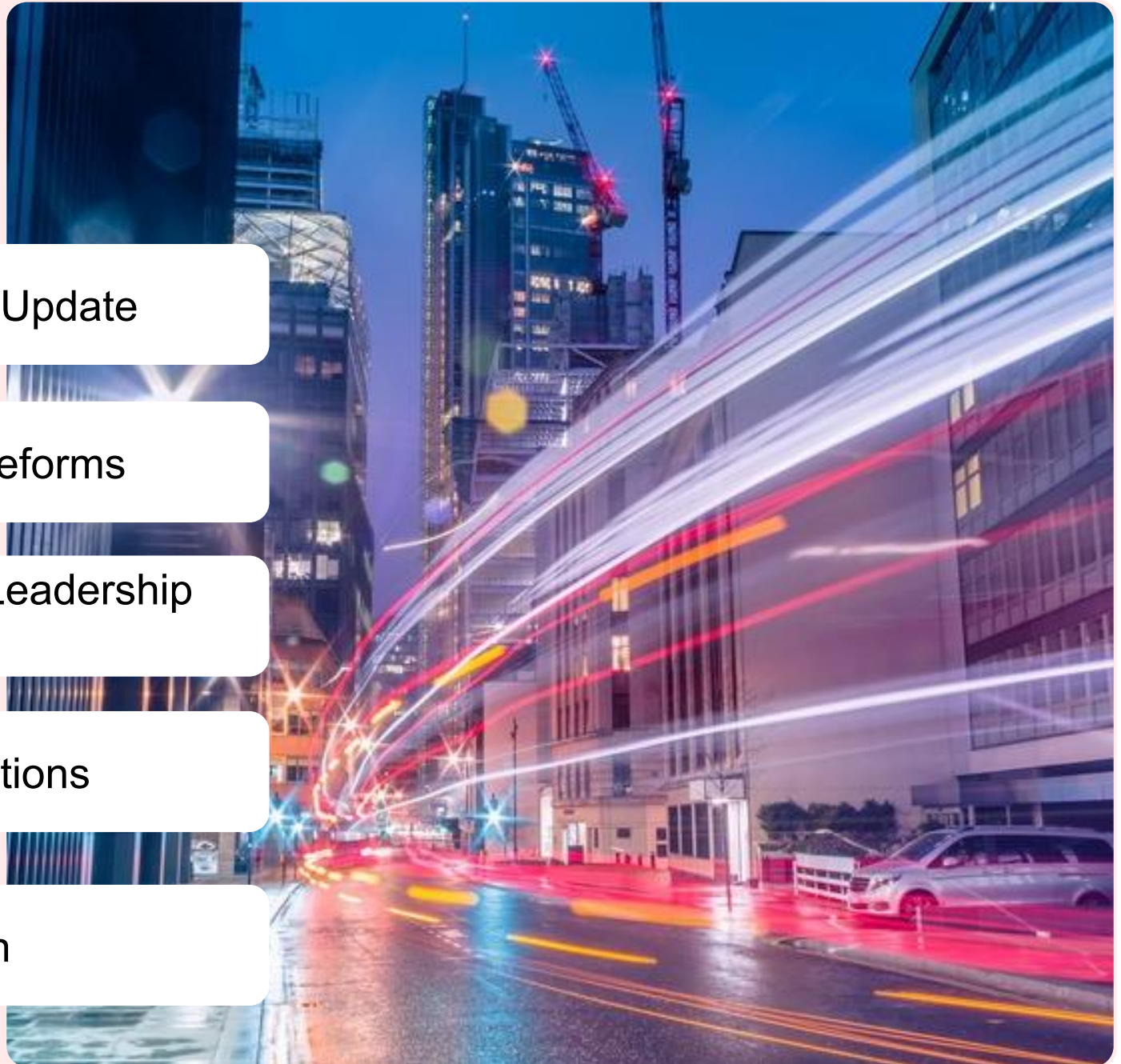


Funding & Policy Update

April 2026 – Employer Update

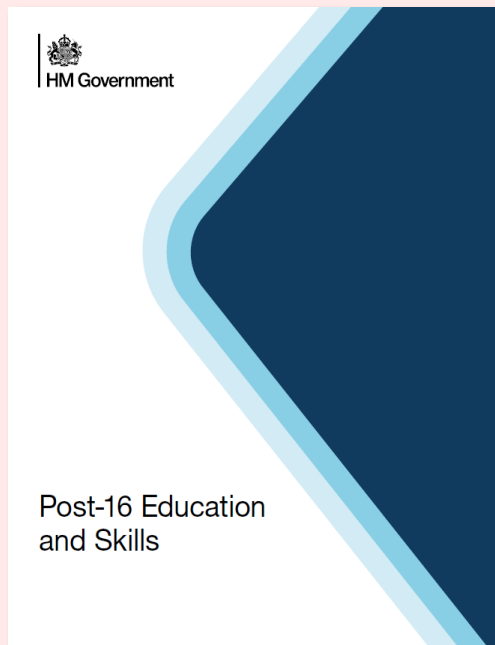
Agenda

- 1 Post 16 Education Policy Update
- 2 Qualification and Other Reforms
- 3 Apprenticeships Update/Leadership Standards Defunding
- 4 Practical Leadership Solutions
- 5 Questions and Discussion



Post 16 education and qualification reforms

Post 16 Education and Skills Response



Post-16 Education
and Skills

Simplify skills system

Plan to educate and train the workforce of the future and give people the skills and knowledge they need to progress and succeed.
Align to IS-8

Apprenticeships

Remove bureaucracy, simplify offer and system, enable a more fluid and .

Teacher recruitment and training.

An additional 6,500 new expert teachers

Clarity

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.

Occupational or further study progression.

A new level 2 offer for either occupational competence or a route leading to further study at a higher level.

T Levels

Will remain a level 3 pathway but be updated and gain additional new subjects

16-19 routes

Post-16 Level 3 and Below Pathways

Government consultation

Launch date 20 October 2025
Respond by 12 January 2026



Alignment

Current qualifications such as NVQ's, Dips and Certs will be removed from the Government funded offer at Level 3 over the coming 3 years as new quals are introduced

Maths & English

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

Short, modular units of learning, called Apprenticeship Units. Launched April 2026 focus on IS-8 sectors
LLE entitlement first teaching Jan 2027



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>



Working with Employers to Drive Growth

Directing skills funding to clear priorities:

