The Workforce Development Trust

Welcome to The Workforce Development Trust Group

A group of sector specialists with over 50 years of experience supporting workforce development, incorporating Skills for Health, Skills for Justice, SFJ Awards, People 1st International and iCQ Awards.



Hello

WELCOME FROM OUR GROUP CEO

Thank you for your interest in The Workforce Development Trust.

We are made up of talented sector specialists and corporate services that, together, improve the lives of thousands of individuals by supporting employers to improve skills and enhance jobs across a range of industries.

Whether you are applying to share your skills or learn new ones (perhaps a bit of both), we would be pleased to be part of your career journey.

The following information aims to bring who we are as an organisation to life and the importance of the work that we do, so you can decide if you would like to be part of it.

John Rogers
Group CEO, The Workforce Development Trust

Who we are

The Workforce Development Trust group is home to a group of like-minded organisations who help employers deliver better services. We do this through enhancing the skills of their workforce across a range of vital sectors in the UK and internationally.

These organisations, recognisable as trusted brands within their sectors, support workforce development, skills and learning strategies for governments, employers, training providers, and public and private sector organisations. As the only not-for-profit organisation of our kind, our core values and charitable aims connect us as a group, and guide how we operate.

The Workforce Development Trust · Skills for Justice · Skills for Health · SFJ Awards · People 1st International · iCQ Awards

We are governed by a Board of Trustees who have vast experience across the sectors that we serve. Along with the Workforce Development Trust group leadership team, they oversee the delivery of strategic aims for the Trust and our brands, as well as ensuring that we meet our charitable aims. Our charitable aims support the development and effective use of workforce skills to provide services for public benefit by:

Promoting and advancing workforce education, training, and skills through the development of frameworks, capabilities, competences, knowledge, and qualifications.

Undertaking and assisting in the identification, design, and recognition of continuing professional development for individuals and teams.

Improving the design and implementation of workforce development practices and policies through research, analysis, and the provision of insights and expertise.

Providing integrated learning, accreditation and digital solutions that increase the effectiveness of workforce skills development, deployment, and management.

Our brands

Skills for Health

Recognised as nationally leading experts in healthcare workforce challenges, Skills for Health colleagues work closely with national bodies including NHS England, the Department of Health and Social Care, and Health Education and Improvement Wales to support and inform healthcare workforce reforms, people development strategies, national healthcare, and apprenticeship standards.

skillsforhealth.org.uk

Skills for Justice

Our Skills for Justice colleagues support a wide range of justice sector employers, as well as leading national justice sector research. The team support employers and national bodies including the Ministry of Justice, and HMPPs to develop workforce and research strategies that serve to improve and retain skilled employees in vital services including Policing, Probation Services, Prisons, Armed Forces, Fire & Rescue and Local Government.

skillsforjustice.org.uk

SFJ Awards

SFJ Awards is the primary provider of qualifications across UK protective services including Policing, Fire and Rescue, Community Justice, Custodial Care, Armed Forces, Security and Emergency Services. Our specialist teams support training providers and employers, individual forces and services, and Government Departments, to continue developing a highly skilled workforce for the future.

sfjawards.com

People 1st International is an industry-led skills expert focused on the hospitality, retail, travel, and aviation sectors. With over 50 years of experience in skills development and technical vocational education and training (TVET), our team supports businesses in the UK and globally to build resilient, future-ready workforces.

people1st.co.uk

iCQ Awards is an Ofqual accredited awarding organisation, offering an extensive range of over 200 regulated vocational qualifications in healthcare, travel and tourism, education, and more. We are dedicated to providing our customers, delivery partners, and learners with exceptional support through our expert teams and our innovative learner and data management system, iLearner.

icqawards.co.uk

Our impact

Ask anyone in our organisation and they'll tell you that one of the things they love about working at The Workforce Development Trust is the opportunity to make a meaningful impact in the sectors we work with.

Defining workforce trends, skills needs and challenges

Our expert researchers have worked on projects nationally and internationally to deliver data-driven insights that give organisations the confidence to make informed decisions to overcome workforce challenges.

