



Your trusted global

Skills Partner

Evolving workforces for over 145 years

Tackling the Skills Challenge in Advanced Manufacturing

14th January 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



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Agenda



Welcome & Introduction

Your Trusted Skills Partner

Sector Skills Challenges

Panel Introduction & Discussion

Panel Q+A

Next Steps and Close

City & Guilds

Your Trusted Global Skills Partner



A global leader in *skills development*

With almost 150 years experience, City & Guilds is the trusted global 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

Our purpose today is the same as it has always been....

to help people, organisations
and economies develop their
skills for growth

we're *proud* of our past and
excited for our future

76%

of City & Guilds learners
progress into employment
within six months,
compared to 67% of
learners who study with
other providers

Empowering Organisations through *Skills Excellence*

Your end-to-end Skills Partner for workforce transformation



Skills Consultancy Projects

Expert guidance to design, implement, and optimise workforce and skills development



Training and Skills Benchmarking

Recognising bespoke programmes and excellence in training delivery with City & Guilds or ILM 'Assured' dual-branded certification



Regulated Qualifications, Apprenticeships and End Point Assessment

Market leader, offering over 500 qualifications and 60 Apprenticeships across a wide range of sectors



Training Delivery

Technical training delivery through City & Guilds training and our extensive network of delivery partners



Leadership Development Solutions

Supporting leadership at all levels through ILM and The Oxford Group expertise including bespoke and off-the-shelf content and training delivery

A Challenging UK Skills Landscape

*“The challenges facing the country – the drive for housing, tackling climate change, achieving net zero, AI and the changing nature of work – **all depend on skills**. Employers, in particular, must recognise the importance of upskilling for staff, and work to reverse the downward trend in year-on-year volumes of training days in the UK”*

The Rt Hon. the Lord Blunkett – Making Skills Work 2024



Mismatch Between Education and Labour Market Needs

The education system is under-resourced and struggles to respond to evolving skills demands, particularly in digital and green



Skills key to Business Strategies

57% of UK L&D professionals report that their executives are concerned employees lack the right skills to execute business strategies



Employers Inherit Skills Burden

Fewer than half of working age adults (48%) feel that they left their time in education with the right skills to embark on their chosen career

Industrial Strategy (IS-8)

The document sets out the Government's 10-year plan to significantly increase business investment in 8 growth-driving sectors, by making it quicker and easier for businesses to invest and providing them with the certainty and stability needed for long-term investment decisions

<https://www.gov.uk/government/collections/the-uks-modern-industrial-strategy-2025>

