

The Rt Hon Rachel Reeves MP
Chancellor of the Exchequer
HM Treasury

11 December 2024

[Sent via email cc: The Rt Hon Bridget Philipson MP, Secretary of State for Education; The Rt Hon Baroness Smith of Malvern, Minister for Skills; The Rt Hon Wes Streeting MP, Secretary of State for Health; The Rt Hon Jonathan Reynolds, Secretary of State for Business and Trade; The Rt Hon Angela Rayner MP, Secretary of State for Housing, Communities and Local Government; The Rt Hon Lisa Nandy MP, Secretary of State for Culture, Media and Sport; and Richard Pennycook CBE, Interim Chair of Skills England]

Dear Chancellor,

RE: The defunding of level 7 apprenticeships

We are a group of 600+ employers, training providers, industry professionals and apprentices concerned about the impact of plans to defund level 7 apprenticeships on economic growth.

Increases in skill levels and high-skill occupations lead to employment and productivity growth. Level 7 apprenticeships are helping to provide the skills needed for occupations in growth-driving sectors outlined in 'Invest 2035' and to educate and train clinical staff and managers in the NHS.

The OBR forecast shows an approx. £800 million gap in 2024/25 between receipts from employer contributions to the levy and the apprenticeship programme budget - more than three times the cost of level 7 apprenticeships in 2023/24. These receipts should be strategically reinvested into the skills system. **We are calling on you to increase the apprenticeships budget in line with the cost of funding level 7 apprenticeships in growth-driving sectors, high-potential SMEs and public services.**

The first Skills England report makes a compelling case for why we must ensure that more people of *all* ages are fully active in the labour market and qualified throughout their career. This means boosting education and training opportunities for young people, whilst also addressing the need to upskill and retrain people already in the workforce, who will make up over 71% of jobs in 2035.

Creating the conditions to reverse low business investment in the UK, including the decline in employer expenditure on training, will take time and coordinated effort. In the meantime, delivering on the 'youth guarantee' by shifting and storing-up problems elsewhere in the skills system will not deliver the high-skill, high-productivity workforce the UK needs. The 'kickstarting economic growth' and 'opportunity' missions can and should be mutually reinforcing.

We know the Treasury will want to carefully consider the evidence for a return on investing employers' contributions in this way. Unfortunately, so far, this is a consequential decision that has lacked clarity and transparency. **The Department for Education and Skills England should publish their rationale and evidence-base and then allow the time and process necessary for a range of stakeholders to provide expert analysis.**

We hope you will work with us to look holistically at the potential impacts and unintended consequences of this policy and step-in to prevent it slowing down the growth agenda.

Yours sincerely,

Representative groups

Vanessa Wilson, Chief Executive, **University Alliance**

Dr Mandy Crawford-Lee, Chief Executive, **University Vocational Awards Council**

Dr Brooke Storer-Church, Chief Executive, **GuildHE**

Rachel Hewitt, Chief Executive, **Million Plus**

Jolanta Edwards, Director of Strategy, **London Higher**

Alex Proudfoot, Chief Executive, **Independent Higher Education**

Professor Jackie Dunne, Chair, **Cathedrals Group of Universities**

Robert West, Head of Education & Skills, **The CBI**

Steve Brambley, Chief Executive, **GAMBICA**

Professor Malcolm Skingle CBE, Chair, **Science Industry Partnership**

Muyiwa Oki, President, **Royal Institute of British Architects (RIBA)**

Dr Victoria Hills, Chief Executive, **Royal Town Planning Institute**

Brian Heppenstall, Education and Careers Manager, **Chartered Institute of Ecology and Environmental Management**

Samantha French, Group Training Officer, **TunnelSkills** (Trailblazer member)

John Chambers, Chief Executive, **Archives and Records Association (UK and Ireland)**

Jo Cornish, Chief Development Officer, **Chartered Institute of Library and Information Professionals**

Jo Townshend, Director, **London Contemporary Visual Arts Network**

Sandra Booth, Director of Policy and External Relations, **Council for Higher Education Art and Design**

Petra Wilton, Director of Policy and External Affairs, **Chartered Management Institute**

Flora Hamilton, Chief Executive, **Chartered Association of Business Schools**

Employers, training providers and industry professionals

Health, social care and life sciences sectors

Karen Uttley, Deputy Chief People Officer, **Ashford and St Peters Hospitals NHS Foundation Trust**

Dr Kevin Foreman, Education Facilitator, **BaNES, Swindon & Wiltshire Primary Care Training Hub** (Training Hub Lead for Apprenticeships and Advanced Practice)

Dr Mohamed Elkhoul, Clinical Support Services Divisional Manager, **Barts Health NHS Trust**

Rachael Daley, Professional Development Nurse, **Barts Health NHS Trust**

Lori Wells, Professional Lead Physiotherapist, **Bedfordshire Hospitals NHS Foundation Trust**

Linda Guthrie, Learning and Organisational Development Manager, **Brainkind**

Carole Dale, IUC Lead Clinical Practitioner, **BrisDoc Healthcare Services**

Kerri Magnus, Education & Development Lead, **Bristol, North Somerset & South Gloucestershire (BNSSG) Primary Care Training Hub** (Advanced Practice Lead for BNSSG General Practice)

Jan Marote, Deputy Director of Education, **Buckinghamshire Healthcare NHS Trust** (Head of Faculty of Nursing, Buckinghamshire Health & Social Care Academy)

Catherine Martin, Head of People, **Caring Homes Group**

Vongai Makombe, Care Manager, **Cherish Social Care**

Deborah Beattie, Trust Lead for Therapy and Wellbeing, **Compass Learning Partnership**

Maria Berry, Learning and Apprenticeship Manager, **Dartford and Gravesham NHS Trust**

Catherine Johns, Practice Education Facilitator, **Dorset County Hospital NHS Foundation Trust**

Leah O'Beirne, Apprenticeship Lead, **Dorset County Hospital NHS Foundation Trust** (Former apprentice)

Rachel Christian-Edwards, Allied Health Professional Lead, **Dorset HealthCare University NHS Foundation Trust**

Dawn Urquhart, Assistant Director Medical Education, **East Sussex Healthcare NHS Trust**

Ruth Sanderson, Apprentice Lead, **East and North Hertfordshire NHS Trust**

Rebecca Pulford, Director of Nursing, **Essex Partnership University NHS Foundation Trust**

Dr Annette Thomas-Gregory, Director of Education and Learning Development, **Essex Partnership University NHS Foundation Trust**

Chris Wood, Product Specialist – Laboratory, **ESSLAB Ltd** (Degree Apprentice Mentor)

Jon Ota, Chief Nurse, **First Community Health and Care**

Frances Wells, Senior Manager Recruitment (EMEA), **Fortrea: Clinical Research Organisation**

Thea Tickner, Advanced Nurse Practitioner, **Frimley Health NHS Foundation Trust**

Leah Mauck, Practice Development Lead for AHPs, **Frimley Health NHS Foundation Trust**

Rachael Bish, Apprenticeship and Widening Participation Lead, **Gloucestershire Health and Care NHS Foundation Trust**

Johanna Sundercombe, Trust Lead for Advanced Practice, **Gloucestershire Hospitals NHS Foundation Trust**

Susan Durrell MBE, Consultant Physiotherapist, **Gloucestershire Hospitals NHS Foundation Trust** (Education Supervisor and One Gloucestershire Advanced Practice Lead)

Jemma Baker, Advanced Practitioner, **Gloucestershire Hospitals NHS Foundation Trust**

Joanna Slater, Head of Academic Education, **Great Ormond Street Hospital Learning Academy**

Vicky Nash, Associate Director of Education, **Great Ormond Street Hospital for Children NHS Foundation Trust**

Andreas Marcou, Associate Director Organisation and Employee Development, **Great Ormond Street Hospital for Children NHS Foundation Trust**

Jesse Manget, Lead Practice Educator for Clinical Apprenticeships, **Great Ormond Street Hospital for Children NHS Foundation Trust**

Mariesa Taylor-Allkins, Lead Practice Educator - Advancing Practice **Great Ormond Street Hospital for Children NHS Foundation Trust** (Paediatric Sonographer)

Joanne E Broadhurst, Nurse Practice Educator - Paediatric ICU, **Great Ormond Street Hospital for Children NHS Foundation Trust**

Gemma Buck, Apprenticeship Programme Manager, **CVS (UK) Ltd** (Trailblazer Chair and Trailblazer member)

Lucy Moxham, Lead Advanced Clinical Practitioner for Acute Medicine/Advanced Practice Corporate Professional Lead, **Great Western Hospital**

Sheila Viterbo, Advanced Clinical Practitioner, **Great Western Hospital**

Nicola Green, Head of Learning & Organisational Development, **Great Western Hospitals NHS Foundation Trust**