Increasing opportunities and promoting equity, diversity, and inclusion

The skills standards, frameworks, programmes, and models we have developed have supported our sectors in offering a range of quality opportunities and provided tools to help foster equity, diversity, and social inclusion.

Building workforce capability

As organisations compete for skilled talent, our consultancy services and skills solutions have helped develop the capabilities and expertise our sectors need now and into the future, improving performance and productivity.

Evolving workforce practices and efficiency savings

Our services and solutions have created optimal learning experiences, assessed critical workforce skills, and simplified and standardised processes, helping to build skilled and compliant workforces and ensure safe, effective, and efficient working practices.

Transforming workforce skills

The robust workforce development programmes and qualifications we have developed, reviewed, and assessed have empowered individuals with the future skills to thrive in an ever-changing work environment, and have helped organisations to develop a productive, highly skilled, cost-effective workforce.

Find out more about our impact in our latest annual WDT Impact Report

Our awards:









Our Health Heroes

Since 2016 we have been recognising and celebrating the fantastic contributions of the sectors we work with through our national flagship awards. These awards are a great illustration of how we bring our values of Passion, Integrity, Respect, and Innovation to life.

Our Health Heroes was created to champion real people, who are at the heart of our healthcare system. From porters and cleaners to receptionists, gardeners, and security guards, these often-unsung heroes make up roughly 40% of the NHS's million strong workforce. Our Health Heroes is a national celebration of their achievements and an opportunity to give thanks for the important role that they play in keeping our health service functioning.

Have a look at some of the highlights.

Inspire Justice

Inspire Justice Awards recognises the outstanding achievements of workers in the justice sector and staff in policing. Skills for Justice is a vocal champion of the community safety and criminal justice workforce, and we launched these awards to say 'thank you' to all those who have gone above and beyond to make a difference. At the ceremony, attendees heard a keynote speech from the Secretary of State for Justice and award presentations were made by leading representatives, CEOs and chairs of organisations that play a significant role within the sector such as HMPPs, Parole Board, Youth Justice Board, and the Crown Prosecution Service.

Have a look at some of the highlights.









Working here

The Workforce Development Trust is full of passionate individuals and teams who deliver against our charitable aims to meet the varied needs of the sectors we support. Meet the team.

Colleagues get together regularly, whether to raise money for charity, attend one of our regular social events, or participating in a monthly In Touch session.

Our office hubs in Bristol and Sheffield provide a friendly and welcoming environment, with the opportunity to hot desk at any time, and collaborate with colleagues.



You will find the **Bristol office** in the vibrant Finzels Reach area of the city, with easy access to Temple Meads train station, Bristol's shopping quarter, restaurants, and bars. The office building, located on the river Avon, is home to the iconic Cheese Lane Shot Tower, one of Bristol's oldest landmarks, giving us impressive views across the city. Our **Sheffield office** is located close to Meadowhall Shopping Centre, the leading shopping and leisure centre in Sheffield. These offices enjoy on-site parking and exceptional transport links across the region.

As a local employer, we offer all the benefits you'd expect and take our commitment to diversity, sustainability, and wellbeing seriously. Some of the headlines include:

Up to 28 days of annual leave + bank holidays
Holiday buy scheme*
Discretionary Christmas closure
Up to 6% matched pension OR salary exchange
Hybrid working
Flexible work times
Group life insurance
L&D funding*

Paid study leave*
Enhanced maternity and paternity leave
Cycle to work scheme*
Free flu jabs
Free eye tests
Perkbox
Employee assistance programme 24/7
Money Guided financial support

*** Available after passing probation**

The Workforce Development Trust is an organisation where the positive benefits of diverse backgrounds and perspectives are valued, and everyone belongs and can succeed. We strongly encourage applications from people of all backgrounds and walks of life.

Some candidates may see a long list of job criteria and feel discouraged because they don't meet every one of them. We believe in hiring for potential as well as experience so if you feel this is a role and organisation where you could make a meaningful impact, we would love to hear from you.

The Workforce Development Trust

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