



Foreword

VTCT Skills has been empowering individuals and transforming industries for over 60 years. Our commitment to providing quality vocational training has enabled thousands of learners to achieve their career goals and make a positive impact on the world.

Today, we are proud to present VTCT Skills, our new brand that signifies our unwavering commitment to excellence in vocational education. By uniting our expertise under one name, we aim to deliver innovative, industry-relevant qualifications, training and End-point Assessments (EPA) that equip individuals with the skills they need to succeed in today's competitive job market.



Jenny Swarder,
Chair of the Board of Trustees



Alan Woods OBE,
Chief Executive

At VTCT Skills, our purpose is clear: to transform lives through skills. This principle has guided us for the last six decades and remains central to everything we do.

We're more determined than ever to set a new standard in vocational training, driving positive change for our learners, training providers and employers.

As an Awarding Organisation (AO) and End-point Assessment Organisation (EPAO), we are proud to have supported over 90,000 learners across nearly 3,000 training locations worldwide this year.

Our international expansion, particularly in key markets like Botswana, Vietnam, and Malaysia, has allowed us to reach even more individuals, providing them with the skills and knowledge they need to succeed. This growth is a testament to our dedication to making a positive impact on learners' lives.

We've also seen important progress in sectors like Early Years, which grew by 2%, reinforcing our commitment to nurturing the next generation. Since adding Logistics to the sectors we cover last year, we've focused on understanding its unique demands by consulting with colleges, training providers, and employers to lay the groundwork for solutions that will address industry needs in the coming year.

We've taken crucial steps to refine our qualifications, ensuring they're not just relevant and inclusive, but that they directly meet industry needs. Through initiatives like our Hairdressing and Barbering Collective, we've brought together learners, training centres, educators, brands, and employers, sparking meaningful collaborations and driving positive change.

Our Skills Advisory Boards (SABs) have also expanded, ensuring that our products align with the latest employment trends in sectors like Early Years and Logistics.

To enhance the management and growth of customer relationships, we've implemented HubSpot across the business. This new customer relationship management system is transforming our customer support function, empowering us to make smarter, data-driven decisions and elevate the overall customer experience.

Our partnerships with industries have grown stronger through more effective consultations with employers, ensuring our qualifications remain relevant and deliver real value. Innovation, growth, and quality will continue to guide us as we move forward.

The coming year promises further expansion of our products, geographical scope, industry collaborations and commitment to our learners. We are energised to do even more to tackle key skills gaps head-on and continue investing in qualification and assessment development.

Our achievements would not be possible without the exceptional team of individuals who make up VTCT Skills. From our dedicated colleagues to our valued stakeholders and partners, your unwavering support and commitment have been the driving force behind our success. Together, we have demonstrated the power of teamwork and the importance of working towards a common goal.

Together, we will keep transforming lives through skills.

Jenny Swarder

Chair of the Board of Trustees

Alan Woods OBE

Chief Executive



Contents

Foreword	02	2024 Excellence Awards	24	Governance and Audit	54
What we stand for	06	Performance against strategy	32	Administrative information	58
We ignite passion in our learners	08	Our new strategy	40	Financial Overview	60
We help Training Providers think bigger	12	Redefining our Brand and Culture	46	Financial Review	61
We power progress through meaningful connections	16	Introducing VTCT Skills	47	Risk Management	64
We craft qualifications, End-point Assessments and services	20	The New Force Behind Our Culture	49	Audit Report	66
		Meet our Trustee Apprentice	52	Financial Statements	68

/// What we **stand for**

Our Purpose

**Transforming lives
through skills.**

Our Mission

**Setting a new standard
for technical and vocational
skills worldwide.**



Our Values

Collaboration

Work together for greater impact; don't do it alone.

Expertise

Lead with confidence, using our heritage and experience.

Energy

Inspire others with passion and warmth.

Ease

Simplify complexity to identify the best route forward.

Partnership

Be on the side of our customers and learners.



/// We ignite
passion
in our
learners

...by equipping them with the practical skills and the confidence to realise their full potential in the world of work. Our focus goes beyond just training, we provide real-world learning experiences that prepare people for meaningful and fulfilling careers.



117,633
registrations



93,815
certifications



5,761
EPAs completed



“Starting my VTCT Skills apprenticeship with Hairforce1 has been instrumental in shaping my career as a barber. The hands-on experience, industry insights, and expert guidance I’ve received have given me the skills and confidence I need to excel.

This VTCT Skills-certified training has laid a strong foundation for my success, and I highly recommend Hairforce1 to anyone serious about pursuing a career in Barbering.”

Nevado McKenzie
Hairforce1
Barbering apprentice



“My apprenticeship has given me my licence which is invaluable to my career. Not only that, but it also provided me with broader knowledge about the Logistics industry, which, I wouldn’t have been able to pick up just from my job.

There’s no reason why women can’t do this job. If you’re a female who likes driving and spending time alone, then I would say go for it!”

Jessica Holden
TRS
LGV apprentice



/// We help
Training
Providers
**to think
bigger and
achieve more**

The bottom left corner of the image features three thick, parallel diagonal stripes. The stripes are dark blue and are set against the solid orange background of the slide. They run from the bottom left towards the center of the image.

...by partnering with them to deliver exceptional learning experiences. By supporting curriculum development and staff empowerment, we collectively grow the next generation of industry professionals.

53
Countries



164
new training centres



2,683
training locations



“Our journey with VTCT Skills as an End-point Assessment Organisation has been invaluable. Their responsiveness and expertise have supported us in navigating the complexities of apprenticeship standards and assessments. Together, we’ve worked towards amplifying the sector’s voice and fostering collaboration within the Early Years Collective.”

Gill Mason,
Training Academy Director,
Kids Planet



“We chose ITEC for its global recognition and high standards, which align seamlessly with our mission to provide quality education. Their support has not only enhanced our credibility but also empowered our graduates to succeed with confidence and global mobility.

The comprehensive ITEC curriculum ensures our students remain competitive in a fast-changing industry. Witnessing our students grow, thrive, and achieve success in their careers is incredibly fulfilling and a true reflection of the impact we strive for at Sicta Beauty School.”

Sam Lee,
Principal,
Sicta Beauty School Singapore



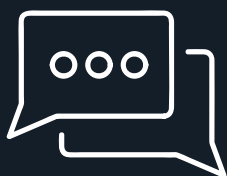
/// We power
progress
**through
meaningful
connections**

...with our stakeholders, driving success across the board.
From employers to influential leaders, we work together to
bridge the gap between education and employment whilst
consistently championing skills.

We work with

150+

employers



923

attendees at Hairdressing and
Barbering Collective live events



Skills Advisory Boards

in Early Years, Logistics, Hairdressing
& Barbering and Beauty



“The VTCT Skills Collective is vital for bringing students, tutors and industry together to see the wider picture of what VTCT Skills offer in terms of industry education development with leading industry professionals. This vital space ensures a positive impact for colleges, tutors and learners by listening to feedback and taking action. From CLOUD NINE’s perspective, our collaboration with VTCT Skills has reignited our commitment to supporting future hairdressers and tutors, inspiring us to launch our own initiative. It’s more important than ever to stand together for the advancement of our industry.”

Marie Nieuwoudt,
Group Education Manager,
CLOUD NINE



“As a member of the VTCT Skills Advisory Board, I’m excited to be working with an organisation that is actively seeking to understand and address the challenges facing the Logistics industry. While this sector offers incredible opportunities, we’re also facing significant skills gaps that threaten the industry’s potential for growth. By collaborating on these issues, we can develop the right skills, aligned with the evolving demands of the sector. I’m proud to be part of this important work, helping ensure we’re not just filling roles but equipping the workforce with the skills needed to thrive in the future.”

Joanne Polhill,
Group Emerging Talent Manager,
CULINA



“I’ve witnessed the remarkable impact of industry-wide collaboration firsthand. Supporting VTCT Skills to honour those advancing vocational education has truly highlighted the significance of these careers. By uniting to support future leaders, we’re not only building stronger futures but also making a tangible difference in people’s lives. This experience has been incredibly inspiring, and I’m proud to have been a part of it.”

Sharon Blyfield OBE,
Head of Early Careers,
Coca Cola Europacific Partners

/// We craft
qualifications,
**End-point
Assessments
and services**

The bottom left corner of the image features three thick, parallel diagonal stripes. The stripes alternate between a dark navy blue and a bright orange color, creating a dynamic, geometric pattern that contrasts with the solid orange background of the rest of the page.

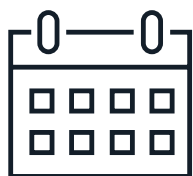
...that lead the way in skills development. By combining awarding and assessment expertise with industry insights, we deliver solutions that empower learners and drive business growth.



Top
10
EPAOs



18
Sectors



19

New EPAs and qualifications
released during 2023-2024



33
Standards



514
Qualifications



Inside product development: Building leaders through real-world application



After over 35 years in Supply Chain and Logistics, I've seen firsthand the gaps in training—especially when it comes to delivering targeted development for emerging leaders. Traditional programmes often lacked the flexibility businesses needed, and we were determined to change that.

Gary Mackay,
Lead Tutor,
Logistics and Supply Chain,
VTCT Skills

Working closely with local companies in the West of England Combined Authority (WECA) area, we identified a real need for a qualification that wasn't just about theory but about practical, applicable skills. It was clear that businesses wanted an alternative to a typical classroom-based course. When we created the First Line Managers qualification, we focused on a project-based approach, allowing learners to apply what they were learning directly within their workplace.

The first cohort was with Nisbets, a global leader in warehousing and distribution. What really stood out to me was the enthusiasm from both the learners and the company itself. Employees who showed potential to become team leaders were handpicked to join the course, and for them, this was more than just a learning opportunity—it was a reward and a clear pathway to career progression.

I saw real growth in the participants. Not just in their knowledge, but in their confidence. Many had never delivered a formal presentation before, but by the end, they were standing in front of senior management, presenting their business improvement projects.