Maisy Lane, Talent Partner, **Guy's & St Thomas' NHS Foundation Trust**

Eamonn Swanton, Managing Director, **Heales Health Services Ltd**

Ross Cobley, Finance Controller, **Health Partners Group**

Jon Ibbitson, Service Development Manager, **Healthcare Homes**

Claire Nicholls MCIPD, HR Manager, **Hinckley and Bosworth Medical Alliance Ltd**

Diana Comerford, Deputy Head of People Development, **Homerton Healthcare**

Joanne Fisher, Apprentice Lead, **Homerton Healthcare**

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Melinda Morgan, Head of HR and Social Value, **IQVIA**

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Alice Long, Apprenticeship Lead, **Lewisham and Greenwich NHS Trust**

Olivia Woolcott, Graduate Management Trainee, **Lewisham and Greenwich Trust**

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Eleanor Harris, Clinical and Operations Director, **Magic Words Therapy**

Anna Neary, Head of Education and Clinical Development, **Medvivo** (Consultant Practitioner)

Steve Faulkner, Enhanced Clinical Practitioner, **Medvivo** (Paramedic)

Hannah Stewart, Head of Orthoptic and Optometry Services, **NHS**

Amy Witt, Advanced Clinical Practitioner, **NHS** (Former apprentice)

Rachael Corser, Chief Nursing Officer, **NHS Buckinghamshire, Oxfordshire and Berkshire West Integrated Care Board**

Dan Hoare, Workforce Planning Lead, **NHS Somerset ICB**

Julie Butler, Senior AHP Project Manager, **NHS Sussex**

Hannah Stawrowski, Head of Apprenticeships, **North Bristol NHS Trust**

Dee Nagle, Maternity Matron, **North Middlesex Hospital**

Michael Lomas, Apprenticeship Business Manager, **Northamptonshire NHS Foundation Trust**

Jonathan Walmsley, Information Governance Manager, **Northumbria NHS Foundation Trust**

Debbie Morris, Apprenticeship Programme Lead, **Nottinghamshire NHS Foundation Trust**

Britta Klinck, Chief Nursing Officer, **Oxford Health NHS Foundation Trust**

Rebecca Elsworth, Head of Learning and Development, **Oxford Health NHS Foundation Trust**

Tracy McAteer, Head of Operations, **Oxford Health NHS Foundation Trust** (Former apprentice)

Amara Collins-Oke, Director of Non-Medical Education, **Oxford University Hospitals NHS Foundation Trust**

Michelle Taylor-Siddons, Associate Director of Pharmacy, **Oxford University Hospitals NHS Foundation Trust**

Charlotte Tickle, Consultant Nurse Practitioner, **Oxford University Hospitals NHS Foundation Trust**
(ACP Apprenticeship Supervisor)

Lydia White, IBD Consultant Nurse, Oxford University Hospitals, **Oxford University Hospitals NHS Foundation Trust**

Maggie Grainger, Head of Nursing for Education and Development, **Oxleas NHS Foundation Trust**

Sarah Tucker, Clinical Lead Nurse, **Pembroke Road Surgery** (Former apprentice)

Alison Walker-Smith, Apprenticeship Manager, **Pennine Care NHS Foundation Trust**

Kerrie Heath, Career Development Specialist, **Priory Group** (Former apprentice, Trailblazer member and AAN Multi Region Employer Member)

Helen Edmunds, Chief People Officer, **Queen Victoria Hospital** (Former apprentice)

Dr Tom Willgoss, Data Sciences Site Head, **Roche Products Ltd**

Steve Sharpe, Practice Manager, **Rothschild House Group**

Lucy H H Parker, Interim R&D Director, **Royal Free London NHS Foundation Trust**

Paul Marijetic, Head of Apprenticeships, **Royal Free London NHS Foundation Trust**

Annette Preece, Apprenticeship Officer, **Royal Surrey Foundation Trust**

Isabel Brookes, Career Progression & Apprenticeship Lead, **Royal Surrey NHS Foundation Trust**

Jessica Creaghan, Biomedical Scientist, **Sheffield Teaching Hospitals NHS Foundation Trust**
(Former apprentice)

Carolyn Harris-Knowles, Apprenticeship and Work Experience Lead, **Sherwood Forest Hospitals**
(Registered Nurse and former apprentice)

Karen Gleave, Learning and Development, **Sirona Care & Health**

Sian Sykes, Advanced Clinical Lead Frailty, **Sirona Care & Health** (Former apprentice)

Catherine Hayden, Advanced Practice and Allied Health Professional Education Lead, **Somerset Training Hub** (Paramedic Practitioner- General Practice)

Dan Fawkes, Head of Organisational Learning and Improvement, **South Tees NHS Foundation Trust** (Former apprentice)

Adrienne Clark, Apprenticeship Manager, **South Tyneside & NHS Foundation Trust**

Ross Bate, Head of Advanced Practice, **South Western Ambulance NHS Foundation Trust**

Jemma Lenton, Education and Training Lead, **South Yorkshire and Bassetlaw Pathology**

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Elizabeth Nyawade, Chief People Officer, **Surrey and Sussex NHS Trust**

Caroline Julien, Chief People Officer, **Sussex Community NHS Foundation Trust**

Teresa Barker, Chief Nursing Officer, **Sussex Partnership NHS Foundation Trust**

Funmi Onamusi, Chief People Officer, **Sussex Partnership NHS Foundation Trust**

Dr Anita Green, Director of Nursing Research, Education and Development, **Sussex Partnership NHS Foundation Trust**

Dawn Jackson, Apprenticeship Advisor, **Tees, Esk and Wear Valleys NHS Foundation Trust**

Joseph Royle, Architect, **TTSP** (Trailblazer member)

Dr Sarah Dexter-Smith, Joint Executive Director of People and Culture, **Tees, Esk and Wear Valleys NHS Foundation Trust**

Louise White, Acute Therapies Lead, **The Great Western Hospital**

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Hashim Din, Head of OD, Wellbeing and Inclusion, **The Rotherham Foundation Hospital Trust**
(Former apprentice)

Graham Travis, Apprenticeship Manager, **The Rotherham NHS Foundation Trust**

Jean Scrase, Associate Director Learning and Workforce Development, **United Hospitals Bristol and Weston**

Esther Kuria, Nurse Consultant Gynaecology, **University College London Hospitals NHS Foundation Trust**

Christopher Smalley, Associate Director Advanced Practice, **University Hospital Derby & Burton**

Dr Deborah Lane, Associate Director Allied Health Professions and Healthcare Science, **University Hospitals Dorset NHS Foundation Trust**

Lisa McManus, Associate Director of Education, **University Hospitals Dorset NHS Foundation Trust**

Amanda Docksey, Careers and Apprenticeships Lead, **University Hospitals Dorset NHS Foundation Trust**

Karina Parish, Paediatric Therapy Service Lead, **University Hospitals Dorset NHS Foundation Trust**

Lucy Fairchild, Joint Lead ACP for Surgery, **University Hospital Southampton NHS Foundation Trust**

Daniel Reeve, T/ACP Critical Care Outreach, **University Hospital Southampton NHS Foundation Trust**

Joseph Middleton, Advanced Practitioner in Geriatric Emergency Medicine, **University Hospitals Bristol and Weston NHS Foundation Trust**

Matthew Wensley, Advanced Practice Strategic Lead, **University Hospitals of Leicester NHS Trust**

Aysha Kent, Education & Future Workforce Manager, **University Hospitals of North Midlands** (West Midlands Apprenticeship Ambassador)

Zoe Oram, AHP Education Lead, **University Hospital Southampton NHS Foundation Trust**

Stephanie Davey, Practice Education Facilitator, **West Hertfordshire Hospitals NHS Trust**

Hannah Francis, Apprenticeship Advisor, **Whittington Health NHS Trust**

Nola Asare, Head of Talent & Development, **Whittington Health NHS Trust**

Claire James, Community ACP, **Wye Valley NHS Trust** (Former apprentice)

Emma George, Assistant Chief Nurse, **York and Scarborough Hospitals**

Engineering, construction and the built environment sectors

Leah Bingham-Frost, Project Architect, **24/Three** (Assistant Professor at University of Nottingham)

Lee Richardson, Operations Director and Architect, **3BM Limited**

Joe Scott, Contracts Director, **ACS Professionals in Construction Ltd** (Former apprentice)

Sarah Hodgins, Early Careers Talent Manager, **AECOM** (Trade and Agriculture Commission member)

Ian Pollard, Senior Architect, **Allford Hall Monaghan Morris** (Apprenticeship Coordinator)

Michelle Price, Architect, **Allford Hall Monaghan Morris** (Trailblazer member)

Rosy Jones, Architect, **Allford Hall Monaghan Morris** (Apprenticeship Coordinator)

