

Qualification Update

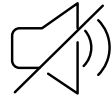
30th October 2025

Housekeeping



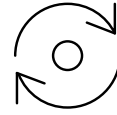
This session is being recorded

The session is being recorded, which will be sent to all attendees after the webinar, along with the slides.



Everyone is on mute

Everyone is on mute



Questions & polls

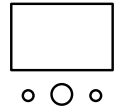
Please add your questions into the question function on the control panel. Will we endeavour to answer all questions although will follow up with the usual Q&A with the webinar recording.

There will be poll questions, so have your phone to hand.



Captioning

A captioning function is available, which you can activate individually from the banner at the bottom of the screen.



If the session cuts off

Please use the original webinar link to gain access back into the session. To join over the telephone, select “Phone Call” in the Audio pane and the dial-in information will be displayed

Let's take a look at what is happening today

Agenda

- 1 Introductions
- 2 Our Leadership & Management offer
- 3 Proposed qualification structures
- 4 Level 4, Wales & Northern Ireland
- 5 Assessment approach
- 6 Upcoming events and keeping up to date



Your speakers today



Brett Keegan

ILM Product Manager

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ILM Technical Advisor

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ILM Leadership & Management *offer*

Brett Keegan

Leadership & Management

- Level 2, 3 & 5

The “what”

New suite of Leadership & Management qualifications

The Headlines

Brand-new suite of Leadership & Management qualifications at Level 2, 3 & 5 which will go live in January 2026.

- New Award, Certificate, Diploma and Extended Diploma sized qualifications
- Refreshed content, ensuring current topics are included which reflect the changing role of leaders and managers
- Move to a portfolio of evidence assessment method to allow for more flexibility in evidence types.





The “why”

Supporting Modern Managers

Qualifications that meet the needs of modern managers

Refreshing our much-loved suite of Leadership & Management qualifications to support learners in meeting the demands of the changing workplace.

The modern workplace has changed significantly over recent years and is evolving at a rapid pace. We're working on new ILM qualifications that equip learners with practical, future-ready skills and knowledge needed to be effective in today's workplace.

An assessment approach that is accessible for learners with differing needs and flexible enough to support learners in a wide range of working environments.

The “how”

What's *new*?

More focussed product offer

- Clearer qualification offer with a rationalised unit offer at each level

Accessibility

- Simplified documentation, guidance and requirements
- Clearer language to avoid ambiguity

Refreshed and updated content

- Unit content update to provide the skills and knowledge needed to tackle the challenges faced by modern leaders and managers
- All units contain a mix of knowledge and skills to ensure consistent and comparable outcomes
- Alignment to current management and leadership standards at each level, ensuring knowledge and skills meet employer expectations
- Flexibility provided by a range of optional units at each level

Assessment

- Move to Portfolio of Evidence supports a more flexible approach to assessment
- Allows different evidence types to be used from across a wide range of sectors



Proposed qualification *structures*

Proposed Level 2 qualification structures

Level 2 Developing Leadership & Team Skills

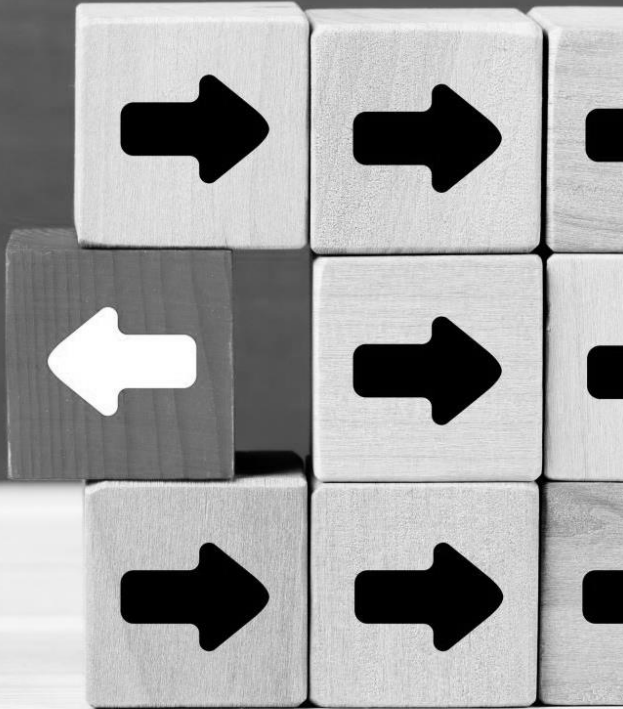
Unit No	Unit title	Award	Certificate	Diploma
		M = 1 unit O = 1 unit	M = 1 units O = 3 units	M = 1 units O = 11 units
201	Supporting team performance	M	M	M
202	Personal development as a senior team member	O	O	O
203	Responding to disagreements in the workplace	O	O	O
204	Supporting the motivation of a team	O	O	O
205	Equity, Diversity and Inclusion in the workplace	O	O	O
206	Supporting organisational improvements	O	O	O
207	Problem solving	O	O	O
208	Decision making using data	O	O	O
209	The organisation and its environment	O	O	O
210	Record keeping and information management in the workplace	O	O	O
211	Health, safety and wellbeing in the workplace	O	O	O
212	Effective communication	O	O	O
213	Communication tools and techniques in the workplace	O	O	O
214	Understanding stakeholders and meeting stakeholder needs	O	O	O
215	Providing support to external stakeholders	O	O	O