One of the key focuses was to ensure that each project added real, measurable value to the business. By the end of each course, the projects completed have generated £800,000 in savings for Nisbets—demonstrating the powerful, real-world impact of this training programme.

What makes this qualification unique is its flexibility. We work with companies to adapt the delivery model around their business needs and seasonality, ensuring that training doesn't interrupt day-to-day operations. We also offer around-the-clock tutor support, which has been particularly valuable for those working night shifts.

Nisbets was so impressed with the outcomes that they made completion of this qualification a prerequisite for any team leader promotion. For me, this is the biggest measure of success. We're not just delivering training—we're shaping the future leaders of the industry. It's incredibly rewarding to know that this course is making a tangible difference—not just for the businesses, but for the individuals who want to progress and lead in the Logistics industry.

/// Excellence **Awards 2024**





Our Excellence Awards returned in 2024, bigger and more meaningful than ever, showcasing the powerful impact of vocational education. As a key moment in the VTCT Skills calendar, these awards recognise the outstanding achievements of learners, educators, and organisations that embody the very best of vocational training.

This year, the awards expanded to celebrate excellence not just across the UK and Ireland, but also in Africa for the first time.

What makes the Excellence Awards stand out is how they truly reflect our mission—transforming lives through skills.

These awards shine a light on the dedication and stories behind vocational education, giving industry leaders a real glimpse into the impact that this sector has. By recognising every kind of success, we ensure that every journey, no matter how unique, is celebrated. These awards go beyond recognition—they're our opportunity to showcase the transformative power of skills. Through their inspiring stories, our learners, educators, and organisations demonstrate how vocational training acts as a catalyst for growth, driving positive change across industries and communities.

VTCT Skills Excellence Awards 2024

UK Winners



Apprentice of the Year
Lucy Harris,
SP Training



College of the Year
Highlands College

“The award was a testament to our commitment to excellence, innovation, and inclusivity, and it inspired us to continue striving for even greater heights in the future.”

VTCT Skills Excellence Awards 2024

UK Winners



Educator of the Year **Lisa Breakey,** **The Manchester College**

“This is a fabulous accolade, and I was amazed that past students and staff had written such wonderful comments and highlighted the effect I may have had on their career or development. I was overwhelmed and grateful to have had the opportunity to influence the lives of others in a positive way with the power of education.”



Large Training Provider **of the Year** **Parenta Training**

“This recognition motivates us to continue striving for excellence and making a difference for the next 25 years and beyond.”

VTCT Skills Excellence Awards 2024

UK Winners



**Small Training
Provider of the Year**
Mike Taylor Education



Student of the Year
Hayley Channon,
TrichoCare Education

"I was delighted that I had been recognised. Winning this award showed me how much I am capable of, what value I have, and to keep pushing myself."

VTCT Skills Excellence Awards 2024

UK Winners



Contribution to the Sector **Gill Mason,** **Kids Planet Day Nurseries**

“The moment when all your years of effort and dedication to the sector is recognised feels quite cathartic. I am inspired to continue on this quest for parity of status and esteem in the early years sector – and to ensure everyone is aware of the transformative impact of education across all stages of life.”



Special Recognition Winner **Oliver Rees,** **PMA**

“I was ecstatic to win. It’s been a long journey to get to where I am right now and I am over the moon to have won this recognition from industry leaders VTCT Skills. I really do believe I have a lot to offer as an educator and that I often take a unique and personalised approach, reflecting my own unique journey and experiences.”

VTCT Skills Excellence Awards 2024

Africa Winners



College of the Year
Elite School of Beauty



**Large Training
Provider of the Year**
**Sandy Roy,
Beauty Therapy Institute**



Educator of the Year
**Jedine Viljoen,
Kohl Makeup Academy**

VTCT Skills Excellence Awards 2024

Africa Winners



Small Training Provider of the Year

Helderberg School of Beauty

“It is an encouragement to keep striving for excellence and making an impact in the world.”



Student of the Year

Eulali Mouton, Beauty Therapy Institute Brooklyn

“When my name came up on the screen, I could not believe it. My jaw literally dropped to the floor, and I couldn’t move - excitement, shock, and amazement settled in the pit of my stomach. I was overcome with joy!”



Performance **against strategy**



Our strategy, titled ‘Leading, Growing, Supporting,’ was developed during the Covid-19 pandemic and approved by the Board of Trustees in August 2021. It aimed to advance education, create clear pathways to employment, and enhance career prospects during a period of significant uncertainty.

As we progressed through 2023-2024, we remained committed to this strategy, making necessary adjustments to address the evolving needs of our learners, apprentices, and training centres. Our focus has been on supporting our stakeholders while staying true to our mission. ‘Leading, Growing, Supporting’ is built around three key pillars:

- 1. Supporting Recovery:** Embracing digital tools, big data, and relationship marketing to gain credible insights into customer needs, fostering loyalty, and supporting centre growth and learner achievement.
- 2. Driving Growth:** Co-creating new products and services with customers and key stakeholders, while strengthening our leadership in hairdressing and barbering.
- 3. Leading Technical Education:** Innovating and advancing technical education in the hair, beauty, and aesthetics sector, engaging more centres and learners through high-stakes qualifications.

The progress we’ve made over the past year is reflected in several key initiatives, detailed in the following pages. These demonstrate how we’ve brought our goals to life, particularly in areas such as digital innovation, product development, and industry engagement.



Pillar 1

Supporting recovery

Journey to unrivalled customer support

Last year, our organisation began an ambitious overhaul of our digital capabilities, enhancing how we connect with our customers. To gain a deeper understanding in real time, we brought all our customer touchpoints together into a single system, HubSpot. This ongoing process is improving our ability to use real-time data, further strengthening customer loyalty, supporting centre growth, and driving learner achievement.

While we have always focused on personalised support, the progress we've made in the first phase of fully integrating HubSpot is helping us refine and tailor our services even more effectively to meet the unique needs of our learners, apprentices, and centres.

Our early adopters, the customer support team, have used this new capability to revolutionise their operations. With real-time data at their fingertips, the team can now identify trends and act quickly to address customer concerns.

For example, in response to the rising number of learner certification enquiries, we launched a chatbot in February 2024. This tool provides instant, self-serve support and has led to a 55% reduction in inbound enquiries compared to the previous year. Through automation, we've increased the speed of reporting and analysis by 90%, allowing us to anticipate customer needs more efficiently.

However, unrivalled customer support is not limited to a single team. This transformation has brought us closer to our goal of becoming a fully customer-centric organisation. By centralising all interactions in one system, we now have an organisation-wide view of key touchpoints, allowing us to unify and personalise every customer interaction.

As we move into the next phase of the rollout, we will continue turning data into action to support our learners, training providers and stakeholders.

Prioritising clarity and impact for our customers

At VTCT Skills, our priority is ensuring that our qualifications align with the real-world skills required by the industries we serve. Over the years, this dedication has led us to develop a broad portfolio of over 650 qualifications, offering a wealth of options to support various career paths and ambitions. We've long valued the importance of choice, ensuring that our learners and training centres have the flexibility to find qualifications that meet their specific needs.

However, as our portfolio expanded, it became clear that choice alone wasn't enough - we needed to balance offering a wide range of options with reducing complexity. Through careful reflection and consultation, we identified an opportunity to streamline our qualifications and to enhance their relevance and accessibility. In the first phase of this portfolio rationalisation, we reduced our offer by 125 products, with a focus on those that provide the most impact and value. As a result, it's now easier for learners and training centres to navigate and select the right qualifications.

Simultaneously, we recognised that streamlining does not mean reducing our ability to meet diverse needs. In some cases, it highlighted the importance of adaptability—ensuring that our qualifications remain aligned with local requirements and industry standards. For instance, in South Africa, our conversations with centres revealed a need for more modular, unit-based qualifications that could be customised to better serve their specific context. Responding to this, we introduced new qualifications tailored to these needs, ensuring that our refined portfolio remains both relevant and flexible.

The initial phase of our portfolio rationalisation marks the beginning of an ongoing effort. We will continue prioritising continuous evaluation and refinement of our products, ensuring they remain aligned with both global industry standards and local market needs.



Pillar 2

Driving Growth

Growth through collaboration

Our sector thrives at the intersection of education, policy, and employment. This is why we've strengthened our dedication to co-creating qualifications with industry leaders, ensuring we stay ahead of changing needs.

We've built on our existing employer consultation by going even further this year, hosting employer panels across the UK for our key sectors.

Through more face-to-face meetings during the product development stage, we've gained even sharper insights into the evolving skills businesses need.

This greater focus on real-time feedback has allowed us to directly shape our qualifications, making sure they stay up-to-date and fit for the future.

Additionally, we collaborated with the Berkshire Chamber of Commerce to tackle skills gaps in their Local Skills Improvement Plan (LSIP). Focusing on "screen industries," we worked with employers to understand the specific skills needed in make-up artistry.



By attending their Workforce Development Partnership meetings, we made sure that these insights were incorporated into our qualification development process, ensuring our qualifications align with industry needs both locally and nationally.

Beyond these panels, we broadened our engagement through online consultations with over 30 employers. Combined with the 50+ attendees at our face-to-face panels, the feedback we've received will be key to keeping our qualifications at the forefront of the industry.

Igniting Collective Momentum

We've been making a difference in the Hairdressing and Barbering sector for decades. While we are growing our footprint across different industries, our roots in this field remain strong, and we continue to raise the bar for skills and standards.

Creativity, aspiration, and passion fuel this sector. Recognising this, we aimed to create a community where these values could thrive and the best skills and knowledge could be shared. This vision led to the creation of our Collective Live events. Powered by the energy of our Business Development Team, these events bring together a vibrant network of learners, educators, and industry leaders, keeping our sector moving forward.

This year's Collective Live events, held at a number of colleges across the UK, saw incredible growth. With over 900 attendees across 10 events, the turnout has more than doubled from the previous year. The events have evolved since their inception, growing from a 4-event soft launch to a full-scale rollout. Each event is designed to provide real-world inspiration, offering live demonstrations and knowledge from guest artists and leading brands such as Wella and CLOUD NINE.