Wiktorja Skarbek, Architect, **Allford Hall Monaghan Morris** (Former apprentice)

Bethan Dix, Architect, **Allford Hall Monaghan Morris**, (Former apprentice)

Santiago Wagner Velez, Architectural Assistant, **Allford Hall Monaghan Morris**

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Maria Glynn, Associate, HR Projects Manager, **BDP** (Trailblazer member and Trade and Agriculture Commission member)

Cate Anthony, Assistant Professor, **British Tunnelling Society** (Trailblazer member)

Robert L Ibell, Past Chair, **British Tunnelling Society** (Trailblazer member and Chair of CITB Technical Reference Group)

Jordan Collins, Architect, **BPTW** (Former apprentice)

Paul Mapstone, Director, **BRL Design Group Ltd**

Dr Eyre Hover, Principal Engineering Consultant, **CECL Global** (Co-Chair of Trailblazer Group for Level 7 Tunnel Engineer)

Mark Kelly, UK Planning & Permitting Officer, **Cemex UK Operations Ltd**

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Paul Rogers, Director and Senior Architect, **CMS Architects Ltd**

Sotirios Psomas, Director, **COWI** (Trailblazer member)

Zoe Wainwright, Architect, **Croudace Homes**

Duncan Cryer, Architect and Director, **Cryer & Coe Architects**

Russell Patmore, Truck Sales Director, **DAF Trucks Limited**

Joanna Middleton, Head of Talent Acquisition, **Dalcour Maclaren**

Mark Longworth, Director, **DP Architects**

Craig Watt, Director, **Dyer & Butler Ltd** (Former apprentice)

Sumita Singha OBE, Chartered Architect, **Ecologic Architects** (RIBA Board member for Education)

Russell Wilks, Director, **Eric Cole Ltd**

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Peter Garstecki, Education Manager and Associate Partner, **Foster + Partners** (Chair of the Architecture Trailblazer)

Jack Rankin, Architect, **Foster + Partners** (Former apprentice)

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Alan Hooper, Managing Director, **HAP Architects**

Chris Wren-Foster, Associate, **HAP Architects**

Nigel Ostime, Consultant, **Hawkins Brown Architecture Ltd**

Holly Stringer, Learning and Development Coordinator, **Heatherwick Studio**

Mark Ellson, Director, **Holmes Miller**

Julian Webber, Head of Talent, **HORIBA MIRA Ltd**

Roxane Baillet, Architect, **Hugh Broughton Architects** (Former apprentice)

Jake Bennett, Associate Director of Ground Engineering, **Jacobs**

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Evie Barratt, Principal Engineering Geologist, **Jacobs**

Daniel Wadsworth, Director, **Jessop and Cook Architects**

Ben Swann, VP & General Manager, **L3Harris Commercial Aviation Training Systems**

Valerie Owen OBE, Managing Director, **Le Vaillant Owen Consultancy Ltd** (Past Chair RIBA London Region)

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Stephen Atkins, Director, **Lyons Sleeman Hoare Architects**

Jonathan Adams, Director, **Lyons Sleeman Hoare Architects**

Andrew Ryder, Senior Architect, **Lyons Sleeman Hoare Architects**

Adam Harris, Architect, **Lyons Sleeman Hoare Architects**

Sue Spencer, HR Manager **Lyons Sleeman Hoare Architects**

Simon Pocock, L&D Consultant, **Marshalls plc**

Matthew Poore, Architect, **Method Studio Architecture Ltd** (Teaching Fellow at University of Lincoln)

Katrina Haberfield, Project Architect, **MJ Architects**

Paul Siniecki, Strategic Labour Needs and Training Manager, **MTR Elizabeth Line** (Trailblazer member)

Simon Baker, Director/Owner, **Nash Baker Architects**

Nick Carroll, Managing Director, **Nick Carroll Architects**

Kelly Kibler, Head of Learning & Performance, **Octavius Infrastructure Ltd** (Trailblazer member)

Geoffrey M Hughes, Learning and Development Business Partner, **Pick Everard** (Former apprentice)

Lucy Powers, Director and Co-Owner, **PowersUK Ltd** (Co-chair of the L3/L6/L7 Geospatial Apprenticeships Employer Trailblazer Group)

Graham Blackburn, Partner – Architect, **Ridge & Partners**

Jon Carter, Partner – Architect, **Ridge & Partners**

Nick Stafford, Partner – Architect, **Ridge & Partners**

Victoria Deal, Head of Talent Acquisition and Future Talent, **Ridge & Partners**

Jessica Jordan, Head of People and Talent, **Ridge & Partners**

Maddie Eisenstadt, Future Talent Lead, **Ridge & Partners**

Frances Cole, Architect - Associate, **Ridge & Partners** (Architectural Apprenticeship Coordinator)

Lucy Collins-Haest, Senior Architect, **Ridge & Partners**

Nicholas Hughes, Senior Associate Architect, **Ridge & Partners**

Christopher Machin, Architect, **Ridge & Partners** (Student mentor)

Robert Allerton, Architect, **Robert Allerton Architects**

James Lock, Architect, **Roderick James Architects**

Kayleigh Creighton, Senior Architect, **Ryder Architecture**

Sean Scully, Managing Director, **Ryebridge Construction**

Helen Taylor, Director of Practice, **Scott Brownrigg** (Trailblazer sub-lead)

Dagmar Binsted, Associate Architect, **Scott Brownrigg** (Trailblazer founding member)

Rachel Hain, Associate Architect, **Scott Brownrigg**

Joanna Koning, Architect, **Scott Brownrigg** (Former apprentice)

Jack Taafe, Architect, **Scott Brownrigg** (Former apprentice)

Ross McWatt, Project Director, **Scott Brownrigg**

Rob Cullen, Project Director, **Scott Brownrigg**

Dean Mulligan, Engineer, Tunnels & Civils, **SCS Railways - HS2** (Trailblazer co-chair)

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Christine Copus, Practice Manager, **Spratley & Partners**

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Ashley Scott, Architect, **Stride Treglown Ltd** (Former apprentice)

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Eleanor Stamp, Architect, **TMV Architects**

Mary Harding, Learning and Development Advisor, **Troup Bywaters + Anders LLP** (Trailblazer member)

Laura Gerada, Director, **Williams-Architects**

Rupert Wolstenholme, Director, **Wolstenholme Ltd**

Louise Beamish, Director, Acoustics, **WSP** (Trailblazer Chair for Environmental Practitioner Degree Apprenticeship)

Nick McGough, Director & Architect, **WW+P Architects**

Edward Locke, Careers Manager, **YTL Group UK** (Trailblazer member)

Andrew Galbraith, Engineering Director, **Zenith SAS Ltd**

Manufacturing

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Richard Day, Managing Director, **Essex Scientific Laboratory Supplies Limited**
Neil Abbott, Director, **GSS Piling Limited**
Dr David Stewart, Chair of Professional Standards and Development Board, **Institute of Materials, Minerals and Mining**
Andrew Marchant, Early Careers Programmes Lead, **MBDA UK Limited**
Nina Cooke, VP for HR, **Megger Group Limited**
Marie Jones, HR Manager, **Parker Hannifin Manufacturing Ltd**
Phil Abbott, Technical Director, **Reach Separations**
Mike Bottomley, Regional Operations Manager, **Rubix UK Ltd**
Michael Larkins, HR Business Partner, **Spectrum Control**
Philip Langley, Strategic Development, **ZF Automotive UK Limited**

Digital

Sam Blount, Head of Operations, **Advancing Analytics Limited**
Amelia Whitlock, HR Business Partner, **Festo**
Andre Wang, CEO, **Moonbility**
Peter Myers, Director, **Smith Myers Communications Ltd** (Former apprentice)
Carl Andersen, Head of Learning and Development, **Viasat** (Former Trailblazer member)

Creative and cultural industries

Peter Taylor, Head of Operations, **BBC Studios** (Trailblazer member and Chair of Apprenticeship panel for Outside Broadcast Engineers)
Emma Sullivan, Learning and Development Librarian, **Bodleian Libraries, University of Oxford** (Trailblazer Co-Chair for Level 7 Library, Information and Knowledge Management Professional)
Laura How, Chief Operating Officer, **Bodleian Libraries, University of Oxford**
Anna Franca, Head of Collections and Archives, **Edge Hill University**
Amy Smith, Global Director, Recruitment & Outreach, **Framestore** (Trailblazer Chair for Visual Effects)
Andrew Preater, Director of Library Services, **Goldsmiths, University of London** (Trailblazer member for Library, Information and Knowledge Management Professional)
Krystal Vittles, Deputy Chief Executive Officer, **Suffolk Libraries IPS Ltd** (Trailblazer member)
Mark Slater, Managing Director, **WWA Studios**