Mandatory
Optional

- To achieve the **Level 2 Award**, learners need to complete a total of 2 units. To do this they must achieve 1 mandatory unit and at least 1 optional unit.
- To achieve the **Level 2 Certificate**, learners need to complete a total of 4 units. To do this they must achieve 1 mandatory unit and at least 3 optional units.
- To achieve the **Level 2 Diploma**, learners need to complete a total of 12 units. To do this they must achieve 1 mandatory unit and at least 11 optional units.

Poll question





Level 2

What will these qualifications replace?

New qualification	Replaces	
Level 2 Award in Developing Leadership & Team Skills		
	8000	Level 2 Award in Leadership and Team Skills
	8003	Level 2 Award in Effective Team Member Skills
Level 2 Certificate in Developing Leadership & Team Skills		
	8000	Level 2 Certificate in Leadership and Team Skills
	8002	Level 2 Certificate in Team Leading
	8003	Level 2 Certificate in Effective Team Member Skills
Level 2 Diploma in Developing Leadership & Team Skills		
	8620	Level 2 Diploma in Team Leading

Proposed Level 3 qualification structures

Level 3 Leadership & Management Skills

Unit No	Unit title	Award	Certificate	Diploma	Extended Diploma
		M = 1 unit O = 1 unit	M = 1 units O = 3 units	M = 1 units O = 5 units	M=17
301	Developing effective leadership skills	M	M	M	M
302	Managing personal and professional development	O	O	O	M
303	Managing the performance of others	O	O	O	M
304	Supporting wellbeing in the workplace	O	O	O	M
305	Effective recruitment	O	O	O	M
306	Developing project management skills	O	O	O	M
307	Managing and implementing change	O	O	O	M
308	Problem solving and decision making	O	O	O	M
309	The organisation and its environmental responsibilities	O	O	O	M
310	Analysing data to make decisions	O	O	O	M
311	Organisational finance	O	O	O	M
312	Effective communication	O	O	O	M
313	Planning and leading structured workplace communication	O	O	O	M
314	Supporting flexible working	O	O	O	M
315	Developing a high performing team	O	O	O	M
316	Legislation and compliance	O	O	O	M
317	Managing external stakeholder relationships	O	O	O	M

M= Mandatory
O= Optional

- To achieve the **Level 3 Award**, learners need to complete a total of 2 units. To do this they must achieve 1 mandatory unit and at least 1 optional unit.
- To achieve the **Level 3 Certificate**, learners need to complete a total of 4 units. To do this they must achieve 1 mandatory unit and at least 3 optional units.
- To achieve the **Level 3 Diploma**, learners need to complete a total of 6 units. To do this they must achieve 1 mandatory unit and at least 5 optional units.
- To achieve the **Level 3 Extended Diploma**, learners must achieve all 17 mandatory units

Poll question



Level 3

Leadership & Management Principles

Purpose

New level 3 Award & Certificate qualifications focussed on supporting aspiring managers who aren't in a role or position to support the demonstration of the full range of level 3 skills.

What is it?

Qualifications focussed on the principles of leadership & management to support focussed delivery and assessment.

With the foundations of the content coming from the new Level 3 Leadership & Management Skills qualifications this provides the ideal stepping stone for managers, supporting the progressive step from Principles on to Skills qualifications as their career develops.