IS-8 Sectors

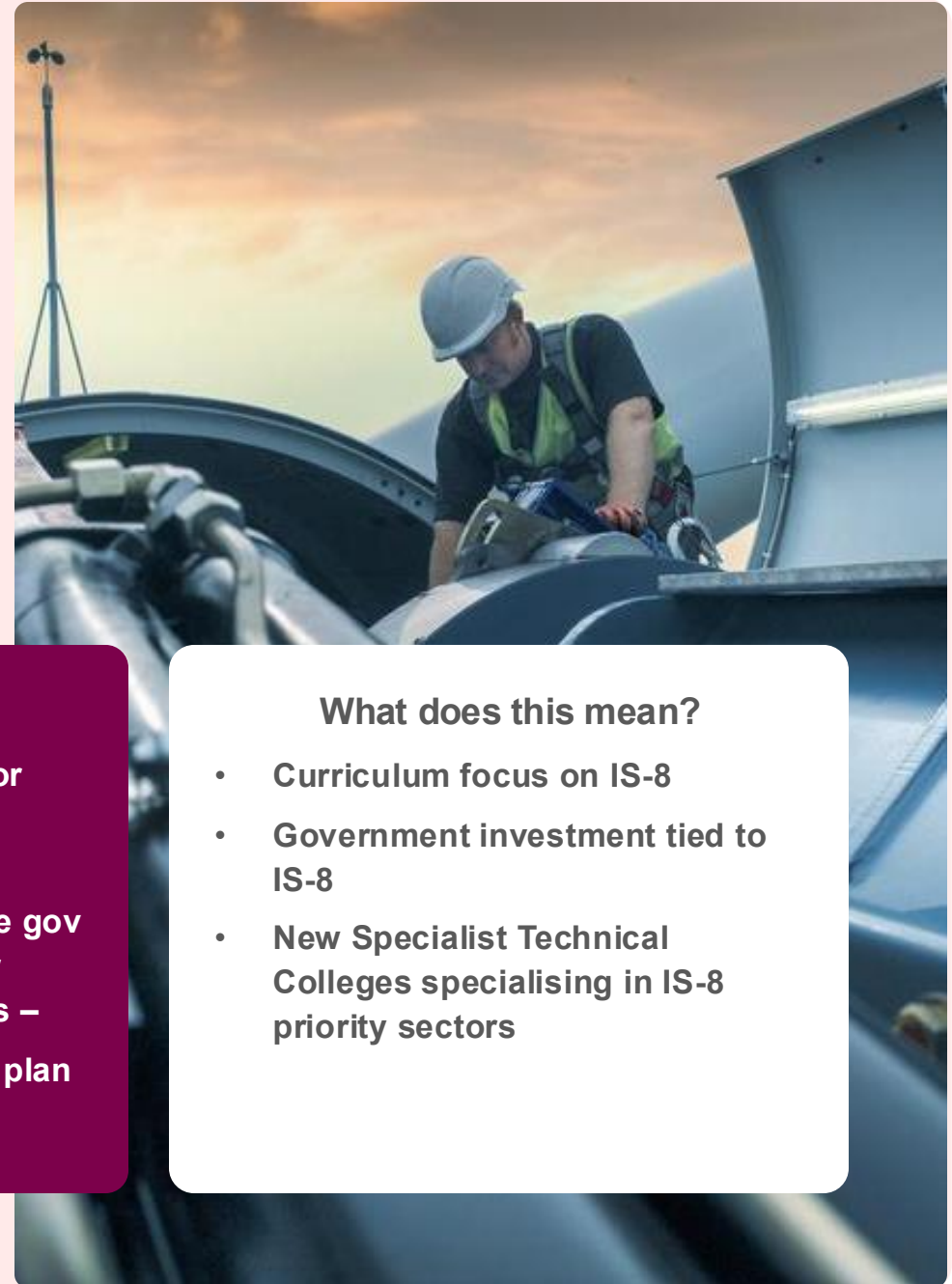
- **Advanced Manufacturing**
- **Creative Industries**
- **Life Sciences**
- **Clean Energy**
- **Defence**
- **Digital and Technology**
- **Financial Services**
- **Professional Services**

Key Points

- **Each industrial Strategy sector has its own report and plan**
- **There are 2 additional linked/aligned sectors that the gov has included because of their importance to other gov plans –**
- **Construction – infrastructure plan**
- **Health & social care**

What does this mean?

- **Curriculum focus on IS-8**
- **Government investment tied to IS-8**
- **New Specialist Technical Colleges specialising in IS-8 priority sectors**



The Growth & Skills Levy

Knowns

- (Phase 1) From April 2026, with a focus on the IS-8 sectors, called apprenticeship units
- Initial offer will be short courses in Digital, AI and Engineering
- Apprenticeship units are planned to complement existing apprenticeships and will be based on the employer-designed occupational standards
- They will be from 1 week up to 3 months long
- For adults who are unsuitable for a full apprenticeship

Unknowns

Funding Model

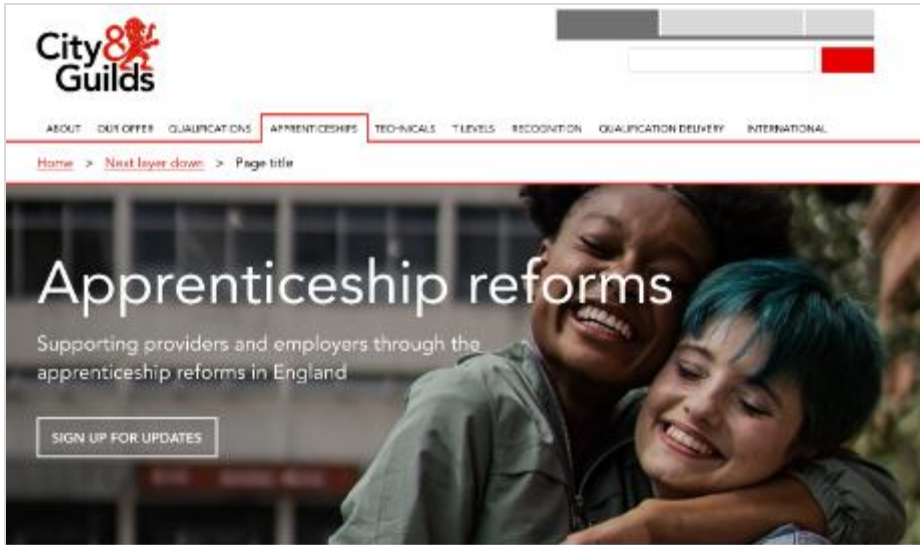
- Fully funded?
- Co-Investment?
- Conditionality/eligibility?