- Targeting funding to drive up skills provision in priority sectors

Supporting local growth:

- Strategic Authorities will take the lead in ensuring the skills and employment system meets local needs via Local Skills Improvement Plans and continue to target adult skills training towards sector priorities.
- Joining up the Adult Skills Fund to Jobcentre Plus

Incentivising employers to invest in skills:

- Facilitating greater partnerships between skills providers and investors on training capacity
- Ensuring skills objectives are a key factor in procurement decision-making
- Industrial Strategy Zones to support increased investment in the skills system

Addressing the issues with NEET, SEND and Careers Advice and Guidance

- Skills England will harness AI and data analytics to ensure that employment and skills support is responsive to changing economic demands. Providing joined up support for the Youth Guarantee, career pathway information and predicting future skills needs.

Qualification Reform

Reforming Level 2 and 3 pathways

V Levels:

V Levels are a completely new qualification. They will be introduced in phases and different subject areas. V Levels offer a broad vocational qualification for students who want to explore a sector before deciding where to specialise. 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 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.





Level 2 Qualification Reform

These qualifications will offer students 2 distinct but complementary pathways at level 2.

An occupational pathway for those looking to enter employment.

And a further study pathway for students wishing to progress on to level 3 study.

DfE/Skills England will develop two clear post-16 pathways at level 2 (occupational pathway and further study pathway).