This initiative has been key to strengthening VTCT Skills' position within the sector. When colleges and providers experience our commitment to shaping the industry firsthand, they are motivated partner with us, contributing to a 4.9% increase in our market share.

But, for us, the biggest success has been showing learners how developing their skills can ignite their careers. We design each event to feel personal, featuring guest artists and content that connects with the local audience. These aren't generic, one-size-fits-all events—they're tailored to each community, helping learners see themselves in the professionals on stage. When guest artists share their journeys, learners clearly see how skills open doors to real opportunities.

Looking ahead, we're excited to push ourselves even further to create a bigger impact. Next year, we plan to expand Collective events into new areas, bringing the same passion and commitment to more industries. We'll also be partnering with more inspiring brands, making sure our events continue to offer meaningful experiences for everyone involved.



Pillar 3

Leading Technical Education

Simplifying Access to Aesthetics Skills

As demand for skilled professionals in the Aesthetic industry rises, and with increasing government scrutiny and focus on safety, we saw an opportunity to raise the bar and improve the landscape.

Initially, we launched a suite of successful Aesthetics qualifications. However, we know creating qualifications is a dynamic process, constantly adapting to real-time needs. Our customers were clear – they needed a streamlined solution that provides learners with all the core skills to enter the industry.

In response, we have now introduced the Level 4 Diploma in Advanced Aesthetic Treatments, combining all our Level 4 qualifications into one comprehensive diploma.

The diploma's approach gives training providers the flexibility to tailor their programmes to the needs of the industry, providing learners with a competitive advantage in a fast-evolving marketplace.

Employers have been enthusiastic about the new qualification, recognising its ability to develop practitioners who are equipped to meet today's demands and future regulatory requirements.

“This qualification is highly important at a time when licensing requirements and regulations in the industry will be changing soon. The skills within this qualification are vital to employment in industry as an aesthetic practitioner and clients will feel safer knowing that learners have the skills and knowledge to make the right decisions.”

Lynton Lasers

The entire Aesthetics industry is bracing for the introduction of new licensing standards for non-surgical cosmetic procedures.

While we anticipate these changes, VTCT Skills learners are already being trained to meet these standards, leading the way toward a safer and more responsible industry.

Portfolio Refresh

As part of our commitment to leading technical education, we've undertaken an overhaul of our top 57 Vocationally Related Qualifications (VRQs). The refreshed qualifications were updated to reflect the most current National Occupational Standards (NOS), employer expectations, and emerging industry trends, all while promoting inclusivity and accessibility.

In this first phase of our portfolio refresh, we focused on delivering the greatest value by targeting the most subscribed qualifications. We chose a phased approach to ensure every update is thoughtfully aligned with the changing needs of learners and industry, allowing us to respond quickly and effectively.

Focusing on high-demand areas first meant that we could drive the greatest impact where it mattered most, ensuring our learners and centres benefitted immediately. This deliberate, phased strategy has kept us agile, giving us the flexibility to continuously refine each qualification based on the latest industry feedback and trends, keeping them relevant and future-focused.

Working closely with a diverse group of industry experts ensured that our qualifications not only meet current National Occupational Standards but also adapt to society's changing needs. This includes representing a broader spectrum of beauty and identity, making sure our qualifications are inclusive for learners from all backgrounds and experiences.

Building on this foundation, Equity, Diversity, and Inclusion (EDI) was at the heart of our efforts. We've taken care to ensure that our qualifications use modern, inclusive language and imagery that reflects today's diverse learners. Terminology updates and content adjustments have been made to remove barriers for all learners, making our qualifications more reflective of real-world environments and promoting a culture of respect and representation.

As we move into future phases of our portfolio refresh, we're excited to keep evolving and improving our qualifications. Each phase will build on feedback from training providers and industry experts, ensuring our qualifications remain industry-leading and help our centres stay ahead.





Our new **strategy**



We are entering a dynamic period of change in the skills landscape, facing shifting governments, shifting education and skills policies, the rising cost of living, and a growing reliance on AI. In short, this environment presents significant challenges.

But within this complex landscape, we see an opportunity for VTCT Skills to not just participate, but actively shape the future of skills training. To lead the way through these changes, we must be both agile and forward-thinking, evolving our strategic approach to meet the current context head-on.

Our bold new vision is to establish ourselves as a large, specialist skills organisation, extending our sector footprint and transforming the lives of even more learners. We're committed to ambitious growth, but equally focused on forging deep industry connections, long-lasting relationships, and strategic partnerships to ensure lasting impact. We are working hand-in-hand with our industries to power progress and deliver tangible value, ensuring we grow together and not in isolation.

New Strategic Priorities

- 1.** Become the undisputed market leader in Hair and Beauty
- 2.** Wholeheartedly support a broader sector footprint, prioritising early years
- 3.** Expand our market reach through commercial strategic partnerships



New strategic priorities

Become the undisputed market leader in Hair and Beauty

How we will deliver:

Streamline our portfolio: Create a concise and user-friendly portfolio, making it easier for customers to navigate and select qualifications.

Create innovative qualifications for emerging skills: Innovate the sector, working in partnership with forward-thinking organisations to create qualifications for current and future skills needs.

Grow home nations' footprint: Focus on Wales, Scotland and Northern Ireland as significant opportunities for growth, developing long-standing partnerships with new and existing customers.

Implement an international shouldering strategy: Strategically target neighbouring countries with aligned skill sets and infrastructure, fostering international growth.

Launch professional qualification registers: Design and introduce a professional register for learners and practitioners holding regulated qualifications.

Showcase our commitment and leadership: Deliver a comprehensive programme of industry events for all stakeholders.



Broader sector footprint

Wholeheartedly support a broader sector footprint, prioritising early years

How we will deliver:

Prioritise early years: Make expansion into these sectors a core organisational priority, allocating resources and fostering a culture of growth.

Evolve our early years proposition and reputation: Build credibility and expertise by partnering with industry-leading organisations, actively engaging with employers and providers, and demonstrating the relevance and our understanding of the sector and value proposition.

Implement a market expansion strategy: Utilise existing networks and relationships to expand our reach and impact in early years, being focused and targeted in our approach.

Develop qualifications and broader support offer: Co-create qualifications with employers, developing our broader service offer, supporting Gen Z learners, new entrants, teaching and learning and professional development.

Showcase our commitment and leadership:

Deliver a comprehensive programme of industry events for all stakeholders.

Review and prioritise opportunities across our sector footprint: Appraise skills markets across our broader sector footprint, prioritising Logistics and identifying opportunities for investment and expansion.



Expanding market reach

Expand our market reach through commercial strategic partnerships

How we will deliver:

Strengthen our partnerships with colleges:

We aim to establish long-term, collaborative relationships with colleges and facilitate consortia to develop and deliver bespoke qualifications that address regional and national skill requirements.

Drive international growth: Through partnerships with international organisations and targeted industry sectors, we will explore opportunities for overseas expansion, growing our global footprint.

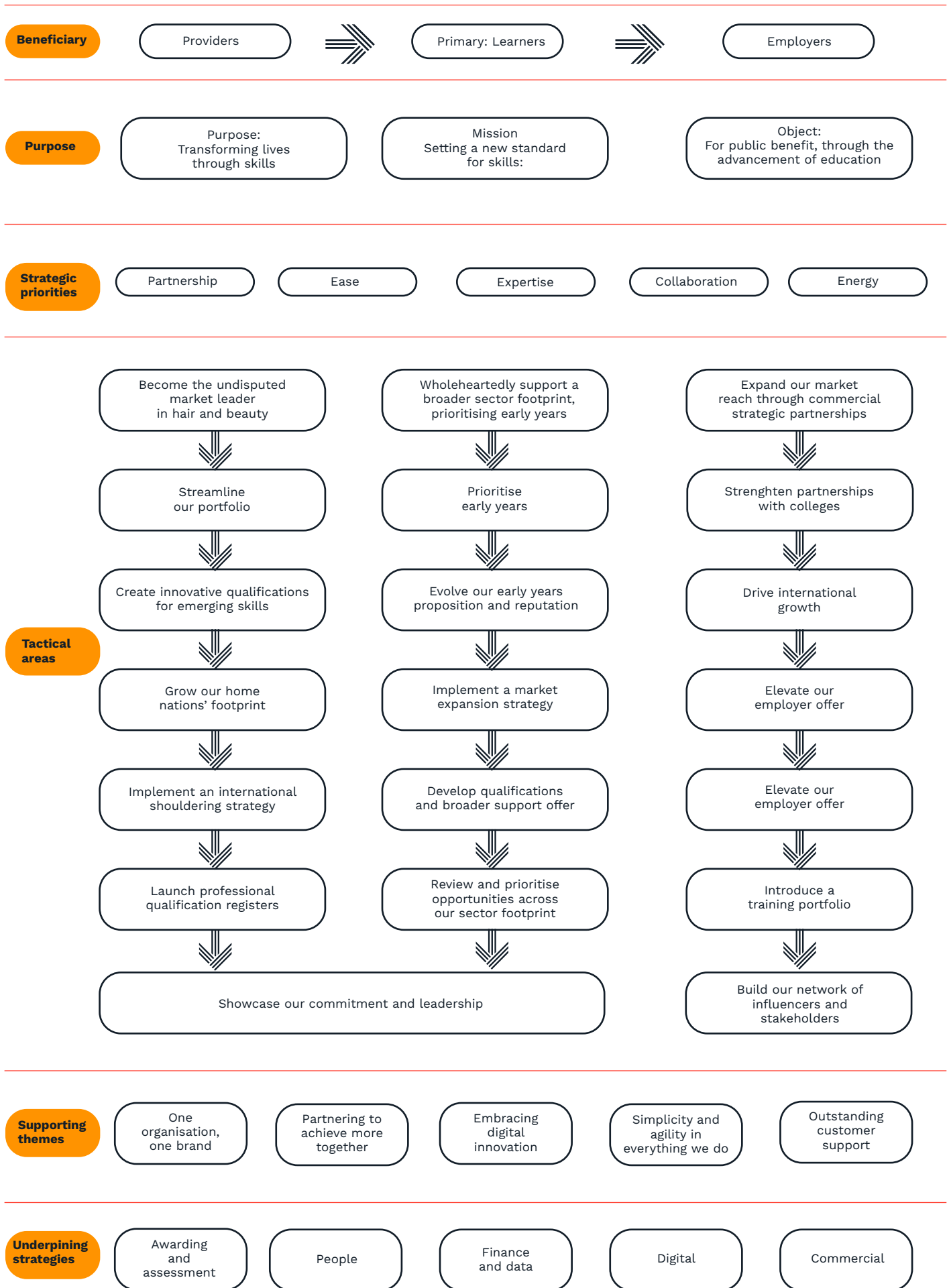
Elevate our employer offer: We will develop a comprehensive employer offer that empowers businesses to create a culture of learning and development using bespoke qualifications, external accreditation, and access to a valuable network of learners and professionals.