Employers

- Levy payers?
- Non-levy payers?



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:



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 roadmap.

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

This foundation apprenticeship is 8 months in

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

We are in the process of engaging with industry stakeholders, training providers and colleges 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 training 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 EPAs certified with robust quality assurance

Proportionate and streamlined assessment

We focus on what matters to reduce unnecessary burden.

- Practices essential competences
- Eliminates duplication of knowledge, skills, and behaviours
- Broad provision and pathways enhance efficiency
- Reduces error and streamlines delivery

Smart digital tools for delivery

Our platform streamlines 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>

Key Skills Challenges within Advanced Manufacturing

Advanced Manufacturing is recognized as one of the UK Government's **IS8 priority sectors**, driving innovation and productivity across the economy. But there are challenges to overcome.



Scale of the Skills Gap

75% of manufacturers cite skills shortages as the single biggest barrier to growth

Impacting innovation and productivity



Recruitment and Retention

61,000 Manufacturing vacancies in the UK

Negative perceptions of the sector



Aging Workforce

20% to retire In 2026 leading to severe experience deficit

Drive to recruit and upskill at pace



Emerging Skills Needs

- Digital and Automation
- Green Skills / Sustainable Manufacturing

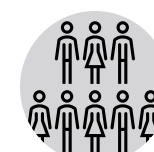
Education needs to keep pace



Leadership & Change Management

- Strategic thinking
- Leading hybrid teams
- Change management frameworks

Developing future leaders who can navigate uncertainty and transformation



Workforce Diversity

UK Workforce is still predominately male (74%), White (88%), and over-50 (36%)

Diverse teams drive innovation and fresh thinking

The Solution

The critical role of *skills development*, *apprenticeships*, and *training infrastructure* in achieving this goal