Foundation Certificates will typically last one year, with a vocational focus and nationally set subjects linked to occupational standards. They will cover broad sectors to support progression on to relevant T Levels and V Levels or, where applicable, A Levels.

Occupational Certificates will typically last 2 years and will be a technical qualification based on occupational standards, enabling learners to work towards occupational competence.



Technical Excellence Colleges

Gov have invested over £175 million to support high-quality teaching, improved and industry-aligned courses, and state-of-the-art specialist equipment.

Colleges awarded Technical Excellence College status have been selected based on their ability to deliver outstanding technical education in areas critical to Britain's economic future.

The new **Construction** Technical Excellence Colleges are:

- ✓ Derby College Group, East Midlands
- ✓ West Suffolk College, East of England
- ✓ New City College, Greater London
- ✓ City of Sunderland College, North East
- ✓ Wigan and Leigh College, North West
- ✓ North Kent College, South East
- ✓ Exeter College, South West
- ✓ Bedford College, cross-regional
- ✓ Dudley College of Technology, West Midlands
- ✓ Leeds College of Building, Yorkshire and the Humber

New Technical Excellence Colleges

The creation of a further 19 technical colleges, specialising in the following growth sectors –

Defence

- Blackpool and The Fylde College
- City College Plymouth
- Lincoln College
- RNN Group
- Yeovil College

Clean Energy

- Colchester Institute
- South Bank Colleges
- The City of Liverpool College
- The Education Training Collective
- University Centre Somerset College Group



Digital and Technologies

- Birmingham Metropolitan College
- Capital City College Group
- Gloucestershire College
- LTE Group
- Milton Keynes College

Advanced Manufacturing

- City of Wolverhampton College
- New College Durham
- Newcastle and Stafford College Group
- Weston College of Further and Higher Education

Youth Guarantee

The Government is investing £900 million over three years to expand the Youth Guarantee. This includes -

Extension of the Jobs Guarantee scheme to 22–24 year olds

Hiring incentives for employers recruiting young people on Universal Credit who are at risk of long-term unemployment

The scheme will offer a guaranteed, fully subsidised 6-month paid job to every eligible 18 to 21 year old who has been on Universal Credit and looking for work for 18 months.

The government will cover 100% of employment costs for 25 hours a week at the relevant minimum wage, alongside additional wraparound support to help participants succeed in their job and transition into sustained employment.



Gov will begin delivery of the Jobs Guarantee in 6 areas from spring 2026, across:

- Birmingham and Solihull,
- East Midlands,
- Greater Manchester,
- Hertfordshire and Essex,
- Central and East Scotland,
- Southwest and Southeast Wales.

[Jobs Guarantee Grant Guidance - GOV.UK](https://www.gov.uk/jobs-guarantee-grant-guidance)

Apprenticeships Update

Apprenticeship Reforms - *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.