Deliver innovative skills solutions: Partnering with innovative technology companies, we will enhance our support offerings for customers and learners by investing in new teaching and learning methods, digital credentialing platforms, facilitating relationships between learners, colleges and employers, and providing professional development solutions.

Introduce a training portfolio: Partner with employers and training providers to introduce a range of training solutions, addressing the evolving needs of learners and practitioners.

Build our network of influencers and stakeholders: Build relationships to support our broader skills profile, including combined authorities, trade specialist organisations, government agencies and ministries, social media influencers, and other organisations.







Redefining **our Brand and Culture**



Introducing VTCT Skills

This year, we took a bold step forward by introducing VTCT Skills—a name that brings all our organisations together under one powerful identity. With over 60 years of success in vocational education, our new brand reflects both our experience and our vision for the future. It embodies who we are today and where we're going.

The launch of VTCT Skills is about more than just a new name or logo—it's about building on what has always made us strong, whilst evolving to meet the needs of today and tomorrow. Our mission—**Setting a new standard for skills worldwide**—remains at the core of our work. Guided by our core values, we are dedicated to helping our customers to think bigger and achieve more.



Our Guiding Values

Partnership is central to how we work. We're dedicated to being there for our customers and learners, understanding what they need, and supporting them every step of the way. This commitment helps us build strong, trusting relationships, which have always been a key part of our success.

We continue to rely on our years of **Expertise** in vocational education to set high standards and deliver quality learning that meets the changing needs of both learners and the industries they aim to work in.

We also believe in **Ease**. In an educational landscape that can be complex, we focus on making things simple and clear, whilst maintaining rigorous quality assurance practices. By keeping our processes straightforward, we keep high quality education accessible for all, just as we've always done.

Collaboration helps us bring together different perspectives and skills to create the best outcomes, building on our tradition of working hand in hand with others for maximum impact. We know that working together brings better results, whether it's with our VTCT Skills colleagues, our partners or the industry at large.

Finally, **Energy** is what drives us. We're passionate about our work and aim to inspire others with our enthusiasm. This passion for skills training fuels our commitment to keep improving and innovating, ensuring we remain leaders in vocational education.

The introduction of VTCT Skills positions us to embrace the future with these values firmly in place. We are excited to offer more globally recognised training, assessments, and services that support learners to achieve great things.



Collette Lux,
Chief Commercial Officer

As part of our rebrand, we've introduced a new colour palette and design that reflect our energetic approach. The vibrant style is intended to inspire and bring the forward momentum of VTCT Skills to life. You can explore our new look and learn more about our updated brand by visiting our website vtctskills.org.uk.

We're building on the strengths that have always defined us, while renewing our dedication to making a positive impact together. As we move forward, we invite you to be part of our journey with VTCT Skills — a brand built on a strong foundation, ready to shape the future of vocational skills.

The New Force Behind Our Culture

I'm delighted to join VTCT Skills at such a dynamic time. What drew me to this organisation is its commitment to helping people discover their potential and pursue fulfilling careers. Having worked in various sectors—from Retail to Finance, Travel and Logistics—I've seen firsthand how vocational learning can transform lives.

Since joining, I've dived straight into bringing our values to life within our internal culture. These are at the core of our external identity, and my role is to make sure they are fully lived within our teams. I've been listening, observing, and working closely with people across the organisation to understand where we can make meaningful changes.

I believe small, thoughtful changes can have a significant impact on how we work together and how we support each other. It's about making sure that we remain agile and open to innovation, so that our internal culture continues to align with VTCT Skills' long-term goals.



**Kate Cornhill,
HR Director**

Looking ahead, I'm excited to keep building on the changes we've made to create an engaged, empowered, and connected team. By continuing to simplify how we work, embracing fresh ideas, and giving everyone the opportunity to contribute meaningfully, I believe we can achieve something really special together.

Peter Drucker famously said, "Culture eats strategy for breakfast," and I couldn't agree more. No matter how strong your strategy is, it will only succeed if your culture supports it. That's why I'm so focused on embedding our values deeply into our daily actions—ensuring they aren't just words on paper, but principles that guide how we work together every day.

Highlights From Our First Staff Conference

In January, we kicked off the year with our 2024 Staff Conference. It was the perfect opportunity to unite the organisation, celebrate our successes, and strengthen connections. Held at the Harbour Hotel in Southampton, the event brought together colleagues from Birmingham, Ireland, and Eastleigh for a day of collaboration and learning.

The day began with an opening address from our Chief Executive, Alan Woods OBE, who shared his vision for the future in a fast-changing world. This was followed by Ashley Barnes, Deputy Chief Executive Officer, presenting our 2024 strategy and highlighting key areas for growth. Together, these presentations set the scene for a day focused on progress.

A highlight of the conference was our “World Café” sessions, where staff from different teams and locations came together to share ideas and discuss how we can improve the way we work. This was a valuable chance for everyone to get a better understanding of different areas of the business and explore fresh ideas.

This year, we introduced the Staff Awards in response to feedback calling for enhanced recognition across the organisation. The awards were well-received, with winners proudly wearing their lanyards and being recognised by their peers. It was a meaningful way to celebrate the talent and dedication that drive our organisation forward.

With over 200 staff attending, the event was filled with enthusiasm and a strong sense of connection. Employees valued the opportunity to engage with colleagues from different teams, and the positive feedback has inspired us to make this an annual event, with plans to build on its success.



From Hospital Ward to Trustee Board:

Meet our Trustee Apprentice

As part of our commitment to fostering diverse talent in leadership, VTCT Skills welcomed Francheska Klaud into our Trustee Board this year. Francheska joined through the Boardroom Apprentice programme, a unique twelve-month scheme that offers aspiring Board members hands-on experience in a supportive environment. Her role allowed her to observe and engage in the complexities of Board governance, strategy, and resource management. Here, Francheska shares her reflections on the experiences, challenges, and insights she's gained throughout this transformative year with VTCT Skills.

Being a boardroom apprentice with VTCT Skills during such a transformative time has been a unique and eye-opening experience. I joined as VTCT Skills merged with two new organisations and expanded its focus areas, giving me firsthand insight into how strategic decisions and thoughtful planning drive meaningful change.

Throughout my apprenticeship, I've been immersed in observing Board dynamics, and I'm inspired by the genuine collaboration and openness within the team. The Board's welcoming, family-like atmosphere made the experience engaging, with approachable members who foster open dialogue and create a supportive space to learn.

Seeing the charity expand and rebrand has been especially insightful, showing the complexities of aligning mission and communication while staying true to core values.

I've also gained a deeper appreciation for the importance of financial oversight and resource management in sustaining charitable programmes. Observing the Board balance short-term needs with long-term goals has shown me how impactful change is built thoughtfully, step by step.

The apprenticeship wasn't without its challenges; navigating regulatory requirements, understanding the intricacies of merging, and contributing meaningfully to discussions took time. But these experiences have been incredibly rewarding, pushing me to be more analytical and prepared in my approach to decision-making.

Inspired by this journey, I am now observing board meetings in my hospital to strengthen my familiarity with governance and further develop these skills. My goal is to secure a board role where I can apply the empathy and openness in leadership I've gained, and I'm excited to see where these insights will lead me next.





Governance **and Audit**



Structure, governance and management

The Charity is committed to a continuous programme of governance review and improvement.

The Board of Trustees formally adopts the Charity Governance Code for Large Charities and, for each of the seven principles, apply the Code and ensure that the Vocational Training Charitable Trust policies are updated to reflect current practice.

VTCT Skills is a company limited by guarantee, incorporated in 1986 under the Companies Act 1985, and registered under the Charities Act 2011 on 30 September 1986. VTCT Skills registered with the Office of the Scottish Charity Regulator on 25 July 2019.

The company's Articles of Association were last updated on 13 July 2020.

All trustees give their time voluntarily and, save as disclosed below, receive no benefits from the Charity. Any expenses reclaimed from the Charity are set out in note 6 to the accounts.

Appointment of trustees

The Charity's Articles of Association limit the number of trustees to a maximum of 15. Due to ongoing reforms in the educational sector and the increasing complexity of VTCT Skills as an organisation, the trustees believe that maintaining an ideal number of 12 trustees allows the Board to reflect the diverse skill sets required. These skills are assessed annually to ensure the Board is well-equipped to meet the organisation's needs.

In line with good practice, the Charity will continue to seek and appoint trustees with appropriate skills to enable strong governance. New trustees are recruited by open advertisement and search; promising candidates are interviewed by the Chair, Vice-Chair and Chief Executive with recommendations to the Board of Trustees.

Equity, diversity and inclusion

The Charity is committed to equality of opportunity, values diversity and seeks individuals from a wide range of backgrounds who will bring a fresh perspective to the Board of Trustees.

The Charity actively reviews existing trustees' diversity, skills, and experience to ensure the Board of Trustees reflects the diversity of the learners they work with and welcomes applications from all community sections.