Attract

Attract new talent



Train

Expand the existing workforce



Upskill

Provide upskilling for the existing workforce

Skills Share – Our Panel

Skills Share - Our Panellists



Jamie Cater

Senior Policy Manager
Make UK



Nigel Thomas

Senior Sales Director,
Aerospace and Defence
Cyient



TACKLING THE SKILLS CHALLENGE IN ADVANCED MANUFACTURING

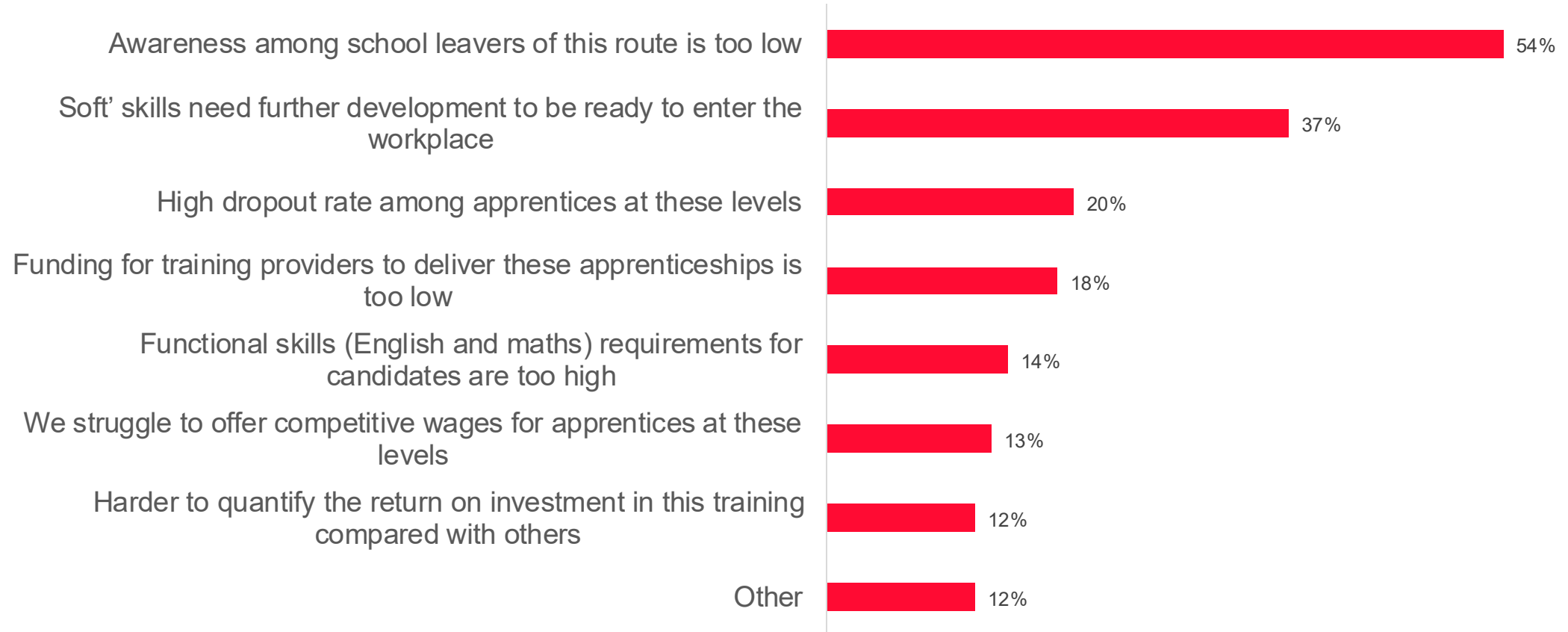
Jamie Cater

Senior Policy Manager (Employment)