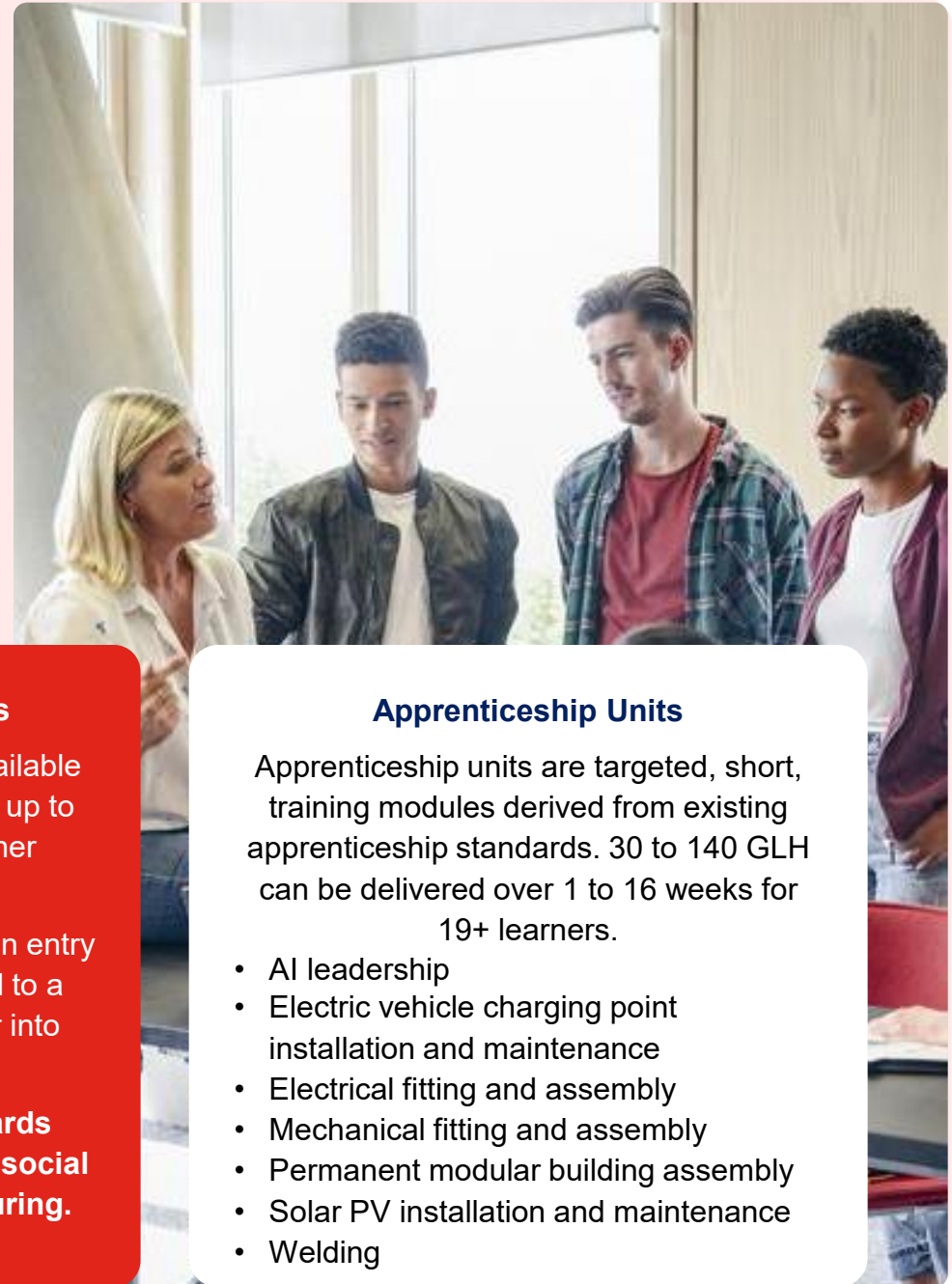
They provide a broad grounding in an entry level occupation, which could lead to a specialism in higher level study or into employment.

There are 7 Foundation Standards available in construction, digital, social care engineering and manufacturing.

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.



- 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

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

Apprenticeship Units – *new offer*



Write notes here...

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 8 units available in critical skills are:

- Artificial Intelligence (AI) Leadership (developing AI strategy)
- 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.



Training Provider - *responsibilities*

Initial Assessment	Training Plan	Delivery, evidence, and reviews	Assessment Method (Unregulated)
• Agree Unit with employer • Age criteria 19+ • Check prior learning support needs • Confirm employer agreement to suitability and funding eligibility	• Define structure • Outcomes • OTJ hours, and assessment strategies • Tailor delivery to learner needs.	• Eligibility criteria • Provide and record OTJ training to statutory minimum • Run 12-weekly reviews and share summaries with employers • Confirmation of skills test passed	A skills test to assess whether the learner has acquired the skills and knowledge in the apprenticeship unit. Evidence that the skills test has been developed by a suitably qualified person who is independent from training delivery at the providers