Trustee induction and training

New trustees undergo an induction period to brief them on their obligations under charity and company law, the content of the Articles of Association, the committee structure and decision-making process, the operational strategy, current issues and the recent financial performance of the Charity.

During the induction, they meet key employees and other trustees. Trustees attend board workshops and appropriate external training events where these activities will facilitate the undertaking of their role. Examples of these training events include investment management and governance. New trustees also have a trustee 'buddy' from whom they can seek support, usually the Chair of the Committee they are also assigned to.

Trustees and governance

Under the terms of the articles, trustees may be appointed for a maximum of three, three-year terms. The period of service as a trustee may be extended upon the appointment of a trustee as Chair of the Board of Trustees.

We recently welcomed the appointment of Hellen Ward, Richard Atkinson and Andy Salter to the Trustee board. During the period under review, Lesley Shepperson and Lee Mandley retired as trustees, and we thank Lesley and Lee for their valuable contributions their period of service.

Related parties and relationships with other organisations

VTCT Skills has three wholly-owned subsidiaries:

- 1) Education & Media Services Ltd (Active), trading as iTEC
- 2) The Skills Group Ltd
- 3) Skills for Logistics Ltd

The share capital of Education & Media Services Ltd was acquired on 8 November 2016. Any transactions and management charges between VTCT Skills and Education & Media Services Ltd are supported by a Shared Services Agreement and are on an arm's length basis.

The share capital of The Skills Group Ltd and Skills for Logistics Ltd was acquired on 2 June 2023. Any transactions and management charges between The Skills Group Ltd and Skills for Logistics Ltd are supported by a Shared Services Agreement and are on an arm's length basis.

Remuneration policy for key management personnel

Key management personnel are remunerated based on an assessment of market rates applicable to the role. Salary benchmarking is undertaken using the Korn Ferry Hay salary data sets.

All key staff have had their roles independently reviewed by Korn Ferry Hay and are remunerated within the banded scales.

Statement of trustees' responsibilities

The trustees (who are also directors of Vocational Training Charitable Trust for the purposes of company law) are responsible for preparing the trustees' annual report, including the strategic report and the financial statements, in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charitable company and group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company or group for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements

- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in operation
- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in operation

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information
- There is no relevant audit information of which the charitable company's auditor is unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

- The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions































Members of the charity guarantee to contribute an amount not exceeding £10 to the Charity's assets in the event of winding up. The total number of such guarantees on 31 July 2024 was 12 (2023: 11). The trustees are members of the Charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the Charity.



/// Administrative **information**

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Jenny Sworder	Chair of Trustees	    
Katherine Quinn	Vice Chair of Trustees & Chair of Strategy Sub-Committee	  
Andrew Mondon	Chair of Finance & Audit Committee	  
Jayne Lewis-Orr	Chair of HR & Remuneration Committee	  
John Winkley	Chair of Regulatory & Quality Committee	 
Stephanie Richardson	Designated Safeguarding Trustee	 
Daniel Carlin		 
Lysa Schwartz		 
Debbie Houghton		
Lesley Shepperson	Retired 28/09/2023	
Lee Mandley	Retired 18/12/2023	
Hellen Ward	Appointed 28/05/2024	 
Richard Atkinson	Appointed 01/06/2024	
Ian Salter	Appointed 17/06/2024	 

Committee attendance



Strategy Sub-Committee



Regulatory & Quality Committee



Finance & Audit Committee



HR & Rem. Committee



Joint FAC and HR & Rem. Co

Key Management Personnel

Alan Woods OBE	Chief Executive Officer
Ashley Barnes	Deputy Chief Executive Officer & Responsible/Accountable Officer
Carina Fagan	Chief Academic Officer (Resigned 31/05/2024)
Collette Lux	Chief Commercial Officer
Fraser Ingham	UK & International Business Development Director
Martin Della	Chief Financial Officer & Data Protection Officer (Appointed 19/02/2024)
Kate Cornhill	HR Director (Appointed 07/05/2024)

Company number: 02050044
Country of incorporation: United Kingdom
Charity number: 295192
Country of registration: England & Wales
Charity number: SC049476
Country of registration: Scotland

Registered office and operational address:
Aspire House, Annealing Close, Eastleigh,
Hampshire, SO50 9PX
Investment managers: Evelyn Partners
Lawyers: Blake Morgan, Warner Goodman
and Carlton Associates
Banks: NatWest, Lloyds, Nedbank and Citizen Bank

Financial Overview

The Finance and Audit Committee (FAC) comprises five trustees and five senior staff members. The purpose of the FAC is to review and provide independent oversight to the Board of Trustees of VTCT Skills on the adequacy and effectiveness of the company's financial reporting, asset management and risk management procedures, ensuring that the Charity's systems of internal controls and processes are appropriate and proportionate.

The FAC met four times in the Reporting Period of this report. The FAC reviewed financial performance against the approved budget and reforecast, reviewed and approved the annual budget for 2024/25, reviewed the risk register, and considered other areas of assurance, particularly relating to the use of technology in light of the ever-present threat in relation to cyber security.

As Chair of the FAC, I recognise that the Charity has faced a number of challenges in the year, including the ongoing uncertainty around qualification funding reform and the financial pressures many of our customers face, but has still been able to deliver a strong financial performance.

The acquisitions made in the previous financial years have delivered the intended aim to develop our presence in apprenticeship assessment thereby broadening the delivery of our charitable purpose. We have continued to invest in our IT systems and are further reviewing our technological infrastructure to ensure this will continue to support us into the future. I would like to thank everyone that has contributed to the FAC.



**Andrew Mondon,
Chair of Finance and
Audit Committee**

Financial Review

The trustees recognise that the outturn for the financial year represents a strong performance in a challenging marketplace. Ongoing financial pressures for many of our customers and the need to migrate to several new IT systems mean that income and expenditure have been under pressure. Despite this, VTCT Skills has achieved growth in several core markets and has significantly reduced the deficit compared with last year.

The deficit for 23/24 of £0.6m is an improvement on the deficit of £1.8m reported in 22/23. It is stated after accounting for £1.2m of amortisation (2023: £0.8m) relating to our acquisitions of Skillsfirst Holdings Ltd and The Skills Group and capitalised software. The addition of The Skills Group significantly contributed to the £1.2m growth in income from charitable activities to £12.7m (11% up on 22/23) and enabled VTCT Skills to establish a strong presence in apprenticeship assessment across a wider range of professional and industrial sectors.

Total expenditure on charitable activities was £14.1m, 7% up on 22/23 (£13.2m) largely through increased staff costs as we continued to develop our resource pool to meet customer and learner needs and the full year impact of amortisation for The Skills Group acquisition. Income from our externally managed investments was in line with last year at £0.2m (2023: £0.2m); however, VTCT Skills changed its approach in year whereby rather than distribute income earned by the portfolio, this is retained within the portfolio for reinvestment. The closing cash balance was £1.4m, showing a modest improvement on the previous year (2023: £1.2m) despite significant investment in new systems and infrastructure to support our continued operations.

This year has been another year of consolidation and growth for VTCT Skills. We have undertaken important projects to prepare our operational infrastructure for the future and successfully integrated The Skills Group into VTCT Skills.



Investment Policy and Objectives

VTCT Skills operates a total return approach to its investment portfolios. Under the Articles of Association, VTCT Skills has the power to invest monies not immediately required to further its objects in or upon such investments as may be thought fit.

The trustees delegate the investment management to external investment managers Evelyn Partners, whose performance is monitored by the Board of Trustees and the Finance and Audit Committee.

The mandate from the trustees for the Evelyn Partners investment portfolio is a Conservative Approach with the objective to reduce the volatility within the portfolio by limiting investment in equities.



Fundraising Compliance

Under the fundraising reporting requirements for The Charities (Protection and Social Investment) Act 2016, VTCT Skills confirms that it does not engage in public fundraising and does not use professional fundraisers or commercial participators.

VTCT Skills has not received any complaints relating to the Act during the year.

Reserves Policy and Going Concern

The Charity and the Group had reserves totalling £12.3m (2023: £13.7m) and £14.2m (2023: £14.9) respectively on 31 July 2024. Free Reserves for the Charity and the Group totalled £9.0m (2023: £9.1m) and £10.1m (2023: £9.5m), respectively.

There were no Reserves held in restricted funds (2023: nil). The trustees consider the level of reserves to be appropriate to support the ongoing activities of the Charity and the Group.

The VTCT Skills Reserves Policy targets a free reserves range of £8.6m to £14.6m. The reserves range is calculated to enable the Charity to mitigate the monetary impact of a significant disruption to charitable activities and to allow the trustees to ensure funds are available for current and future commitments and obligations. The trustees are pleased to report that the reserves level continues to sit within the range set out in the policy.

Furthermore, the trustees acknowledge that VTCT Skills, for some of its income, indirectly relies on public funding as Further Education Colleges and private training providers are funded by governments and associated bodies. VTCT Skills's income is thus partially reliant on this funding, which exposes VTCT Skills to government policy changes and any government spending changes. Ensuring reserves are kept in line with the reserves policy supports VTCT Skills to pursue its charitable object of the advancement of education both now and into the future.

Effective management and utilisation of these reserves enables VTCT Skills to protect the future by continuing to diversify its income sources through increasing private training provision, higher-level qualification development, apprenticeship assessment and international activity, both through organic growth and through partnership / joint venturing and acquisition.

The trustees confirm that they conclude VTCT Skills is a going concern as appropriate for the 2023/24 statutory accounts.



Risk Management

We must understand the risks we face to ensure we can effectively mitigate and manage such matters accordingly so that we can continue to deliver our strategy and have a more significant impact on our customers and beneficiaries.

