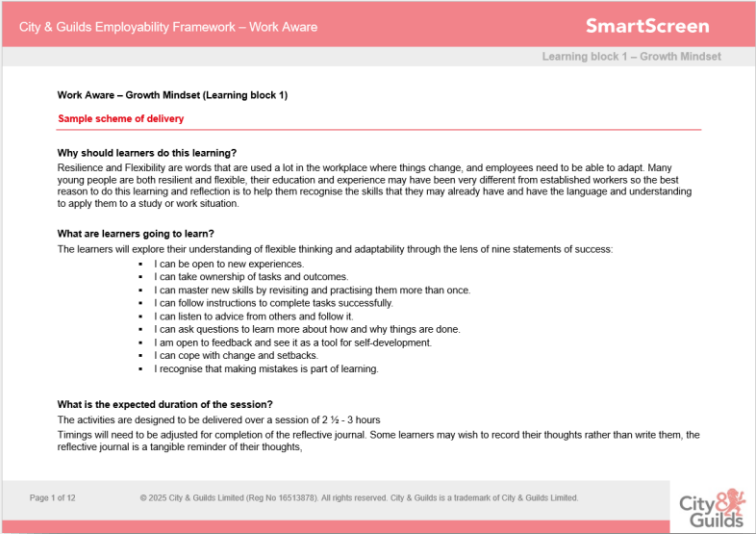
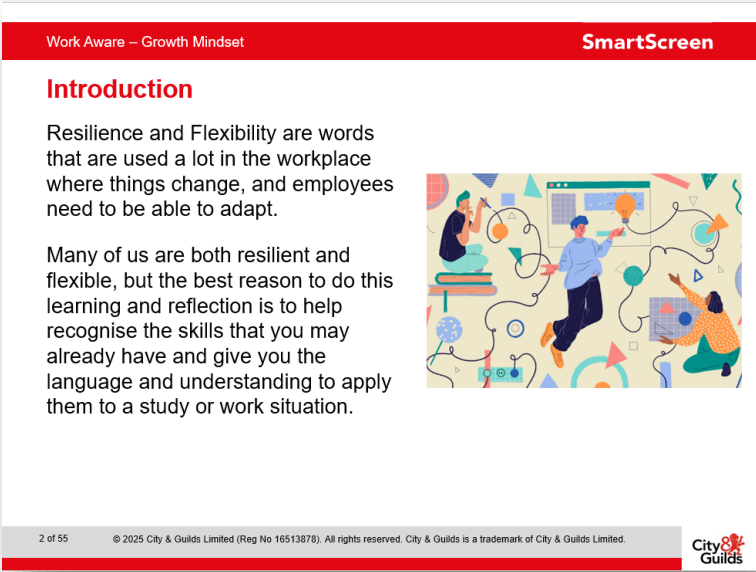
Digital Credentials, one for each learning block:

- Growth Mindset
- Communicating Face-to-Face
- Communicating Digitally and with AI
- Self & Time Management
- Teamwork and Collaboration
- Problem Solving & Initiative

Enhanced Employability Skills (5546):

- Opportunity to enhance the Employability Skills (5546) qualifications by purchasing Work Aware digital badges which use language identifying the skills and attributes needed to progress
- Mapping to the Work Aware digital credentials from evidence for Employability Skills 5546

SmartScreen package



Digital credentials



I can adapt my communication style to ensure I speak to people in an appropriate way.
I listen and show interest in others during a conversation.



I am open to new experiences, take ownership of tasks, follow instructions and listen to feedback.



I can stay safe online, think before posting, use AI tools responsibly and build a digital footprint I can be proud of.

I can be punctual and reliable, plan my day and be organised when I need to get things done.



You can buy just one badge or multiple badges depending on the length and coverage of your programme

I can support others in the team, valuing diversity and treating others with dignity all while building trust through consistent behaviour.



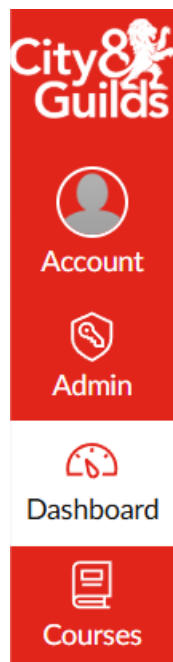
I can recognise problems, remain positive and focused under pressure, and identify a good solution.



Buying Work Aware as a standalone product

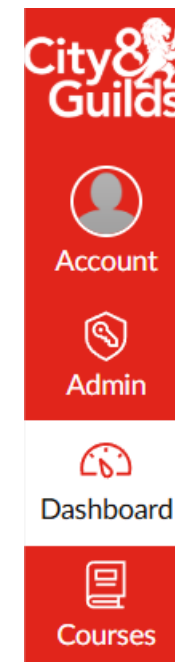
Option 1

The Work Aware Learning Programme SmartScreen package can be purchased as a single product. This allows a tutor or facilitator to deliver an engaging and thought-provoking programme for learners, straight out of the box.



Option 2

Customers can buy the SmartScreen package plus register their learners for the Work Aware Learning Programme in Walled Garden to receive digital credentials under 5547-01 in recognition of their engagement, participation completion of each block of learning.





Enhancing Employability Skills (5546)

Option 3

- Many Providers still need to deliver a funded route for their employability provision.
- So that these customers do not miss out on our new offer, we have introduced an enhancement to our level 1 Employability Skills (5546) qualifications.
- By buying a bundle of Employability Skills (5546) and Work Aware Employability Skills (5547-02), they can access the Work Aware digital credentials – we have mapped specific units within 5546 to the Statements of Success of the Work Aware learning programme.