Apprenticeship unit - *funding*

Apprenticeship unit name	Funding rate	Minimum delivery hours
Permanent modular building assembly	£3,200	140
Welding (mechanised)	£2,100	90
Mechanical fitting and assembly	£1,650	70
Electrical fitting and assembly	£1,650	70
Battery manufacturing	£1,650	70
Electric vehicle (EV) charging point installation and maintenance	£950	35
Solar PV installation and maintenance	£950	35
AI leadership - AI delivery and organisational transformation	£750	30
AI leadership - AI adoption, procurement and governance	£750	30
AI leadership - AI strategy and opportunity	£750	30

Points to Consider

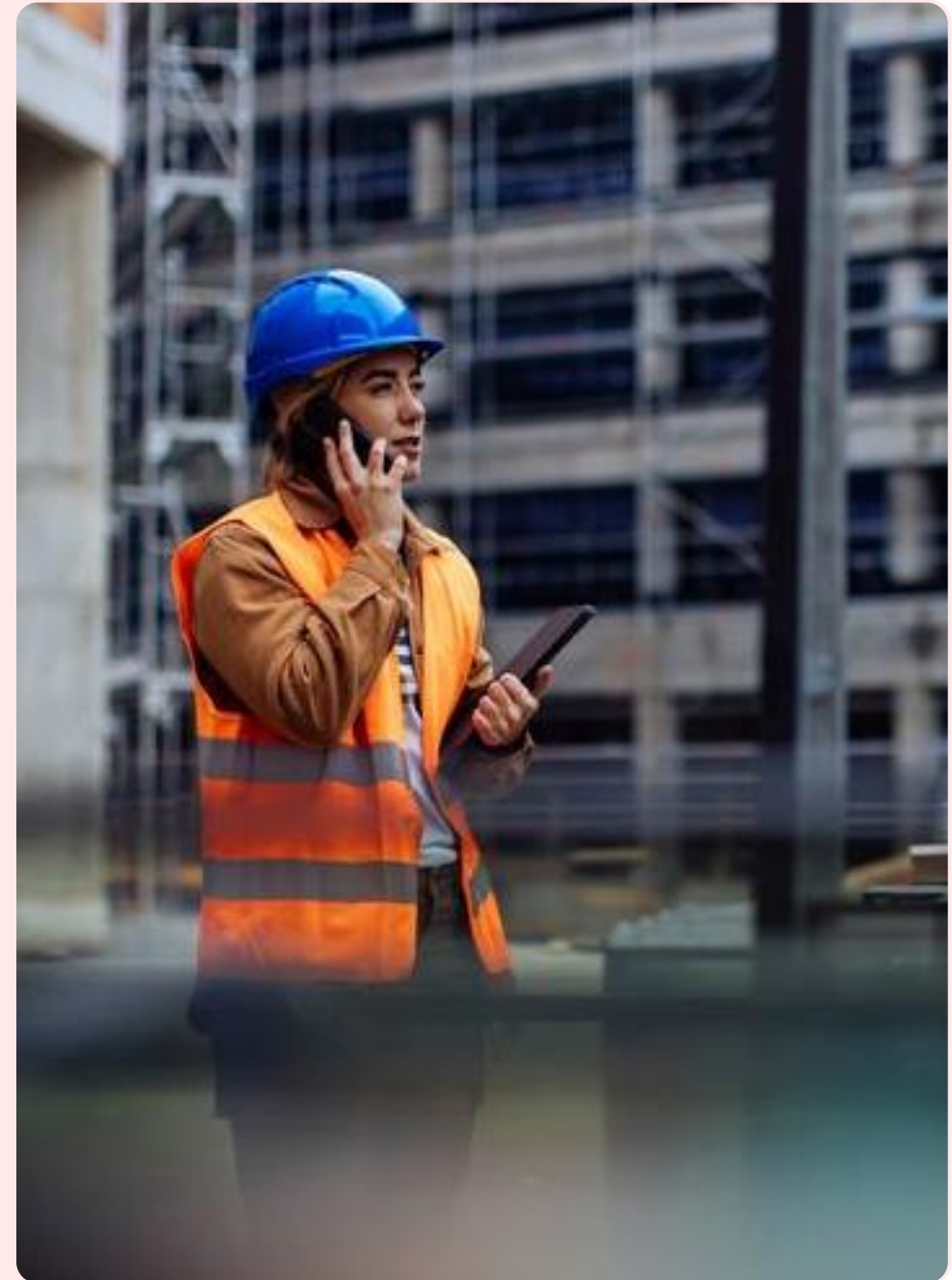
- The funding payment schedule is heavily loaded to achievement, with 70% of the funding paid to the provider once the learner completes and achieves.
- 30% is paid up front.
- This puts providers in a poor cashflow position and could drive some potentially undesirable behaviours, e.g. skills testing that is not at a standard that truly demonstrates knowledge and skills of the individual on the programme.