Local government

Mary Abraham, Head of HR and Equalities, **Amber Valley Borough Council**
Andrea Rolfe, OD Manager, **Barnet Council**
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Jo Lowe, Talent Advisor, **Bournemouth, Christchurch and Poole Council**
Karen Arnold, Apprenticeship & Development Coordinator, **Buckinghamshire Council**
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Daniel Turner, Workforce Development Officer, **Doncaster Council**
Jo Gage, OD & Engagement Manager, **Folkestone & Hythe District Council**
Carolyn Williamson, Chief Executive, **Hampshire Council**
Alistair Hines, Head of School Age Statutory SEND, **Hertfordshire County Council**
Emma Parkes, Head of Development and Building Control, **Horsham District Council**
Madu Ramnauth, Apprenticeship Lead, **London Borough of Barnet**
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Louisa Facchino-Stack, Design and Conservation Team Leader, **London Borough of Hounslow**

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Matt Blades, Director Economy, Culture & Skills, **London Borough of Lambeth**

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Alex Hemming, Senior Planning Officer, **South Gloucestershire Council**

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Molly Beswetherick, HR Assistant, **St Albans City and District Council** (Former apprentice)

Wendy Newton-May, Learning and Development Officer, **Wealden District Council**

Wendy Canham, Head of Service, HR & OD, **West Suffolk Council** (Former apprentice)

Kathryn Partington, OD Consultant (Apprenticeship), **Wiltshire Council** (Former apprentice)

Education sector and training providers

Rebecca Philbrook, Head of Higher Education and Professional Studies, **Abingdon and Witney College**

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Lee George, Group Reporting Manager, **Activate Learning**

Professor Jackie Kelly, Pro Vice Chancellor and Dean, Faculty of Health, Medicine and Social Care, **Anglia Ruskin University**

Cliona O'Dunlaing, Dean of ARU School of Apprenticeships, **Anglia Ruskin University**

Sarah Elsegood, Academic Services Manager, **Anglia Ruskin University** (Former CILIP Pathways End Point Assessor)

Sarah Calder, Associate Professor and Director of ARU Law Clinic, **Anglia Ruskin University**

Caroline Allison, Senior Lecturer, **Anglia Ruskin University** (Barrister)

Sohinipreet Kaur Alg-Nijjar, Senior Lecturer in Law, **Anglia Ruskin University** (Solicitor)

Professor Rohan Kariyawasam, Professor of Law & Technology, **Anglia Ruskin University**

Pauline Hall, Senior Lecturer, **Anglia Ruskin University**

Catriona Walker, Senior Lecturer, **Anglia Ruskin University**

Kari Morley, Subject Librarian, **Anglia Ruskin University**

Stewart Hunt, Director, **Apex 360 Ltd**

Dr Sarah Pittaway, Director of Library & Learning Resources, **Birmingham City University**

Jane Fletcher, Head of Apprenticeships, **Bishop Grosseteste University**

Hermione Penny, Senior Programme Partnership Manager, **Blueprint for All**

Ewan Tuohy, Head of Income Generation, **Blueprint for All**

Alex Morrison, Reporting and Compliance Manager, **Buckinghamshire New University**

Priti Kharbanda, Head of Apprenticeships, **Buckinghamshire New University**

Lucy Charge, School Business Manager, **Colnbrook School** (Former Apprentice)

Aidan Friend, Associate Pro-Vice-Chancellor, **Coventry University** (CEO of Better Futures Apprenticeships)

Phil Stittle, Executive Director - Strategic Growth, **Eastern Education Group**

Emma Jones, NHS Apprenticeship Coordinator, **Eastern Education Group and Suffolk and North East Essex Training Hub**

Dr Claire Nadaf, Head of Academic Enterprise and Engagement, **Health Sciences University**

Duncan Sharp, Dean of the School of Health, **Leeds Beckett University**

Professor Charles Egbu, Vice Chancellor, **Leeds Trinity University**

Professor Darryll Bravenboer, Director of Apprenticeships, **Middlesex University** (Co-chair of the Higher Education Employer Trailblazer Group)

Paul Wright, Director, **Moore Networking**

Dr Alistair Bowden, SLHA Programme Leader, **Newcastle Business School**

Professor Christopher Paul Day, Vice-Chancellor, **Newcastle University**

Professor René Koglbauer, Dean of Lifelong Learning and Professional Practice, **Newcastle University** (Advisory Board Member at Lifelong Education Institute)

Dr Julie Derbyshire, Head of Apprenticeships, **Northumbria University**

Jen Menzies, Assistant Professor, **Northumbria University**

Dr Kate Ringham, Associate Dean, Professional Education and Business Engagement, **Oxford Brookes Business School**

Gordana Collier, Head of School of Engineering, Computing and Mathematics, **Oxford Brookes University** (Professional body accreditor)

Quintijn Vermeulen, Head of UK Partnerships and Apprenticeships, **Oxford Brookes University** (Former apprentice)

Professor Dave Valler, Professor of Spatial Planning, **Oxford Brookes University**

Rachel Skittrall, Principal Lecturer and Programme Lead, **Oxford Brookes University**

Ian Hilton, Information Security Officer, **Queen Mary University of London** (Former apprentice)

Liyanage Wickramasekara, Information Security Officer, **Queen Mary University of London** (Former apprentice)

Philip Marsh, CEO, **S&B Automotive Academy**

Clare Vertigen, Managing Director, **South West Apprenticeship Company Ltd**

Dr Ann French, Dean School of Health and Life Science, **Teesside University**

Dr Gareth Neighbour, Academic, **The Open University** (Industrial Consultant)

Helen Marshall, Practice Tutor, **The Open University**

Ania de Berg, Director of Apprenticeships, **The University of Manchester**

Jasmine Morassi, Apprenticeships Manager, **The University of Oxford** (Former apprentice and Apprentice Ambassador for the South East Apprenticeship Ambassador Network)

Joanna Trendall, Operations Manager, **The Working Knowledge Group Ltd**

Nazia Shabbir, Senior Manager, **Treehouse Nursery**

Louise Wood, Head of Digital Disruption, **University Academy 92**

Aaron Saxton, Director of Disruptive Learning, **University Academy 92** (Apprenticeship Ambassador)

Dr Nick Mapletoft, Principal & CEO, **University Centre Quayside**

Michelle Elliott, Vice Principal, **University Centre Quayside**

Stuart Cameron, Managing Director, **University Centre Quayside**

Tara Henderson, Head of Policy and Governance, **University Centre Quayside**

Professor Michele Russell, Director of Education, **University College London** (Former Trailblazer member for Academic Practice and Nursing)

Professor Norbert Pachler, UCL Lead: Degree Apprenticeships, **University College London**

Professor Rashmi Mathew, Programme Director, **University College London** (Consultant Ophthalmologist)

Dr Madiha Shaikh, Associate Professor, **University College London** (Consultant Clinical Psychologist)

Dr Ciarán O'Driscoll, Programme Director: MSc Clinical Associate in Psychology (Adult Mental Health) Apprenticeship, **University College London**

Professor Nora Colton, Director and Professor of Leadership and Management for Healthcare, **UCL Global Business School for Health**

Professor Kieren Reed, Professor of Fine Art, **UCL Slade School of Fine Art**

Dr Timothy Rennie MBE, Director of Taught Postgraduate Programmes (Pharmacy), **University of Bath**

Sophia Goodway, Head of Apprenticeships, **University of Brighton**

Regina Everitt, Assistant COO & Director of Library, Archives and Learning Services, **University of East London** (Trailblazer member)

Terri Walsh, Senior Lecturer in Advanced Clinical Practice, **University of Derby**

Professor Kathryn Mitchell CBE DL, Vice-Chancellor and Chief Executive, **University of Derby**

Dr Vikki-Jo Scott, Senior Lecturer and Advanced Clinical Practice Programme Lead and Researcher, **University of Essex**

Claire Cross, Employee Apprenticeships Manager, **University of Essex**

Dan Hallam, Head of Degree Apprenticeships, **University of Exeter** (Former apprentice and Board Member of Devon and Cornwall Training Provider Network)

Professor Jane Harrington, Vice-Chancellor and Chief Executive Officer, **University of Greenwich** (Chair of University Alliance)

Professor Debbie Bartlett, Professor of Environmental Conservation, **University of Greenwich**

Professor Kate Asante, Professor of Skills & Innovation, Director of Lifelong Learning, **University of Hertfordshire**

Tara Bishop, Employee Apprenticeship Lead, **University of Hertfordshire**

Rebecca Jones, Principal Lecturer and Tesco Coach Consultant, **University of Hertfordshire**

Richard Davis, Apprenticeship Manager, **Institution of Civil Engineers** (Trailblazer member and Member of the Technical Apprenticeship Consortium)