VTCT Skills has a clear risk management framework that supports risk monitoring and management throughout the organisation, with departmental, functional and corporate risks monitored in real time. Our corporate risk register is monitored explicitly by the Finance and Audit Committee, with risk management also a critical feature of the Regulatory and Quality Committee, HR and Remuneration Committee and Board. trustees formally review the Corporate Risk Register bi-annually. Various thematic audits are conducted each year, focusing on financial management, general systems and processes and our compliance with qualification and assessment regulator Conditions and Principles. The following principal risks and uncertainties facing VTCT Skills and mitigations are summarised as follows:

- Whilst the rate of increase in the cost of living has slowed compared with previous years, we recognise the significant burden colleges, schools and independent training providers face after several years of rising costs and the continued backdrop of economic uncertainty. We also acknowledge the impact this has on potential learners, especially those looking to fund their own training. VTCT Skills continues to review future pricing and the bundling of qualifications to support effective, blended teaching and learning and ensure that pricing does impact accessibility.
- Cyber-attacks and data breaches are risks that all entities must take very seriously. While VTCT Skills has taken all the necessary measures regarding IT and cyber security, including the technologies used and our processing and management of data, these represent a genuine potential threat to VTCT Skills. We are proud to have achieved Cyber Essentials Plus to demonstrate our commitment to cyber security. Still, we recognise that this does not remove the threat of attack. VTCT Skills is sharing best practices with other awarding organisations and working with a range of external experts to ensure we minimise the potential risk of any cyber threat while continuing to effectively manage and store our data in line with industry gold standards.

- There is still a high level of uncertainty concerning ongoing appropriate funding for the skills sector and qualifications. The funding moratorium for qualifications that seek public funding in England, a defunding review of Level 2 and 3 qualifications over time and mooted potential changes to independent EPA Assessment continue to fuel uncertainty. The new Government has taken some immediate steps to mitigate some of the uncertainty by announcing a review of previous defunding decisions and associated implementation timetable plus a review of curriculum and assessment in England. VTCT Skills will signpost learners to alternative funded provision where applicable, while embracing new policies concerning the funding of newly developed qualifications.

VTCT Skills continues to operate globally with a large breadth of qualifications on offer, and these factors present an exceptionally low probability risk that VTCT Skills will fail to comply with its obligations to qualification and assessment regulators worldwide. VTCT Skills prides itself on its commitment to compliance and quality assurance, underpinned by a rigorous quality management system and an effective departmental and corporate governance system.

Approved by the trustees on 09/01/2025 and signed on their behalf by

Jenny Swarder
Chair of the Board of Trustees



Audit report

Independent Auditor's Report to the Members of Vocational Training Charitable Trust

Opinion

We have audited the financial statements of Vocational Training Charitable Trust ('the charitable company') and its subsidiaries ('the group') for the year ended 31 July 2024 which comprise consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice). In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 July 2024 and of the group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and Regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (amended).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit:

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- the parent company has not kept adequate accounting records; or
- the parent company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement [set out on page 56], the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

We obtained an understanding of the legal and regulatory frameworks within which the group and parent charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were taxation legislation, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the group and parent charity for fraud. The laws and regulations we considered in this context for the UK operations were Health and Safety, General Data Protection Regulations, Safeguarding and Food Standards. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the override of controls by management. Our audit procedures to respond to the risk of management override included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Janette Joyce (Statutory Auditor)
for and on behalf of
Crowe U.K. LLP
Statutory Auditor
R+ Building
2 Blagrove Street
Reading
Berkshire
RG1 1AZ



Financial **Statements**



Vocational Training Charitable Trust

Consolidated statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 July 2024

	Note	2024 Total £	2023 Total £
Income from:			
Charitable activities			
Qualification and assessment income and other educational income	2	12,678,774	11,468,208
Investments	3	184,721	193,470
Total income		12,863,495	11,661,678
Expenditure on:			
Charitable activities			
Qualification and assessment costs	4	14,087,032	13,178,631
Investment managers' fees		47,414	49,171
Total expenditure		14,134,446	13,227,802
Net expenditure before net gains on investments	5	(1,270,951)	(1,566,126)
Net gains/(losses) on investments		622,315	(264,382)
Net income for the year and net movement in funds		(648,636)	(1,830,508)
Reconciliation of funds:			
Total funds brought forward		14,862,434	16,692,942
Total funds carried forward		14,213,798	14,862,434

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 20 to the financial statements. All income and expenditure is unrestricted.

Balance Sheet

As at 31 July 2024

		2024	The Group 2023	2024	The Charity 2023
	Note	£	£	£	£
Fixed assets:					
Tangible assets	10	2,222,662	2,332,998	2,222,662	2,328,758
Intangible assets including goodwill	11	1,890,242	3,008,256	70,877	180,912
Investments	12	8,157,029	7,551,284	8,157,029	7,551,284
Investment in subsidiaries	13	-	-	1,019,509	2,094,812
		12,269,933	12,892,538	11,470,076	12,155,766
Current assets:					
Inventories		-	-	-	-
Debtors	15	1,631,633	1,814,665	1,622,885	1,788,984
Cash at bank and in hand		1,380,580	1,249,143	209,023	774,478
		3,012,213	3,063,808	1,831,908	2,563,462
Liabilities:					
Creditors: amounts falling due within one year	16	(1,068,348)	(1,093,912)	(1,034,158)	(982,074)
Net current assets		1,943,865	1,969,896	797,750	1,581,388
Total net assets		14,213,798	14,862,434	12,267,826	13,737,154
Funds:					
Unrestricted income funds:	18				
General funds		14,213,798	14,862,434	12,267,826	13,737,154
Total unrestricted funds		14,213,798	14,862,434	12,267,826	13,737,154
Total funds		14,213,798	14,862,434	12,267,826	13,737,154

Approved by the trustees on 09/01/2025 and signed on their behalf by

Jenny Swarder

Chair of the Board of Trustees

Consolidated statement of cashflow for the year ended 31 July 2024

Reconciliation of net expenditure to net cash flow from operating activities

	2024 £	2023 £
Net expenditure for the reporting period (as per the statement of financial activities)	(648,636)	(1,830,508)
Depreciation charges	146,335	165,769
Amortisation charges	1,152,226	751,834
(Gain)/Loss on investments	(622,315)	264,382
Dividends and interest from investments	(184,721)	(193,470)
Loss on the disposal of fixed assets	8,320	1,552
Decrease in inventories	-	6,773
Decrease in debtors	183,032	113,103
(Decrease) in creditors	(25,407)	(486,183)
Net cash provided by operating activities	8,834	(1,206,748)

	2024	2023	
	£	£	
Cash flows from operating activities			
Net cash used by used by operating activities	8,834	(1,206,748)	
Cash flows from investing activities:			
Dividends and interest from investments	184,721	193,470	
Purchase of fixed assets	(38,845)	(25,542)	
Purchase of intangible assets	(6,064)	(5,794)	
Proceeds from sale of Investments	1,117,269	1,532,703	
Purchase of Investments	(864,931)	(1,440,002)	
Acquisition of subsidiary net of cash acquired	(33,779)	(1,038,770)	
Change in cash in investment portfolio	(235,768)	453,827	
Net cash generated/(used) in investing activities	122,603	(330,108)	
Change in cash and cash equivalents in the year	131,437	(1,536,856)	
Cash and cash equivalents at the beginning of the year	1,249,143	2,785,999	
Cash and cash equivalents at the end of the year	1,380,580	1,249,143	
Analysis of cash and cash equivalents:	2024	2023	
Cash at Bank	1,380,580	1,249,143	
Analysis of Net Funds			
	Start of year	Cashflow	End of year
Cash	1,249,143	131,437	1,380,580

Notes to the financial statements

for the year ended 31 July 2024

1. Accounting policies

a) Statutory information

Vocational Training Charitable Trust is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office and operational address is Aspire House, Annealing Close, Eastleigh, Hampshire, SO50 9PX.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)- (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiaries, Education & Media Services Ltd, The Skills Group Ltd and Skills for Logistics Ltd on a line by line basis. The hive up of The Skills Group Ltd and Skills for Logistics Ltd took place on the 1 January 2024. Transactions and balances between the charitable company and its subsidiary have been eliminated from the consolidated financial statements. Balances between the companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charitable company itself is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the group has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably. Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

f) Investment income

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividend income receivable from the charity's investment portfolio is reinvested within the portfolio.

g) Fund accounting

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of qualifications and assessments undertaken to further the purposes of the charity and their associated support costs
- Investment managers' fees represent amounts charged to manage the charity's investment portfolio

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. Support costs are re-allocated to each of the activities on the following basis:

- Qualification and assessment costs 100%

Governance costs are re-allocated to each of the activities on the following basis which is the ratio of expenditure between activities:

- Qualification and assessment costs 100%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Intangible assets

Intangible assets include trademarks acquired, goodwill arising from the acquisition of business and trade assets, and cost incurred in developing software to be used by the company.

Software development is amortised over four years on a straight-line basis.

Trademarks acquired are initially recognised at cost and are subsequently carried at cost less accumulated amortisation and accumulated impairment losses. These costs are amortised to the statement of financial activities using the straight line method over 10 years. This is the shorter of their estimated useful lives and periods of contractual rights.

Goodwill represents the difference between the cost of acquisition of business trade and the fair value of the net assets. Goodwill is recognised separately as intangible assets and carried at cost less accumulated amortisation. As agreed in 2022 Goodwill is amortised over five years on a straight-line basis for Skillfirst Awards Ltd and Skillsfirst Holdings Ltd. As agreed in 2023 Goodwill for The Skills Group Ltd and Skills for Logistics Ltd is amortised over two years on a straight-line basis.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- | | |
|-----------------------------------|-------------------|
| • Freehold Land | Not depreciated |
| • Buildings | 2% straight line |
| • Property Improvements | 5% straight line |
| • Fixtures & Fittings | 20% straight line |
| • Computer equipment and software | 25% straight line |

l) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be included within general funds in the balance sheet. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

- m) Investments in subsidiaries.
Investments in subsidiaries are at cost.
- n) Inventories
Inventories are stated at the lower of cost and estimated selling price less costs to complete and sell. In general, cost is determined on a first in first out basis and includes transport and handling costs. Provision is made where necessary for obsolete, slow moving and defective inventories. Donated items of inventories, held for distribution or resale, are recognised at fair value which is the amount the charity would have been willing to pay for the items on the open.
- o) Debtors
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.
- p) Cash at bank and in hand
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.
- q) Creditors and provisions
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.
- r) Financial instruments
The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.
- s) Pensions
The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the charity to the fund. The charity has no liability under the scheme other than for the payment of those contributions.