Apprenticeship levy funding – *changes*

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

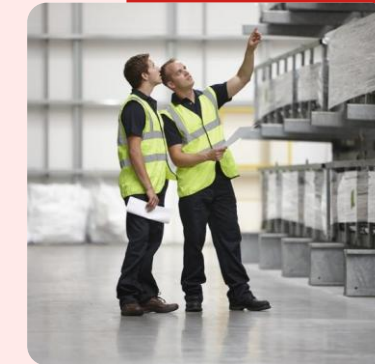
Co-investment

- ✓ 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).



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

- ✓ That employers will continue to receive levy funds each month based on your pay bill in England.
- ✓ That 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.

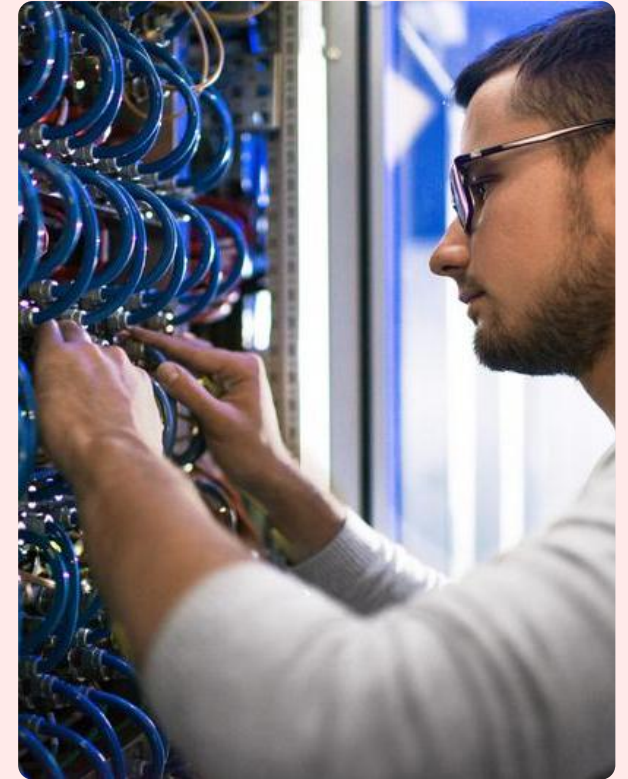
Apprenticeship Incentives for non levy payers

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.



Foundation Apprenticeship - *Incentives*

Employers may be able to get up to £2,000 to support your apprentice if they're doing a foundation apprenticeship and they're one of the following:

- ✓ 16 to 21 years old
- ✓ 22 to 24 years old with an education, health and care (EHC) plan
- ✓ 22 to 24 years old and have been in care
- ✓ 22 to 24 years old and are in prison or leaving prison

Foundation apprenticeships cover the following areas:

- ✓ construction and the built environment
- ✓ engineering and manufacturing
- ✓ health and social care
- ✓ digital

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





Foundation Apprenticeships - *Incentives cont...*

The training provider will pay you once they've confirmed that an apprentice is eligible. This will be paid in 3 instalments.