Dr Chrysothemis Paraskevopoulou, Associate Professor, **University of Leeds**

Jane Edwards, Degree Apprenticeship Manager, **University of Liverpool**

Lisa Anderson, Library Services Manager, **University of Northampton**

Professor Mark Bradley, Pro-Vice-Chancellor for Education and the Student Experience (Interim) and Professor of Classics, **University of Nottingham**

Liz White, Academic Librarian and Skills Tutor, **University of Staffordshire**

Mark Davies, Deputy Head of Professional Placements, Timetabling & Awards, **University of Sunderland** (Apprentice supervisor)

Maria Parker, Senior Lecturer in Management and Leadership, **University of Sunderland**

Dr Joanne Rush, Senior Lecturer/Programme Leader in Higher Education, **University of Sunderland**

Eleanor Ferguson, Project Support Officer, **University of Sussex**

Andrea Milns, Assistant Academic Support Librarian, **University of the Arts London**

Jackie Chelin, Deputy Director of Library, Careers and Inclusivity **University of the West of England**
(Member and previous chair of two Trailblazer Groups)

Nicola Ford, Co-Programme Lead Advanced Clinical Practice Apprenticeship and Senior Lecturer,
University of the West of England

Lola Cano, Senior Lecturer, **University of the West of England**

Dr Alison Hughes, Programme Lead: District Nursing, **University of the West of England**

Laura Yetton, Programmes Manager, **University of Warwick**

Jackie Whitehouse, Head of Work Based & Professional Learning, **University of Warwick**

Dr Sam Hardy, Director of Flexible and Online Learning, **University of Warwick**

Professor Colin M Eddie, Professor of Practice, **University of Warwick** (Managing Director CECL-
Global and Trailblazer Group member)

Dr Thomas Madsen, Head of Subject in Computing, **University of West London**

Dr Hannah Sam, Senior Lecturer/Course Leader and Sustainability Business Specialist, **University of West London**

Karl Bolton, Senior Lecturer and Course Leader for SLA, **University of West London**

Janet Rowson, Director of Apprenticeships, **University of West London**

Andrew Manton-Maund, Senior Library Services Advisor, **University of Worcester**

Jan Ball-Smith, Interim Head of Academic Affairs, **University of York**

Additional sectors

Emma Gray, Head of HR, **Bidwells** (Former apprentice)

Trish Frettsome, Quality & Funding Manager, **Boots UK** (Trailblazer member)

Ffion Bartley, Global Head of Learning and Development, **Cambridge Consultants**

Steven Ward, Director, Pre-Sales, **Emerson** (Former apprentice)

Lisa Wildman, Director, **Get Set 4 Tennis CIC**

John Farn-Ramsay, Principal Engineer Vehicle Dynamics, **Group Lotus PLC** (Former apprentice)

Serdar Osman, Director, **Handpicked Recruitment Ltd**

Níámh Nichols, Business Change Lead, **Heathrow Airport Limited**

Josh Bambury, Learning and Development Partner, **JCDcaux UK**

Marianne Thomson, Learning and Development Manager, **KRAFT HEINZ**

Therese Taylor, Talent Manager, **Look Ahead Care Support & Housing**

Steve Woodhouse, UK Regional Leader, **Marsh McLennan UK**

Alexandra McNicol, Learning & Development Lead for Delivery Capability, **PA Consulting**

Jennie Gillam, Director, **Red Fish Accountancy Ltd**

Paul Lazarus, Training Development & Coordination, **Saracens RFC**

Martin McDonald, Apprenticeship Lead, **Sodexo**

Kevin Cole, Finance & HR Administration Manager, **Reeves James Limited**

Current apprentices

Health, social care and life sciences sectors

Omotomilola Shitta, Associate Director of Pharmacy, **Barts Health NHS Trust**

Lucie Tulejova, Service Manager Acute Medicine & Older People Services, **Barts Health NHS Trust**

Nicola Tyrrell, Lead Nurse, **Barts Health NHS Trust**

Emma Hoggins, Professional Lead Dietician, **Bedfordshire Hospitals NHS Foundation Trust**

Lincoln Corder, Ward Manager, **Berkshire Healthcare NHS Foundation Trust**

Ornela Mckenzie, Primary Care Network Manager, **Bromley Healthcare**

Motilewa Majekodunmi, Head of Prescribing and Medicines Management, **Bromley Healthcare**

Asia Imedi, Lead Nurse for Surgery, **Chelsea and Westminster NHS Trust**

Mandeep Rauli, Director of Operations and Superintendent, **CW Medicines Ltd**

Stuart Wilcock, Head of Architecture, **Doctor Care Anywhere PLC**

Beata Mancinelli, Apprenticeship Facilitator, **East Suffolk North Essex NHS Foundation Trust**

Carrie Johnson, Practice Nurse, **Fireclay Health**

Sunita Bishwakarma, Lead Dermatology Specialist Nurse, **Frimley Park Hospital**

Elizabeth Halley, Trainee Advanced Clinical Practitioner, **Frithwood Surgery**

Reece Thompson, Assistant Service Line Manager for Urgent and Emergency Care, **Gateshead Health NHS Foundation Trust**

Louise Sor, Medical Education Manager, **Gateshead NHS Foundation Trust**

Rosie Harris, Trainee Advanced Clinical Practitioner, **Gloucestershire Health and Care NHS Foundation Trust**

Pam Klus, Specialist Practitioner District Nurse Student, **Gloucestershire Health and Care NHS Foundation Trust**

Lucy Howard, Senior Community Nurse, **Gloucestershire Health and Care NHS Foundation Trust**

Daniel Powell, Trainee Advanced Clinical Practitioner (Acute medicine), **Gloucestershire Hospitals NHS Foundation Trust**

Abbeygale Watson, Trainee Advanced Practitioner, **Gloucestershire Hospitals NHS Foundation Trust**

Christopher Bruce, Trainee Advanced Clinical Practitioner, **Great Western Hospital NHS Foundation Trust**

Bonnie Collins, Trainee Advanced Clinical Practitioner, **Great Western Hospital NHS Foundation Trust**

Victoria Savory, Trainee Breast Advanced Clinical Practitioner, **Great Western Hospital NHS Foundation Trust**

Lauren Jordan, Trainee Advanced Clinical Practitioner, **Great Western Hospital NHS Foundation Trust**

Cath Kimmins, Trainee Advanced Clinical Practitioner, **Great Western Hospital NHS Foundation Trust**

Temitope Olemu, Trainee Advanced Clinical Practitioner, **Great Western Hospital NHS Foundation Trust**

Philippa Rich, Head of Marketing, **Healthcare Homes**

Elena Alexe, Service Development and Regulations Director, **Homerton Healthcare NHS Foundation Trust**

Alexandra Vekeria, Head of Procurement and Supply Chain, **Homerton Healthcare NHS Foundation Trust**

Nabiah Sohail, Head of Therapies for Children & Young People, **Homerton Healthcare NHS Foundation Trust**

Sukhpreet Singh, Management Trainee, **Lewisham & Greenwich NHS Trust**

Cassandra Jack, Matron, **Lewisham & Greenwich NHS Trust**

Anthony Hemeson, Consultant and Clinical Lead for Paediatric Emergency Medicine, **Lewisham and Greenwich NHS Trust**

Kevin Finlinson, Divisional Director of Operations, **London North West Healthcare Trust**

Nevan McNichol, Research Governance & Operations Manager, **London North West University Healthcare NHS Trust**

Lalaine Joshi, Senior Charge Nurse, **London Northwest University Healthcare NHS Trust**

Praveen Guruvayooappan Namboothiri, Trainee ACP, **London Northwest University Healthcare NHS Trust**

Richard Nendick, Project Manager, **NECS**

Charlene Hales, Head of Nursing Mental Health, **NHS**

James Peirce, Trainee Advanced Clinical Practitioner, **NHS**

Juliette Puddy, Medical Nurse Practitioner, **NHS**

Carolyn Leighton, AHP Clinical Educator, **NHS**

Rebekah Johnson, Trainee Advanced Clinical Practitioner, **NHS Blood and Transplant**

Ephraim Chitenhe, Community Service Manager, **North London Foundation Trust**

Olubukola Ireo, AHP Apprentice and ACP Lead, **North East London NHS Foundation Trust**

Sally Mordi, Designated Clinical Officer, **North Middlesex University Hospital NHS Trust**

Omodele Adebukola Olowokere, Nurse, **North Middlesex University Hospital NHS Trust**

Pauline Myrie-Martin, Practice Development Nurse, **North Middlesex University Hospital NHS Trust**

Sophie Harper, Trainee ACP, **Oxford University Hospitals** (from January 2025)