2. Income from charitable activities

	2024	2023
	Total	Total
	£	£
Qualification and assessment income and other educational income	12,678,774	11,468,208
	12,678,774	11,468,208

3. Income from investments

	2024	2023
	Total	Total
	£	£
Evelyn Partners Investment Management	184,721	193,470
	184,721	193,470

4a. Analysis of expenditure

Charitable activities	Qualification and assessment costs	Support Costs	Governance Costs	2024 Total	2023 Total
	£	£	£	£	£
Staff costs (Note 6)	4,575,636	2,542,020	145,258	7,262,914	6,517,351
Verifier, examination fees & expenses	1,663,824	924,347	52,820	2,640,991	2,094,906
Premises costs	189,609	105,338	6,019	300,966	241,920
Telephone & fax	32,311	17,951	1,026	51,288	54,197
Postage, stationery & assessment materials	180,686	100,381	5,736	286,803	750,133
Other office costs	59,332	32,962	1,884	94,178	114,080
Travelling, meeting & committee expenses	230,559	128,088	7,319	365,966	386,459
Marketing & publicity	152,982	84,990	4,857	242,829	329,573
Legal & professional	44,491	24,717	1,412	70,620	36,909
Audit & accountancy	32,708	18,171	1,038	51,917	27,930
Depreciation	92,191	51,217	2,927	146,335	165,769
Amortisation	725,902	403,279	23,045	1,152,226	751,834
Profit on disposal of fixed assets	5,242	2,912	166	8,320	1,552
Bank charges & foreign exchange	12,759	7,088	405	20,252	26,150
Sundry expenses	(9,072)	(5,040)	(288)	(14,400)	196,574
ICT Hosting & support	825,331	458,517	26,201	1,310,049	1,404,933
Consultancy support	60,340	33,522	1,916	95,778	78,361
Qualification and assessment costs	8,874,831	4,930,460	281,741	14,087,032	13,178,631
Support costs	4,930,460	(4,930,460)	-	-	-
Governance costs	281,741	-	(281,741)	-	-
Total expenditure 2024	14,087,032	-	-	14,087,032	-
Total expenditure 2023	13,178,631	-	-		13,178,631

4b. Analysis of expenditure

Charitable activities

	Qualification and assessment costs	Support Costs	Governance Costs	2023 Total
	£	£	£	£
Staff costs (Note 6)	4,171,105	2,215,899	130,347	6,517,351
Verifier, examination fees & expenses	1,340,740	712,268	41,898	2,094,906
Premises costs	154,829	82,253	4,838	241,920
Telephone & fax	34,686	18,427	1,084	54,197
Postage, stationery & assessment materials	480,085	255,045	15,003	750,133
Other office costs	73,011	38,787	2,282	114,080
Travelling, meeting & committee expenses	247,334	131,396	7,729	386,459
Marketing & publicity	210,927	112,055	6,591	329,573
Legal & professional	23,622	12,549	738	36,909
Audit & accountancy	17,875	9,496	559	27,930
Depreciation	161,145	85,608	5,036	165,769
Amortisation	426,121	226,377	13,316	751,834
Profit on disposal of fixed assets	993	528	31	1,552
Bank charges & foreign exchange	16,736	8,891	523	26,150
Sundry expenses	125,808	66,835	3,931	196,574
ICT Hosting & support	899,157	477,677	28,099	1,404,933
Consultancy support	50,151	26,643	1,567	78,361
Qualification and assessment costs	8,434,325	4,480,734	263,572	13,178,631
Support costs	4,480,734	(4,480,734)	-	-
Governance costs	263,572	-	(263,572)	-
Total expenditure 2023	13,178,631	-	-	13,178,631

5. Net (expenditure)/ income for the year

	2024	2023
	£	£
Depreciation	146,335	165,769
Amortisation	1,152,226	751,834
Loss or (profit) on disposal of fixed assets	8,320	1,552
Operating lease rentals:		
Property	77,839	102,707
Other	105,443	112,126
Auditor's remuneration (excluding VAT):		
Audit	29,750	27,500
Other services	-	11,290
Foreign exchange (gains) or losses	17,009	12,010

6. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:	2024	2023
	£	£
Salaries and wages	5,670,731	5,261,183
Redundancy and termination costs paid in the year	295,537	63,676
Social security costs	599,704	535,184
Employer's contribution to defined contribution pension schemes	417,718	380,082
Other forms of employee benefits	279,225	277,226
	7,262,915	6,517,351

The following number of employees received employee benefits (excluding employer pension costs and national insurance) during the year between:

	2024	2023
	£	£
£60,000 - £69,999	6	5
£70,000 - £79,999	4	3
£80,000 - £89,999	1	1
£90,000 - £99,999	2	-
£100,000 - £109,999	-	1
£110,000 - £119,999	-	1
£120,000 - £129,999	1	2
£130,000 - £139,999	-	-
£140,000 - £149,999	-	-
£150,000 - £159,999	-	1
£170,000 - £179,999	1	1
£180,000 - £189,999	-	-
£190,000 - £199,999	-	1
£200,000 - £209,999	1	-

The total employee benefits including pension contributions and employer's national insurance of the key management personnel were £704,105 (2023: £1,053,502).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil) save as disclosed in note 8 below.

Trustees' expenses represents the payment or reimbursement of travel and subsistence totalling £10,716 (2023: £13,566) incurred by 12 (2023: 11) trustees relating to attendance at Board meetings.

Trustee indemnity insurance has been included within the charitable company's indemnity insurance.

7. Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2024	2023
	No.	No.
Qualifications and Assessment	216	169
Support	39	41
Governance	2	2
	257	212

8. Related party transactions

During the year the Charity engaged with:

- * AlphaPlus Consultancy Ltd. Trustee John Winkley is a Director of this company, to which the Charity paid £17,170 during the financial year.
- * M Squared Media Ltd. Trustee Jayne Lewis-Orr is an Executive Director of this company, to which the Charity paid £13,764 during the financial year.
- * Stephanie Richardson Consulting Ltd. Trustee Stephanie Richardson is the owner of this company, to which the Charity paid £8,280 during the financial year."

There are nil donations from related parties.

9. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The charity's trading subsidiary Education & Media Services Limited will gift aid profits earned in year to the parent charity.

10. Tangible fixed assets

The Group

	Freehold property	Property Improvements	Fixtures and fittings	Computer equipment & Software	Total
	£	£	£	£	£
Cost					
At the start of the year	1,289,458	1,889,769	147,611	1,285,163	4,612,001
Additions in year	-	16,436	4,326	23,072	43,834
Transfers in year	-	-	-	-	-
Disposals in year	-	(964)	(7,498)	(1,079,634)	(1,088,096)
At the end of the year	1,289,458	1,905,241	144,439	228,601	3,567,739
Depreciation					
At the start of the year	167,140	768,975	143,370	1,203,758	2,283,243
Charge for the year	17,628	87,340	2,445	39,828	147,241
Eliminated on disposal	-	(410)	(6,644)	(1,078,353)	(1,085,407)
At the end of the year	184,768	855,905	139,171	165,233	1,345,077
Net book value					
At the end of the year	1,104,690	1,049,336	5,268	63,368	2,222,662
At the start of the year	1,122,318	1,120,794	4,241	84,960	2,332,313

Land with a value of £407,232 (2023: £407,232) is included within freehold property and not depreciated.

This year, the fixed asset gross book value has been significantly reduced. This has been driven by two activities:

- We have replaced our HR and payroll system and as a result we disposed of the old, almost fully-depreciated, system as well as some other software build assets.
- We also undertook a review of our IT and facilities assets and disposed of a number of fully-depreciated assets that were no longer in use by the business.

All of the above assets are used for charitable purposes.

10. Tangible fixed assets (continued)

The Charity

	Freehold property	Property Improvements	Fixtures and fittings	Computer equipment & Software	Total
	£	£	£	£	£
Cost					
At the start of the year	1,289,458	1,889,769	147,611	1,285,163	4,612,001
Additions in year	-	16,436	4,326	23,072	43,834
Disposals in year	-	(964)	(7,498)	(1,079,634)	(1,088,096)
At the end of the year	1,289,458	1,905,241	144,439	228,601	3,567,739
Depreciation					
At the start of the year	167,140	768,975	143,370	1,203,758	2,283,243
Charge for the year	17,628	87,340	2,445	39,828	147,241
Eliminated on disposal	-	(410)	(6,644)	(1,078,353)	(1,085,407)
At the end of the year	184,768	855,905	139,171	165,233	1,345,077
Net book value					
At the end of the year	1,104,690	1,049,336	5,268	63,368	2,222,662
At the start of the year	1,122,318	1,120,794	4,241	81,405	2,328,758

11. Intangible fixed assets

The Group

	Software & Resources	Goodwill	Trademarks	Total
	£	£	£	£
Cost				
At the start of the year	2,019,849	8,376,833	4,800	10,401,482
Additions in year	6,064	33,779	-	39,843
Disposals in year	(109,651)	-	-	(109,651)
At the end of the year	2,019,849	8,410,612	4,800	10,435,261
Amortisation		-		
At the start of the year	1,839,617	5,549,489	4,120	7,393,226
Charge for the year	109,987	1,041,759	480	1,152,226
Eliminated on disposal	(104,019)	-	-	(104,019)
At the end of the year	1,839,617	6,591,248	4,600	8,441,432
Net book value				
At the end of the year	70,677	1,819,364	200	1,890,242
At the start of the year	180,232	2,827,344	680	3,008,256