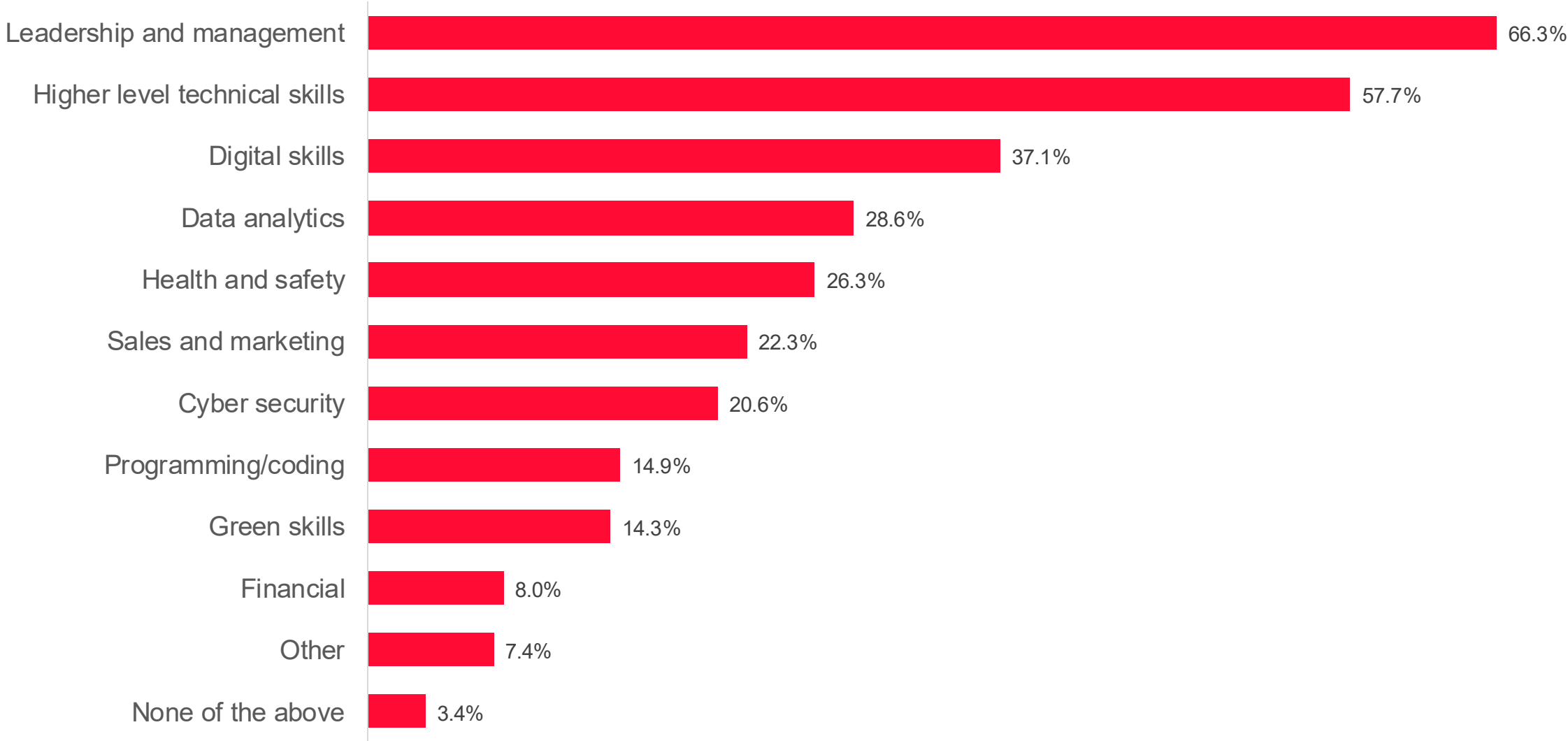
Make UK

14th January 2026

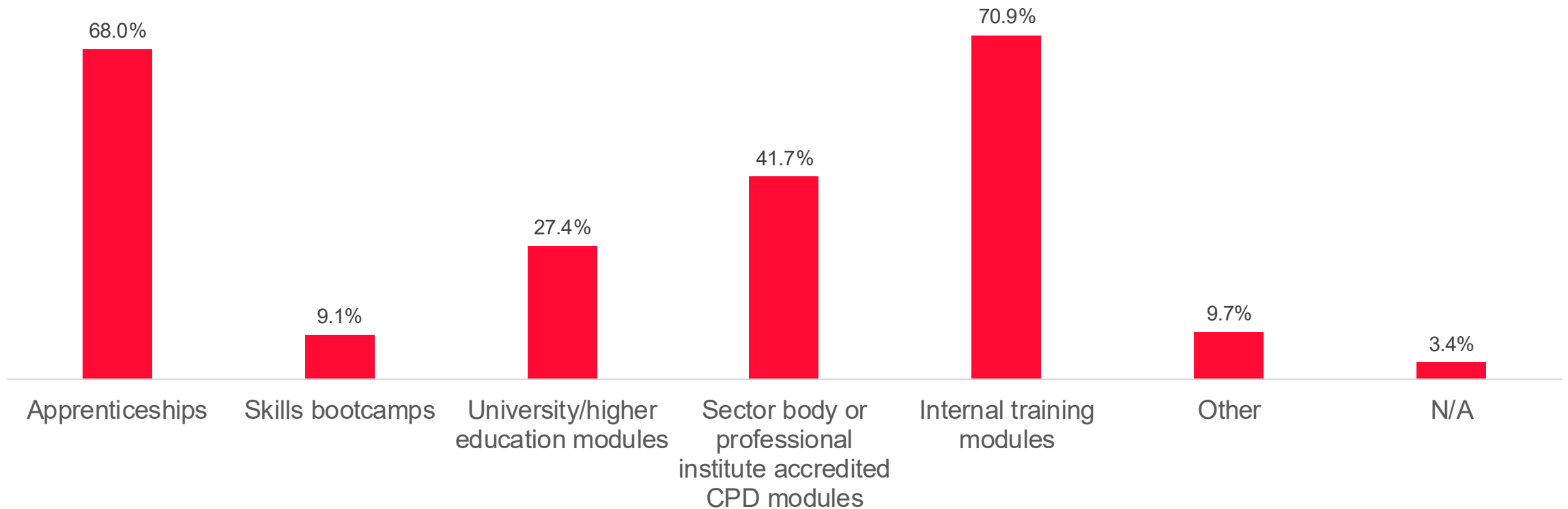
WHAT ARE THE BIGGEST CHALLENGES IN RECRUITING LEVEL 2 AND 3 APPRENTICES?



IN WHICH AREAS DO YOU SEE THE MOST NEED FOR UPSKILLING AND RETRAINING EXISTING STAFF?



WHICH OF THE FOLLOWING HAVE YOU USED, OR ARE CURRENTLY USING, TO UPSKILL AND RETRAIN EXISTING STAFF?