Ginger Beniston, Head of Quality & Compliance (FCA), **Rethink Mental Illness**

Harry Wells, Data Scientist, **Roche Products Ltd**

Christine Budd, Advanced Clinical Practitioner, Royal Devon University Healthcare **NHS Foundation Trust**

Chinedu Okwu, Quality Governance & Patient Experience Lead for Private Patients Unit, **Royal Free Hospital**

Christina Manderson, Medical Education Manager, **Royal Free London NHS Foundation Trust**

Hannah Packard, Lead Digital Pharmacist, **Royal Free London NHS Foundation Trust**

Marta Sofia Lindo Cardoso, Specialist Biomedical Scientist, **Sheffield Teaching Hospitals NHS Foundation Trust**

Amanda Headford, Trainee Advanced Clinical Practitioner in Long Term Conditions, **Sirona Care & Health**

Alison Haines, Trainee Advanced Clinical Practitioner, **Sirona Care and Health** (Heart Failure Specialist)

Anne Cowie, Trainee ACP, **Somerset NHS Foundation Trust**

Emma Storey, Trainee ACP (Stem Cell Transplant), **Somerset NHS Foundation Trust**

Scott Murray, Principal Orthotist, **South Tees Hospitals NHS Foundation Trust**

Jo Lloyd, Strategic Senior Partner, **South Tees Hospitals NHS Foundation Trust**

Shane Daley, Trainee Advanced Practitioner, **South Western Ambulance Service** (Specialist Paramedic - Urgent and Emergency Care)

Sarah Atkinson, Directorate Manager, **South Tyneside and Sunderland NHS Foundation Trust**

Francisco Yeo, Chief Information & Technology Officer, **The Health Foundation**

Annie Finnis, Assistant Director of Strategy, Planning and Change, **The Health Foundation**

Lauren Nash, Head of Communications, **The Princess Alexandra Hospital NHS Trust**

Scott Penfold, Trainee Paediatric Advanced Clinical Practitioner (Children's Critical Care Outreach), **University Hospital Southampton NHS Foundation Trust**

Clare Hill, Programme Manager, **Waythrough**

Marcia Newman, Project Manager, **West London NHS Trust**

Foluso Ologunbede, RTT Performance Manager, **Whittington Health NHS Trust**

Sophie Love, Trainee ACP, **Wye Valley NHS Trust** (Physiotherapist)

Kaylee Lee, Trainee Surgical ACP, **Wye Valley NHS Trust**
Emma Peters, Elderly Trauma Trainee ACP, **Yeovil District Hospital**
Engineering, construction and the built environment sectors
Joshua George, Architectural Assistant, **Allford Hall Monaghan Morris**
Drzislav Drazic, Architectural Assistant, **Allford Hall Monaghan Morris**
Eric Chan, Architectural Assistant, **Allford Hall Monaghan Morris**
Marko Sherstylo, Architectural Assistant, **Allford Hall Monaghan Morris**
Hannah Mehr, Apprentice Data Scientist, **Arup** (Member of the Association of Apprentices Council)
Katy Claridge, Architect Apprentice, **Associated Architects** (Founder of HiBarn Apprentices)
Rachel Levy, Architectural Assistant, **AtkinsRealis**
Martin Bignell, Architectural Assistant, **BoonBrown**
Sofia Margarita Rondon Morocoima, Architectural Apprentice, **BDP**
Heleina Kanabar, Architectural Designer, **BM3**
Carlos Gomes, Architectural Apprentice, **Bond Bryan**
Tyler Scott, Architectural Assistant, **CMS Architects**
Jamie Francis, Planning Officer, **Dorset Council**
Dan Barchus, Senior SHW Advisor, **EKFB**
Louise Harvey, Quality Manager, **Enshore Subsea**
Edward Goodridge, Architectural Apprentice, **HAP Architects**
Jacob Frost, Architectural Assistant, **Harris McCormack Architects**
Tsitsi Masanga, Team Manager, **HCC**
George Beer, Architectural Assistant, **HTA Design LLP**
Sofia Coviello, Architectural Assistant, **IMA Architects**
Bird Root, Architectural Assistant, **cube_design**
Michael Nash, Principal Systems Engineer, **Leonardo UK**
Hanna Lowson, Consultant Planner, **LUC**
Holly Gray, Architectural Apprentice, **Lyons Sleeman Hoare Architects**
Aimie Cheetham, Architect Apprentice, **Lyons Sleeman Hoare Architects**
Thomas Crudgington, Architectural Assistant, **Method Studio Architecture**
Sian Nield, Architectural Assistant, **Nick Carroll Architects**
Alice Woodward, Architectural Designer, **Noma**
Lauren Swift, Architectural Apprentice, **Strom Architects**
Aye Marie Conteh, Chartered Town Planner Apprentice, **Planning Inspectorate**
Tharani Chandran, Architectural Assistant, **Ridge & Partners**
Laurence Cole, Architectural Assistant, **Ridge & Partners**
Laura Annetts, Architectural Assistant, **Ridge & Partners**
Rio Toyoda, Architectural Assistant, **Ridge & Partners**
Elizabeth Ryall, Architectural Assistant, **Ridge & Partners**
Michaela Hickery, Architectural Assistant, **Ridge & Partners**
Rebecca Jarvis, Architectural Assistant, **RPS Limited**
Ashley Symons, Branch Business Manager, **Rubix UK Ltd**
David Hilditch, Architectural Assistant, **Scott Brownrigg**
Elizabeth Akamo, Architectural Assistant, **Scott Brownrigg**
Dorrell Gayle-Menzie, Architectural Assistant, **Scott Brownrigg**
Jessica Fuller, Architectural Assistant, **Scott Brownrigg**

Steve Jell, Architectural Assistant, **Scott Brownrigg**
Christofer Fisher, Senior Technical Product Manager, **Segen Ltd**
Tom Perring, Architectural Assistant, **Spratley & Partners**
Grace Liddiard, Architectural Assistant, **Spratley & Partners**
Olivia Higson, Architectural Assistant, **Spratley & Partners**
Tristan Beard, Architectural Assistant - L7 Apprentice, **StudioHIVE Architects**
Ryan James Walker, Architectural Assistant, **UMC Architects**
Helena Louise Jenkinson, Architectural Assistant, **Woodward Smith Chartered Architects**
Stanislav Brezden, Architectural Assistant, **WWA Studios**
Myles Ashford Broom, Architectural Designer, **XL Planning Ltd**
Philly Matthew, Assistant Planning Consultant, **XL Planning Ltd**

Local government

Sarah Ashton, Head of Planning, **Braintree District Council**
Andy Hyland, Workforce Planning and Early Careers Lead, **Coventry City Council** (Vice-Chair of West Midlands Apprentice Ambassador Network)
Laura Dickson, Apprentice, **Gloucestershire County Council**
Samantha Jeffery, Care Leaver Service Manager, **Hertfordshire County Council**
Lucy Taylor, HR Advisor, **East Hampshire District Council**
Osama El-Amin, Wormwood Scrubs Charitable Trust Manager, **London Borough of Hammersmith and Fulham**
Daniel DeBuc, Talent Manager, **London Borough of Havering**
Nuzhat Chaudhary, Council Tax and Benefits Manager, **London Borough of Newham**
Amanda Gauton, Workforce Development Business Partner, **Peterborough City Council**
Jan Elkin, Organisational Development Lead and Apprenticeship Manager, **Richmond and Wandsworth Councils**
Sophie Murray, Apprentice Planning Officer, **Somerset Council**
Robin Ray, Assistant Director, **St Albans City and District Council**
Gemma Lenton, Workforce Development Specialist, **Wokingham Borough Council** (South East Employer Apprenticeship Ambassador)

Education

Niamh Steed, Organisational Development Coordinator - Workforce Apprenticeships, **Brunel University of London**
Liane Grainger, Product Manager, **Cambridge University Press and Assessment**
Andrew Scott, Head of User Services, **Durham University**
Oluseyi Oduntan, Construction Health and Safety Advisor, **Imperial College London**
Helen Ong, Organisational and Staff Development Facilitator, **Middlesex University**
Nick Kassouf, Technical Tutor in Biomedical Science, **Middlesex University**
Emma Gritten, Director of Finance & Business Operations, **Rickmansworth School**
Daniel Henton, TEL Systems Manager, **University of Sunderland**
Andy Mulligan, Security Manager, **University of Sunderland**
Emma Colbeck, Accommodation Services Manager, **University of Sunderland**
Laura Smith, Senior Planning Officer, University of the West of England
Emma Barker, Journal and Conferences Manager, **University of Warwick**
Andreea Coroama, Senior International Student Experience Officer, **University of West London**
David Bishton, Transformation Manager, **Warwick University**