You'll get:

- ✓ the first payment of £667 - 90 days after the apprenticeship started
- ✓ the second payment of £667 - 242 days after the apprenticeship started
- ✓ the third payment of £666 - 90 days after the apprentice moves onto their next apprenticeship

Training providers must pay you within 30 working days of receiving the money from the government.

You'll only get paid if the apprentice is still employed by you when each payment is due.

Apprenticeship Standards - *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.

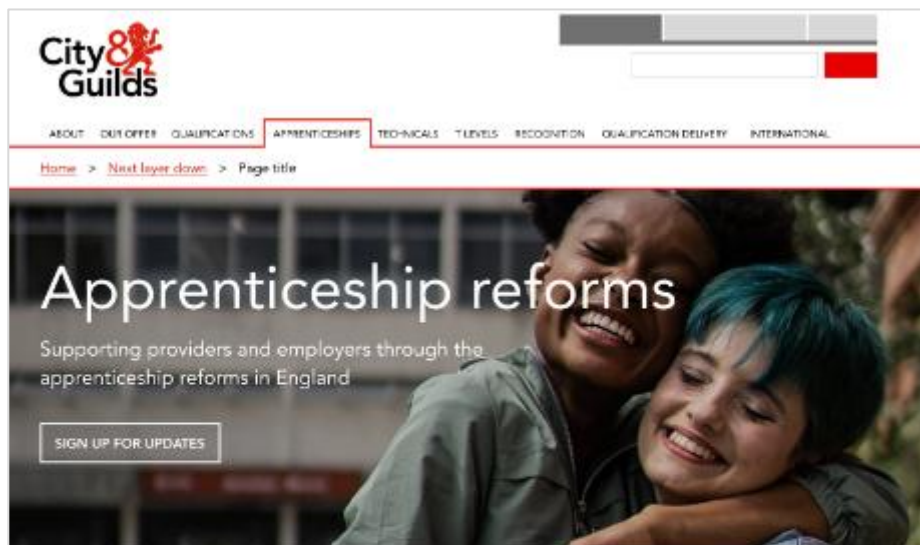
Level 7 Senior Leader Apprenticeship

From 1 January 2026, Level 7 apprenticeships will only be government-funded for apprentices who, at the start of their apprenticeship training, are either aged 16-21, or aged under 25 and have an Education, Health and Care (EHC) plan and/or have been, or are, in the care of their local authority.



Any individual who started a level 7 apprenticeship before 1 January 2026 will continue to be funded through to completion.

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

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

We see 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 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 EPAs certified with robust quality assurance

Proportionate and streamlined assessment

We focus on what matters to reduce unnecessary burden.

- Practises essential competences
- Eliminates duplication of knowledge, skills, and behaviours
- Broad provision and pathways enhance efficiency
- Reduces cost 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 98% 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 98% achievement rate
- Delivers high-quality outcomes

Award winning excellence

100% 90%



Practical leadership Real world results

April 2026

ILM by City & Guilds

Why leadership development matters now

- Expectations from learners and employers remain high
- Funding, policy and delivery models continue to shift
- Organisations still need confident, capable leaders
- Demand for trusted, recognised development is growing

ILM's role: structure, quality and assurance - whatever the route.



ILM Qualifications

A trusted framework for leadership progression

Levels 2–7 - from aspiring managers to strategic leaders

Practical, work-based and employer-led

**01**

Practical, work-based development

Learning embedded in day-to-day work, not separate from it.

02

Clear progression from aspiring to strategic

Structured routes from Level 2 foundations to Level 7 strategic leadership.

03

Skills-focused routes

Portfolio based assessment – using real workplace evidence.

04

Recognised quality mark

For learners, employers and regulators — a globally-trusted C&G-backed standard.