HOW MANUFACTURERS ARE WORKING TO ADDRESS THE SKILLS GAP

COLLABORATION WITH LOCAL PROVIDERS SHAPING SKILLS FROM AN EARLY AGE

Manufacturing SMEs working with local providers to develop new provision and resources:

- AI and advanced digital skills
- Skills Bootcamps in a range of engineering subjects
- Flexible apprenticeship delivery
- Co-investment in new equipment and machinery
- Support with teaching staff

Employers engaging early with the education system:

- Working with local schools on employability
- Co-designing programmes with UTCs, academies for engineering, D&T
- Joining with or sponsoring academy schools to support their pipelines and the wider sector

READ OUR INDUSTRIAL STRATEGY SKILLS COMMISSION RECOMMENDATIONS

Scan the QR code or visit <https://www.makeuk.org/makeuk-industrial-strategy-skills-commission-report-2025>





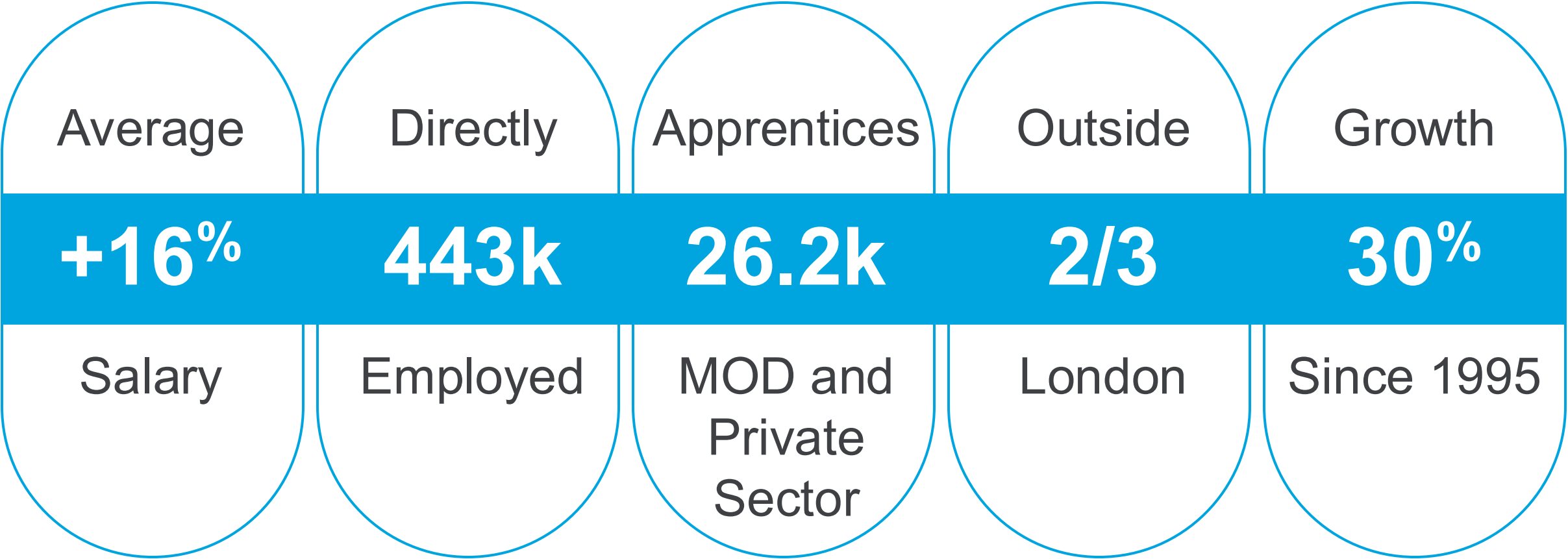
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THE SKILLS CHALLENGE IN AEROSPACE & DEFENCE

NIGEL THOMAS

Senior Sales Director
Aerospace & Defence

AEROSPACE & DEFENCE JOBS



SKILLS CHALLENGE IN A&D – a special case of Advanced Engineering and Manufacturing

- Competition vs. collaboration
- Joint training programmes
- Shared apprenticeship pipelines
- Regional innovation clusters to retain and grow the talent base.
- Destination Defence / Destination Nuclear
 - 5 Defence Tech Colleges
- Defence Skills Passport



SKILLED ENGINEERING RESOURCES ARE SCARCE

“...our people are a strategic asset to the nation”, Simon Barnes, Group MD BAE Air



The background features a repeating pattern of colorful fingerprints in shades of red, blue, green, and purple. Overlaid on this are diagonal stripes in various colors, creating a dynamic and textured visual effect.