11. Intangible fixed assets (continued)

The Charity

	Software & Resources	Trademarks	Total
	£	£	£
Cost			
At the start of the year	2,019,849	4,800	2,024,649
Additions in year	6,064	-	6,064
Disposals in year	(109,651)	-	(109,651)
At the end of the year	1,916,262	4,800	1,921,062
Amortisation			
At the start of the year	1,839,617	4,120	1,843,737
Charge for the year	109,987	480	110,467
Eliminated on disposal	(104,019)	-	(104,019)
At the end of the year	1,845,585	4,600	1,850,185
Net book value			
At the end of the year	70,677	200	70,877
At the start of the year	180,232	680	180,912

12. Listed investments

	The Group		The Charity	
	2024	2023	2024	2023
	£	£	£	£
Fair value at the start of the year	7,551,284	8,362,194	7,551,284	8,362,194
Additions at cost	864,931	1,440,002	864,931	1,440,002
Disposal proceeds	(1,117,269)	(1,532,703)	(1,117,269)	(1,532,703)
Change in cash in the portfolio	235,768	(453,827)	235,768	(453,827)
Net gain in fair value	622,315	(264,382)	622,315	(264,382)
Fair value at the end of the year	8,157,029	7,551,284	8,157,029	7,551,284

Listed investments comprise:

	The Group		The Charity	
	2024	2023	2024	2023
	£	£	£	£
UK Common investment funds	2,717,210	2,414,412	2,717,210	2,414,412
Shares listed on the London Stock Exchange	1,064,040	1,291,351	1,064,040	1,291,351
Cash and short term deposits held by fund manager	422,965	156,941	422,965	156,941
Other Investments Including Overseas Equities, Alternatives and Multi-Asset	3,952,814	3,688,580	3,952,814	3,688,580
Fair value at the end of the year	8,157,029	7,551,284	8,157,029	7,551,284

13 Subsidiary undertakings

	2024	The Charity 2023
	£	£
Investments held in subsidiary undertakings		
At the start of the year	2,094,812	4,172,158
Additions during the year	33,779	1,161,553
Impairments recognised	(1,109,082)	(3,238,899)
At the end of the year	1,019,509	2,094,812

Education & Media Services Ltd

VTCT Skills acquired the share capital of Education & Media Services Ltd (EMS) on 8 November 2016. The cost of acquisition along with associated professional support and advice totalled £5,600,049. The cost of the share capital was settled through a cash payment, with a retention amount paid in March 2017 based on EMS's performance. The goodwill has been fully amortised.

A summary of the results of the subsidiary shown below.

	2024	2023
	£	£
Turnover	2,454,254	2,212,401
Cost of sales	(502,390)	(466,649)
Gross profit	1,951,863	1,745,753
Administrative expenses	(1,079,905)	(1,365,896)
Operating profit / (loss)	871,959	379,856
Interest receivable	6,879	4,824
Profit on ordinary activities	878,838	384,680
Gift aid to parent undertaking	-	(1,427,274)
Profit/(Loss) for the period	878,838	(1,042,594)
The aggregate of the assets, liabilities and reserves was:		
	2024	2023
	£	£
Assets	1,353,179	592,681
Liabilities	(207,068)	(325,408)
Reserves	1,146,111	267,273

During the year, intercompany charges were made from VTCT Skills to EMS totalling £973,522 (2023: £1,255,702) for management time and support.

The Skills Group Limited & Skills for Logistics Limited

VTCT Skills acquired the share capital of The Skills Group Ltd who own Skills for Logistics Ltd on 01 June 2023. The cost of the acquisition along with associated professional support and advice totalled £1,161,553. The trustees consider the useful economic life of The Skills Group Ltd to be 2 years and the goodwill has will be amortised over this period.

Skills for Logistics Ltd and The Skills Group Ltd have both taken advantage of the provisions available under Section 479C of the Companies Act 2006 which allow for audit exemption of a subsidiary company. Vocational Training Charitable Trust guaranteed the liabilities of the subsidiaries The Skills Group Limited and Skills for Logistics Ltd at 31 December 2023.

During the year there were no intercompany charges made from VTCT Skills to The Skills Group Ltd or Skills for Logistics Ltd.

The Skills Group Limited

A summary of the results of the subsidiary shown below. The accounting date for The Skills Group Ltd is 31st December.

	Year to 31 December	Pre acquisition 12 month period to 31st December
	2023	2022
	£	£
Turnover	51,945	84,670
Cost of sales	-	-
Gross profit	51,945	84,670
Administrative expenses	(134,821)	(177,032)
Operating loss	(82,876)	(92,362)
Exceptional item	273,427	117,684
Operating profit / (loss) after exceptional items	190,551	25,322
Interest receivable and similar income	609	-
Interest payable and similar charges	(1,000)	-
Profit for the period	190,160	25,322

The aggregate of the assets, liabilities and reserves was:

	2023	2022
	£	£
Assets	70,757	103,352
Liabilities	(121,960)	(344,715)
Reserves	(51,203)	(241,363)

Skills for Logistics Limited

A summary of the results of the subsidiary shown below. The accounting date for Skills for Logistics Limited is 31 December.

	Year to 31 December	Pre acquisition 12 month period to 31 December
	2023	2022
	£	£
Turnover	703,517	797,714
Cost of sales	(225,067)	(141,596)
Gross profit	478,450	656,118
Administrative expenses	(480,738)	(419,744)
Operating profit / (loss)	(2,288)	236,374
Exceptional item	30,058	(152,086)
Operating profit / (loss) after exceptional items	27,770	84,288
Interest payable and similar charges	(401)	(989)
Profit on ordinary activities	27,369	83,299
Corporation Tax	-	(24,728)
Profit for the period	27,369	58,571

The aggregate of the assets, liabilities and reserves was:

	2023	2022
	£	£
Assets	203,097	250,513
Liabilities	(78,326)	(153,111)
Reserves	124,771	97,402

The trade and assets of The Skills Group Ltd and Skills for Holdings Ltd were transferred to VTCT Skills on 1st January 2024.

14. Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2024	2023
	£	£
Gross income	11,324,135	12,810,332
Net result for the year	(1,469,327)	(2,620,401)

15. Debtors

	2024	The Group 2023	2024	The Charity 2023
	£	£	£	£
Trade debtors	1,100,383	1,174,390	1,033,449	1,002,632
Amounts due from other group entities	-	-	73,212	175,759
Other debtors and prepayments	531,250	640,275	156,224	610,593
	1,631,633	1,814,665	1,622,885	1,788,984

Other Debtors includes a non current debtor of £138k (2023: £138k) comprising of a loan made in 2014 to Truro & Penwith College contributing to the provision of specialist teaching facilities.

16 . Creditors: amounts falling due within one year

	2024	The Group 2023	2024	The Charity 2023
	£	£	£	£
Trade debtors	158,395	282,114	152,101	229,902
Taxation and social security	173,174	138,227	272,839	250,300
Other creditors	494,527	384,681	455,024	315,794
Deferred income (note 17)	242,252	288,890	154,194	186,078
	1,068,348	1,093,912	1,034,158	982,074

17. Deferred income

	2024	The Group 2023	2024	The Charity 2023
	£	£	£	£
Balance at the beginning of the year	288,890	218,451	186,078	56,791
Amount released to income in the year	(288,890)	(218,451)	(186,078)	(56,791)
Amount deferred in the year	242,252	288,890	154,194	186,078
	242,252	288,890	154,194	186,078

18a. Analysis of group net assets between funds (current year)

	General unrestricted	Total funds
	£	£
Tangible fixed assets	2,222,662	2,222,662
Intangible assets including goodwill	1,890,242	1,890,242
Investments	8,157,029	8,157,029
Net current assets	1,943,865	1,943,865
Net assets at 31 July 2024	14,213,797	14,213,797

18b. Analysis of group net assets between funds (prior year)

	General unrestricted	Total funds
	£	£
Tangible fixed assets	2,332,998	2,332,998
Intangible assets including goodwill	3,008,256	3,008,256
Investments	7,551,284	7,551,284
Net current assets	1,969,896	1,969,896
Net assets at 31 July 2023	14,862,434	14,862,434

19a. Movements in funds (current year)

	At 1 August 2023	Income & net gains	Expenditure & losses	Transfers	At 31 July 2024
	£	£	£	£	£
Unrestricted funds:					
General funds	14,862,434	12,863,495	(13,512,131)	-	14,213,798
Total funds	14,862,434	12,863,495	(13,512,131)	-	14,213,798

19b. Movements in funds (prior year)

	At 1 August 2022	Income & net gains	Expenditure & losses	Transfers	at 31 July 2023
	£	£	£	£	£
Unrestricted funds:					
General funds	16,692,942	11,661,678	(13,492,186)	-	14,862,434
Total funds	16,692,942	11,661,678	(13,492,186)	-	14,862,434

20. Operating lease commitments

The group's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	2024	Property 2023	2024	Equipment/Other 2023
	£	£	£	£
Less than one year	67,627	67,498	74,232	74,777
One to five years	129,516	175,475	99,594	180,998
More than 5 years	-	-	-	-
	197,143	242,973	173,826	255,775

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	2024	Property 2023	2024	Equipment/Other 2023
	£	£	£	£
Less than one year	55,413	55,413	74,232	74,777
One to five years	120,062	175,475	99,594	180,998
	175,475	230,888	173,826	255,775

21. Lessor commitments

The charity's total future minimum lessor payments under non-cancellable operating leases is as follows for each of the following periods:

	2024	2023
	£	£
Amounts falling due on Tenant leases in less than one year	28,405	-
Amounts falling due on Tenant leases in one to five years	115,962	-
Amounts falling due on Tenant leases in more than five years	-	-
	144,367	-

22. Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10.



vtctskills.org.uk

Aspire House, Annealing Close,
Eastleigh, Hampshire, SO50 9PX,
United Kingdom

T +44 (0) 23 8068 4500
E customersupport@vtctskills.org.uk