Additional sectors

Daniel Richardson, Head of Health & Safety, **Bidvest Noonan**
Leah Fisher, People Development Advisor, **BSI**
Nathan Teed, Business Development Manager, **Capita**
Lauren Mayhew, Member Services Manager, **Copart UK Limited**
Sara Blount, Head of Sales, **DS Smith**
Labake Teidi, Senior Commercial Manager, **EDF Energy**
Justine King, Head of Strategic Programmes, **Evoke plc**
Nimrah Bowdler, Asset Manager, **Heathrow Airport**
Matthew Royle, Project Manager, **IBM**
Najma Ali, Principal Solicitor, **NA Law Solicitors**
Sarah Forster-Burke, Operations Manager, **ScS**
Clare Wincza, Regional Health, Safety and Risk Manager, **Sodexo**
Lukasz Wszolek, Senior Manager Industrial Engineering, **Stericycle, Inc**
Jennifer Metcalfe, Store Manager, **Tesco**
Courtenay Forbes, Human Rights Manager, **Tesco**
Daniel Robert Carney, Operations Manager, **Tesco**
Vanessa da Silva Vieira, Group Head of Cigars, **The Birley Clubs**
Kevin Mustard, Operations Manager, **Vantec Europe**
Kate Bates, Chief People and Culture Office, **Workwell People Solutions**

ENDS

Sample of testimonials

Over 400 signatories to the letter also provided a testimonial on the importance of level 7 apprenticeships. A selection of these is included below and all the testimonials can be found in the attached.

Health, social care and life science sectors

As someone working within the NHS, I strongly believe that Level 7 apprenticeships are pivotal to the development of our workforce. These programmes equip our senior staff and managers with advanced qualifications that directly enhance their leadership capabilities and decision-making skills, which are essential in a high-pressure, patient-centred environment.

In our organisation, the impact of these apprenticeships has been transformational. By offering senior team members access to structured learning while allowing them to continue their roles, we create a dynamic blend of academic knowledge and practical application. This not only ensures their growth but also fosters innovation and improved service delivery across our teams. Investing in our workforce through these apprenticeships has enabled us to build a pipeline of skilled, confident leaders who can adapt to the evolving demands of the healthcare sector. Moreover, this approach has proven effective in promoting staff retention and job satisfaction, as employees feel valued and supported in their career development.

Level 7 apprenticeships are crucial in addressing the current and future challenges within the NHS. They empower our managers with the tools to lead effectively and ensure that our teams are well-equipped to deliver the highest standards of care. For our organisation, these programmes represent not just an investment in individuals but in the overall quality of care we provide to our patients.

Hardip Dosanjh, Apprenticeship and Early Careers Manager, St Georges NHS Trust University Hospital

Level 7 apprenticeships are an essential to our charity and enable us to offer professional healthcare and leadership skills development that would otherwise need to be funded by taking funds directly from delivery of palliative care which we cannot afford to do. Removing this opportunity means we are unable to provide opportunity to drive inclusion and develop our talented staff.

Nerin Swanton, Learning and Development Manager, Sue Ryder

The Level 7 apprenticeship is a vital element in my everyday nursing practice. As a trainee I could simply not afford to self-fund the MSc in Advanced Clinical Practice and therefore, would lose out on my dream job role as an ACP. I believe if funding was cut short then the NHS would lose valuable trainee ACPs as they would face the same financial ties as myself.

Kaylee Lee, Trainee Surgical ACP, Wye Valley NHS Trust

Engineering, construction and the built environment sectors

Completing a Level 7 Leadership apprenticeship last year was a transformative experience for me, both personally and professionally. While I already held a bachelor's degree in motorsport engineering, I found that my formal education had reached its limit in terms of advancing my career. I sought an opportunity to make a greater impact at work, enhance my capabilities, and cultivate a high-performing team within my organisation.

This apprenticeship provided exactly that. Through an intensive programme of learning, feedback, and practical application, I was able to lead my team effectively, transforming it into a cohesive, high-functioning unit. The outcomes have been remarkable—not only has workplace efficiency improved, but my company has also recognised these achievements through pay rises for both myself and my team members. These improvements are critical in today's economic climate, where enhancing productivity is a national priority.

Importantly, this progress was made possible by the financial support available through government-funded apprenticeships. Without it, my company would not have been able to invest in my development. Instead of fostering internal growth and promoting from within, we might have been forced to hire additional staff, which often dilutes efficiency.

Continued support for apprenticeships is vital. These programmes do not just benefit individuals—they drive business success, reduce turnover, and promote engagement and career development, combating trends like quiet quitting. Investing in people, even those well into their careers, yields tangible benefits for companies, employees, and society at large.

John Farn-Ramsay, Principal Engineer Vehicle Dynamics, Group Lotus PLC (Former apprentice)

As a current Level 7 architectural apprentice I would be incredibly disappointed to see the funding for this scheme withdrawn. I take huge value from being able to learn alongside my work and feel this is vital in bridging the gap between theory and practice, particularly important in our push to decarbonise construction. I see no other opportunity for the groundbreaking thinking and research of universities to be fed so quickly and effectively into industry with the chance to work holistically to solve the real world problems that often impede the delivery of these kind of things.

The Level 7 apprenticeship funding offers an imperative opportunity for those from less wealthy backgrounds to train for high-skill jobs, without having to take extended periods away from work.

Tom Perring, Architectural Assistant, Spratley & Partners (Current apprentice)

Level 7 Apprenticeships are fundamental to our business in pipelining the skills we need to deliver NetZero projects for our clients in the Utilities and Infrastructure space. There is a skills shortage with gaps which can be addressed at the right academic level required to deliver client requirements through level 7 apprenticeships.

L7 apprenticeships with the right accreditations allow us to develop talent with the chartered membership level status the clients need in tenders to secure long-term frameworks to deliver critical projects for UK infrastructure in line with ambitious NetZero goals.

Joanna Middleton, Head of Talent Acquisition, Dalcour Maclaren

As the Professional Body for Town Planners, the Royal Town Planning Institute is deeply concerned with the proposed Government reforms to the funding of L7 apprenticeships. The Chartered Town Planner degree apprenticeship is an L7 apprenticeship which provides an excellent pipeline of qualified town planners into an already under resourced sector which will be significantly impacted by the suggested funding reforms.

This Government is driving forward a growth strategy and has already identified the key role that planners play in delivering this mission and to remove levy funding will result in the demise of this apprenticeship, cutting off the pipeline of much needed resource in the sector.

In the Autumn Budget it was announced that the Government would support 300 new planners into the planning system. The Chartered Town Planner apprenticeship is a vehicle through which a capacity boost can be delivered. With up to 70% of those studying the Chartered Town Planner apprenticeship working and training in Local Government, without access to levy funding they will not be able to train and enter the planning workforce.

Dr Victoria Hills, Chief Executive, Royal Town Planning Institute

We are a very small practice (<5) and have for the last four years taken on recent graduates as employees. This has been great for the practice, and good for me as practice owner in giving something back to the profession. It is not without its pitfalls, however, one of those being that staff leave after a year to continue their education in working towards qualification.

Having explored Level 7 Apprenticeships with one of our employees (who decided against it due to losing face-to-face teaching because of Covid), we made future staff aware we were prepared to support them with this route to qualification. One of our employees has just started his Apprenticeship having been with us for 9 months. I think it is fair to say that he is not from a privileged background and is pleased to be able to work whilst studying towards qualification as an architect.

I'm equally impressed that as a small practice, we have help in funding in the form of the levy, allowing us to give young staff the well-rounded experience we have become known for. We also have some continuity in staffing, which is both good for the practice and great for staff as they can see a project through from inception to completion.

Without the assistance of the levy, we would certainly not be in a position to offer this as a route to qualification within the practice.

Allister Godfrey, Director, Allister Godfrey Architects (First-time employer of level 7 apprentice)

My apprenticeship was a transformative chapter in my life, laying the foundation for both personal and professional growth. It provided a unique opportunity to blend hands-on experience with structured learning, bridging the gap between theoretical knowledge and real-world application. Through this apprenticeship, I gained not only technical skills but also critical soft skills such as communication, time management, and problem-solving.

One of the most valuable aspects was the mentorship I received. Working closely with experienced professionals allowed me to learn directly from their expertise and gain insights that no textbook could provide. Their guidance helped me navigate challenges, understand industry standards, and refine my craft. This collaborative environment encouraged me to ask questions, embrace feedback, and continuously improve.

The apprenticeship also taught me the value of hard work and resilience. Juggling responsibilities while learning new skills demanded dedication, but it was incredibly rewarding to

see my contributions recognized and impactful. It wasn't just about acquiring a skillset—it was about building confidence in my ability to contribute meaningfully to my field.