Become an ILM approved centre **OR** access through our approved provider network

Supports organisations blending or replacing apprenticeship pathways

ILM Qualifications

A trusted approach to coaching and mentoring

Levels 2, 3, 5 & 7 - from first line managers to senior leaders and HR/OD professionals

Practical, work-based and employer-led

01**Practical, work-based development**

Learning embedded in day-to-day work, not separate from it.

02**Clear progression from first line managers to senior leaders**

Structured routes from Level 2 foundations to Level 7 strategic leadership.

03**Skills-focused routes**

Assignment, portfolio and reflective journal assessment – using real workplace evidence.

04**European Mentoring & Coaching Council Membership**

Discount off membership with EMCC.

Become an ILM approved centre **OR** access through our approved provider network

Supports organisations build a coaching and mentoring culture to improve performance and productivity

ILM Assessment

Independent, fully outsourced assessment

Robust evidence of learner progression – without having to train or manage your own assessors

- No need to train or manage internal assessors
- Consistent, professional, independent verification
- Frees internal resource to focus on learning delivery
- Strengthens quality without adding operational burden



Robust assessment, delivered by ILM

ILM Assured Services

Credibility for employer-designed learning

A global benchmark that validates the quality of your bespoke programmes - without the overhead and need to meet the requirements of a full qualification.

- ILM certification and dual branded digital credentials
- External quality assurance
- Recognition without full qualification delivery
- Builds confidence for participants and stakeholders
- Increasingly valuable as funded routes narrow

Turns in-house learning into a credible, assured proposition.



i-l-m.com/recognition-services/ilm-assured



ILM Skills Workshops

Fast, focussed capability building

Short, modular workshops aligned to employer need - cost-effective when time and budgets are tight.

- Practical, scalable and easy to deliver
- Cost-effective when time and budgets are tight
- Ideal for targeted upskilling in a changing landscape

Workshop topics

Coaching

Resilience

Storytelling

Change

Performance

Influencing

Hybrid Teams

Presentations

Uncertainty



<https://www.i-l-m.com/recognition-services/ready-to-run-skills-workshops>



Training Consultancy

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

Flexible partnership — from one-off projects to ongoing support

- Leadership 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

ILM by City & Guilds

One integrated offer

● **QUALIFICATIONS**

Structured progression, Levels 2–7

For aspiring, in-role and strategic leaders.

● **ASSURED**

Independent mark for internal programmes

Credibility without full qualification delivery.

● **SKILLS WORKSHOPS**

Rapid, targeted capability building

Short, modular, employer-aligned formats.

● **TRAINING CONSULTANCY**

Flexible, targeted support to help you build internal training capability

From strategic workforce planning to training evaluation and impact measurement - helping you to build in-house capability and maximise your investment in leadership development

Flexible solutions for modern workforce development

Q&A

Join our *Employer Community*



Monthly Insights Newsletter

- ✓ Policy announcements
- ✓ Upcoming events
- ✓ Skills insights



Podcast Series

- ✓ Voice for Skills - Employers

[Click here to listen](#)



Upcoming Events

- ✓ Monthly Employer L&D Events to share insights and ideas



Keep in Touch

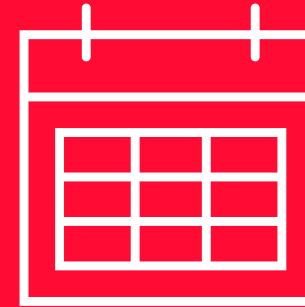
- ✓ Email us to ensure you receive the latest updates or to arrange a **skills conversation**

gemma.edwards@cityandguilds.com

joe.bell@cityandguilds.com

sarah.turner@cityandguilds.com

City & Guilds Employer Community *Events*



To enquire about any of these events or speak to us about skills contact:

Joe.bell@cityandguilds.com

Sarah.turner@cityandguilds.com

Gemma.Edwards@cityandguilds.com

- 29th April **L&D Connect and Collaborate – Skills Based Organisations** (London) **Book [here](#)**
- 17th June **City & Guilds and 5% Club – Skills Connect** (Manchester) **Book [here](#)**

We would like to say

Thank you