Fees

- The Work Aware SmartScreen learning package fee will be £395
- For the Work Aware learning programme (5547-01) the digital credential fees are £12.00
- For the Work Aware Employability Skills (5547-02) where you are buying the digital credentials as part of the Employability Skills (5546) enhancement there will be a reduced fee for each badge: £8

Next steps, if you are interested in offering Work Aware ...

If you are already a City & Guild's customer

- If you are already using Employability Skills (5546) we will be offering fast track approval process for Work Aware at no charge all you need to do is complete the form which will be available from the Work Aware (5547) webpage.
- If you don't deliver Employability Skills (5546) but would like to do so, or would like to add the Work Aware programme for delivery alongside your vocational programmes, you will need to complete a Qualification Approval form (free of charge until 31.12.2026).

If you are new to City & Guilds

- Please visit our [Employability Framework webpage](#) and complete our enquiry form so that one of our team can get in touch and help you come on board.

Question 1 (poll)

How beneficial do you think Work Aware would be for your learners?

- Very beneficial
- Beneficial
- Somewhat beneficial
- Not currently a good fit
- Unsure

Question 2 (chat)

Where do you see the greatest opportunity to use Work Aware within your organisation?

Please share your thoughts in the chat

Help shape what's next

We'll use your feedback to inform future development and implementation.

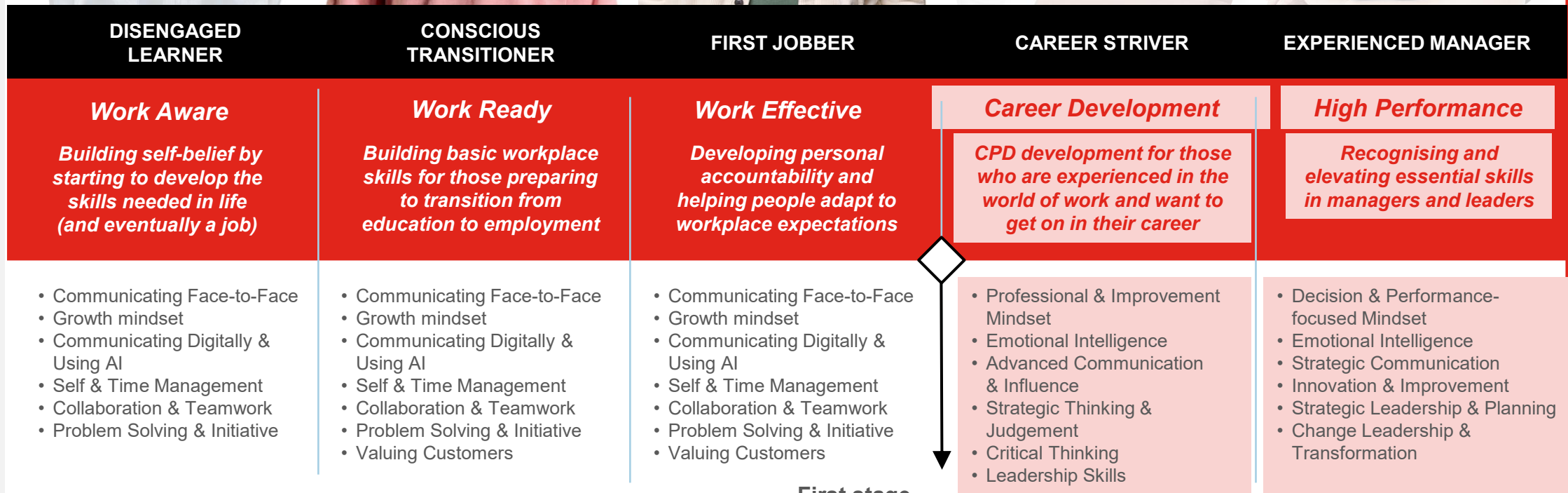


Early adopters

We are looking for centres who are interested in being early adopters of **Work Aware** and would be interested in being part of our advisory panel to support reviews of this product and development of the next phases.

Contact: pre-employment@cityandguilds.com

Employability Framework: 5 phases provide lifelong support



First stage

Coming next...

Work Ready

Building basic workplace skills for those preparing to transition from education to employment or back into employment after a break.

This stage will be aimed at learners who are in education or preparing to transition to the world of work.

Adds a new learning block: Valuing Customers

Work Effective

Developing personal accountability and helping people adapt to workplace expectations.

This stage will be aimed at learners who are in their first job and looking to progress or apprentices.

All seven learning blocks

Skills for Work and Life



[Home](#) > [Our offer](#) > [Centres](#) > Skills for work and life

Skills for Work and Life

We all need to develop and use maths, English, digital and employability skills throughout life. Our programmes in these areas support learners to start and continue to progress in education and work.

To learn more about Skills for Work & Life, don't hesitate to [get in touch with us](#).

Explore our Skills for Work & Life offer below.



FUNCTIONAL SKILLS

[Learn More >](#)



ESOL

[Learn More >](#)



EMPLOYABILITY

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EMPLOYABILITY
FRAMEWORK

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Skills for work and life |
City & Guilds

Q&A

We would like to hear from you with your questions and feedback regarding Work Aware.

Would you like to be part of our focus group?

You can send any feedback and questions you may have to...

pre-employment@cityandguilds.com



Thank you!

Stay in touch...

customersupport@cityandguilds.com

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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