Moreover, this experience opened doors to networking opportunities and future career prospects. It allowed me to prove myself in a professional setting, ultimately leading to a full-time role in the industry. Beyond the career benefits, my apprenticeship instilled a deep sense of pride and accomplishment. In hindsight, my apprenticeship was not just a step forward; it was a launchpad. It gave me direction, purpose, and the tools to thrive in my career. I am deeply grateful for the experience.

Tyler Scott, Architectural Assistant, CMS Architects (Current apprentice)

I am signing this letter in support of the continuation of the Level 7 Ecologist Apprenticeship. A thriving ecological sector is essential to achieving the government's environmental targets and supports key industries such as construction, particularly following the implementation of mandatory biodiversity net gain in February 2024. The sector is currently experiencing significant skills and capacity shortages, particularly in senior roles where Level 7 apprenticeships can make a meaningful difference. Without levy funding, most employers in the sector would be unable to fully finance these apprenticeships, making the continuation of this standard critical to upskilling the workforce and meeting growing demand.

Brian Heppenstall, Education and Careers Manager, Chartered Institute of Ecology and Environmental Management

Manufacturing

As a small business we are currently investing in level 6 apprentices which is a significant commitment to developing young talent within our industry. In the absence of level 7 funding, I am concerned that exceptional talent potential will be curtailed when our current and future apprentices reach the end of their level 6. This will also limit our ability to offer level 7 to our more experienced employees who may wish to develop their careers within our business.

Richard Day, Managing Director, Essex Scientific Laboratory Supplies Limited

Our industrial members cover a wide range of sector, size, location and activity. We have levy paying medium and large companies as well as many small businesses that are exempt. However, across the board they are all seeking skilled engineers, scientists, technicians and rely on strong management and leadership to develop and grow their business. They recruit and develop at all levels and all ages, including Level 7.

We also have University members, who are both providers and receivers of Level 7 Apprenticeships. In addition to the funding gap created by an immigration policy that has vastly reduced the number of overseas students, a decrease in revenue through Level 7 apprenticeships would further worsen this situation. The risk is that reduced capacity for provision would impede the opportunity for potential apprentices from all sectors.

Reducing funding for Level 7 Apprenticeships would lead directly to a reduction in their uptake and provision, perpetuating the leadership and management skills gap and hampering one of the key government missions: Growth.

Steve Brambley, Chief Executive, GAMBICA

Digital

Level 7 apprenticeships have enabled our company to take great early career people and accelerate them to be amazing in areas such as accounting, engineering and leadership, and solving big problems in the UK space sector. Without the levy we would never have been able to fund this.

Carl Andersen, Head of Learning and Development, Viasat

Creative and cultural industries

The L7 Library, Information and Knowledge Management Professional apprenticeship is of real importance to the Bodleian Libraries. We see it as an opportunity to create career pathways in

our organisation by recruiting and upskilling existing staff and increasing diversity in our organisation.

Laura How, Chief Operating Officer, Bodleian Libraries, University of Oxford

Local government

Level 7 apprenticeships enable us to create a talent pipeline in hard-to-recruit areas like law and planning. They enable us to develop our staff and retain them in the organisation, allowing those who have been unable to afford to go to university to gain professional qualifications. As a local authority with an increasingly restricted budget, we simply do not have money to fund such qualifications outside of the Levy, so the removal of L7 Levy funding would shut off this access to professional careers.

Karen Arnold, Apprenticeship & Development Coordinator, Buckinghamshire Council

I'm from a working-class background and grew up on a council estate. I went to inner London state schools. I went to work at 16 and did not have the chance to obtain a degree at school age. This has been a hurdle for me in recent years trying to break through the glass ceiling into senior management where degrees are expected as minimum requirements for most roles.

The apprenticeship scheme has given me the chance to obtain a nationally recognised qualification, receive some fantastic training and mentoring and has given me huge confidence at work to speak with (now qualified) opinions.

I'm confident this will also aid me in future promotion prospects when I feel ready to move on. I honestly cannot speak highly enough of the apprenticeship scheme in giving me - at 43 years of age - the chance to rectify this disadvantage and obtain a substation qualification.

Our organisation, like many, does not have the money to send employees on this course otherwise so if the funding was cut it would see an end to senior management development and the knock-on benefits to other employees and the residents we serve.

Chris McAvoy, Head of Community Safety and Enforcement, London Borough of Havering (Former apprentice)

Level 7 apprenticeships are vital to both individual growth and organisational success. For me personally, participating in a Level 7 apprenticeship has enhanced my strategic and leadership skills, enabling me to drive meaningful change in my organisation. The blend of academic rigor and practical application has been invaluable, allowing me to implement cost-saving initiatives and improve operational efficiency, directly contributing to organisational goals.

These programmes are also critical for addressing broader challenges, such as skills shortages and social mobility. By providing opportunities to professionals from diverse and underrepresented backgrounds, they foster inclusion and help build a highly skilled workforce. In my experience, they fill a critical gap in sectors like healthcare and public services, where budgets for training and development are often limited.

Moreover, Level 7 apprenticeships deliver excellent value for money. They maximise the potential of the apprenticeship levy, ensuring investment in upskilling the workforce and boosting productivity. Removing funding for these programs would risk halting progress on key priorities, such as economic growth, workforce resilience, and social equality.

I strongly believe that Level 7 apprenticeships are a cornerstone of professional development and organisational innovation, and I urge policymakers to continue supporting them.

Donna Hesabi, Procurement Manager, Royal Borough of Kensington and Chelsea

Education sector and training providers

Level 7 apprenticeships are pivotal for the UK's industries (in particular the creative, cultural, heritage and art industries). Apprenticeships offer advanced and specialised in work training that addresses skill gaps, promotes professional development, and supports individuals career advancement. Apprenticeship programmes are vital for developing high-level skills needed for senior roles that align with specific industry needs. They enhance career progression which also fosters a diverse and inclusive workforce.

The proposed levy cut to Level 7 apprenticeships will lead to significant skill shortages, hinder Creative Industry growth (which has a target of +£50B by 2030 with 1M new workers), and limit access to advanced training, particularly for individuals from disadvantaged backgrounds.

A cut to the apprenticeship levy, such as the one proposed would have far-reaching negative consequences, including an economic impact and reduced opportunities for highly skilled professionals, and will undermine the planned growth and the UK's innovation potential.

Professor Kieren Reed, Professor of Fine Art, UCL Slade School of Fine Art

The provision of Level 7 apprenticeships is key to the delivery of the Government's five missions and economic growth. Any industrial strategy must include the enhancement of leadership and management skills, the lack of which is a longstanding drag on national productivity.

The skills that employers require are commonly at Level 7 and removing the opportunity for employers to use the Levy to fund Level 7 skills would serve to perpetuate this skill gap. For example, at Middlesex University 92% of our current Senior Leader apprenticeship intake are from public sector employers, primarily the NHS. The delivery of effective public services requires the funding of Level 7 apprenticeships including Advanced Clinical Practitioners, Doctors and yes Senior Leaders. Employers will not prioritise the development much needed Level 7 skills unless this is supported through the Levy and the under-investment in skills development by UK employers will not be addressed.

As co-chair of the Higher Education (HE) Employer Trailblazer Group, I know that the skills needs of employers in this sector are primarily at Level 7, for example, the Academic Professional apprenticeship standard. The removal of the opportunity for HE employers to use their Levy to develop the Level 7 skills they need, will close the door on a key means to invest in staff and impede strategic planning at a time of financial crisis for the sector.

Professor Darryll Bravenboer, Director of Apprenticeships, Middlesex University (Co-chair of the Higher Education Employer Trailblazer Group)

Additional sectors

Level 7 apprenticeships are vital to BSI as they enable the organisation to develop high-level expertise and leadership capabilities among employees while aligning with strategic goals. These advanced programmes offer industry-relevant skills and knowledge, fostering innovation, driving performance, and ensuring BSI remains competitive in a rapidly evolving global market. By investing in Level 7 apprenticeships, BSI not only supports the professional growth of its workforce but also reinforces its commitment to excellence and continuous improvement, creating a sustainable pipeline of future leaders and experts.

Leah Fisher, People Development Advisor, BSI (Current apprentice)

As a Project Manager at IBM, I've experienced firsthand the value of continuous professional development, especially in leadership. The Level 7 Senior Leader Apprenticeship from the Open University offers a unique opportunity to blend academic studies with practical application, enabling me to grow as a leader and deliver greater value to my clients. This apprenticeship goes beyond traditional learning by providing the opportunity to develop knowledge, skills, and behaviours through showcases and end-point assessments. These structured milestones challenge me to undertake experiences and reflect on capabilities I might not normally explore in my day-to-day role. This process has been instrumental in shaping my ability to think strategically, lead effectively, and inspire others, helping me grow into a more capable and confident senior leader.

Matthew Royle, Project Manager, IBM (Current apprentice)