DESIGNING TOMORROW TOGETHER

Questions for the Panel

Join our *Employer Community*



Monthly Insights Newsletter

Policy announcements
Upcoming events
Skills insights



Podcast Series

Voice for Skills - Employers
[here](#)



Upcoming Events

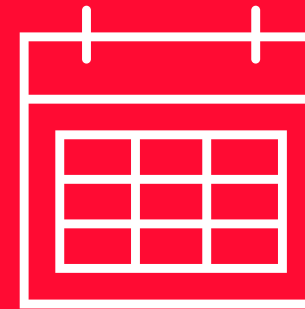
Employer Community Events Calendar on
next slide



Keep in Touch

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

City & Guilds Employer Community *Events*



10th September 25

**Reclaiming
Leadership**

22nd October 25

**Apprenticeship,
Policy & Funding**

12th November 25

**L&D Connect
Wakefield: [here](#)**

9th December 25

**Tackling the Skills
Challenge in
Housing: [here](#)**

14th January 26
**Tackling the Skills
Challenge A.
Manufacturing: [here](#)**

24th February 26
**Tackling the Skills
Challenge in
Construction: tbc**

18th March 26
**Measuring Impact
and ROI: [here](#)**

29th April 26
**L&D Connect
London: [here](#)**

14th May
**L&D Connect
Wakefield: [here](#)**

3rd June 26
**In-house Training
Excellence: [here](#)**

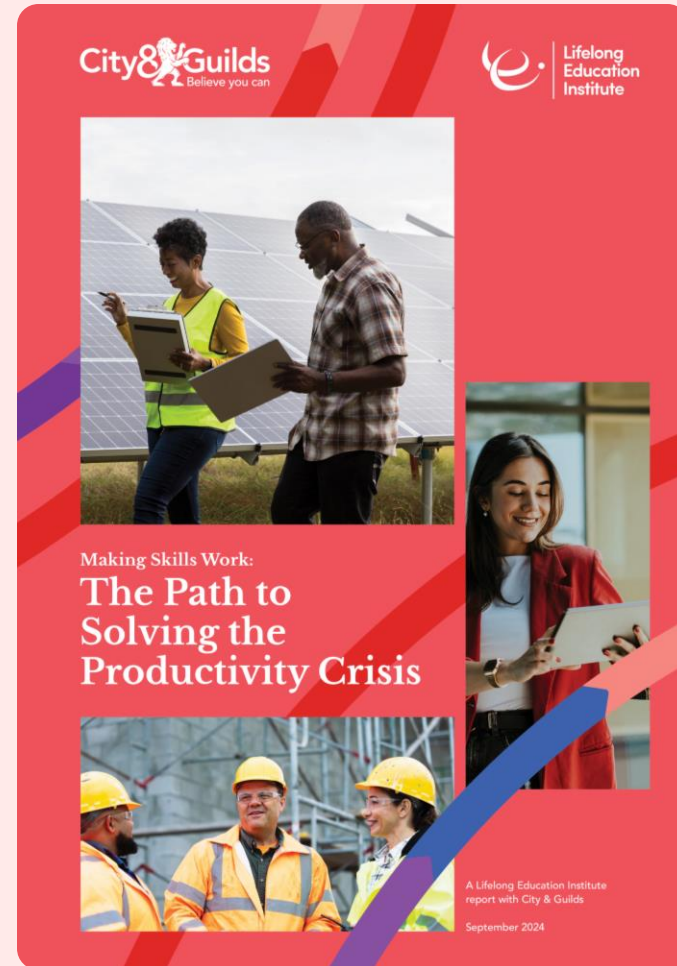
17th June 26
5% Club Event: tbc

21st July 26
**Leadership Series:
tbc**



Reports & key links

- Training Trends 2022: [here](#)
- Training Trends 2023: [here](#)
- Investing in Skills for Growth 2023: [here](#)
- Celebrating the Impact of Learning & Development: [here](#)
- Making Skills Work: The Path to Solving the Productivity Crisis 2024: [here](#)
- City & Guilds Impact Report 2024: [here](#)
- City & Guilds Foundation Report Library: [here](#)



The background is a solid red color with several overlapping, semi-transparent geometric shapes in various shades of red. These shapes include a large circle in the lower-left quadrant, a large triangle in the upper-right, and several other polygons of different sizes and orientations scattered across the frame.

Thank you