How you can shape the design

We're aiming to hold initial customer consultation focussed on qualification structure and content proposals at the end of November – if you'd like to be involved in this process and help shape the design of these qualifications, please let me know by emailing

brett.keegan@cityandguilds.com.





Level 3

What will these qualifications *replace*?

New qualification	Replaces	
Level 3 Award in Leadership & Management Skills		
	8600	Level 3 Award in Leadership and Management
Level 3 Certificate in Leadership & Management Skills		
	8600	Level 3 Certificate in Leadership and Management
Level 3 Diploma in Leadership & Management Skills		
	8411	Level 3 Diploma for Team Leaders
	8600	Level 3 Diploma in Leadership and Management
	8410	Level 3 Diploma for Managers
Level 3 Award in Leadership & Management Principles		
	8600	Level 3 Award in Leadership and Management
Level 3 Certificate in Leadership & Management Principles		
	8600	Level 3 Certificate in Leadership and Management
	8606	Level 3 Certificate in Principles of Leadership and Management

Proposed Level 5 qualification structures

Level 5 Operational Leadership & Management

Unit No	Unit title	Award	Certificate	Diploma	Extended Diploma
		M = 1 unit O = 1 unit	M = 1 units O = Min of 3 units	M = 1 units O = Min of 5 units	M = 21 units
501	Leading people and organisational culture	M	M	M	M
502	Assessing own leadership performance	O	O	O	M
503	Managing people	O	O	O	M
504	Managing own continuing personal and professional development	O	O	O	M
505	Coaching and mentoring in a leadership role	O	O	O	M
506	Promoting equity of opportunity, diversity and inclusion	O	O	O	M
507	Leading and managing wellbeing in the workplace	O	O	O	M
508	Managing operational workforce planning	O	O	O	O
509	Project management	O	O	O	M
510	Managing operational finance	O	O	O	O
511	Making a financial case	O	O	O	M
512	Optimising the use of technology	O	O	O	M
513	Managing business risk	O	O	O	M
514	Problem solving and decision making	O	O	O	M
515	Leading innovation and change	O	O	O	M
516	Managing resources	O	O	O	M
517	Business process engineering	O	O	O	M
518	Managing quality	O	O	O	O
519	Contributing to the delivery of organisational strategy	O	O	O	O
520	Operational planning and reporting	O	O	O	M
521	Organisational culture and ethics	O	O	O	M
522	Organisational sustainability	O	O	O	M
523	Data driven decision making	O	O	O	O
524	Developing and managing collaborative relationships	O	O	O	M
525	Managing stakeholder relationships	O	O	O	M
526	Working with partners	O	O	O	M
527	Developing products and services	O	O	O	O

M= Mandatory
O= Optional

- To achieve the **Level 5 Award**, learners must complete 2 units. To do this they must achieve 2 units, 1 mandatory unit (501) and at least 1 optional unit.
- To achieve the **Level 5 Certificate**, learners must complete 4 units. To do this they must achieve 1 mandatory unit and at least 3 optional units.
- To achieve the **Level 5 Diploma**, learners must complete 6 units. To do this they must achieve 1 mandatory unit and at least 5 optional units.
- To achieve the **Level 5 Extended Diploma**, learners must achieve 21 mandatory units

Poll question



Level 5

What will these qualifications *replace*?

New qualification	Replaces	
Level 5 Award in Operational Leadership & Management		
	8607	Level 5 Award in Leadership and Management
	8322	Level 5 Award in Leadership
Level 5 Certificate in Operational Leadership & Management		
	8607	Level 5 Certificate in Leadership and Management
Level 5 Diploma in Operational Leadership & Management		
	8607	Level 5 Diploma in Leadership and Management
	8421	Level 5 Diploma for Operational Leaders and Managers
	8420	Level 5 Diploma for Leaders and Managers

Poll question





What emerging Leadership and Management topics would you like to see included in future ILM provision?

Do not edit
How to change the
design

*Level 4,
Wales & Northern Ireland*

Let's take a look at...

Level 4

Existing Level 4 ILM provision will remain in place – we are planning to review this in the medium term.

We will ensure clear and timely updates are provided to customers for Level 4, this will include invites to consultation meetings specific to Level 4 to support key decisions and design of new products.

If you'd like to be involved in consultation activity on Level 4 please let me know by emailing brett.keegan@cityandguilds.com.



Wales & Northern Ireland

New qualifications outlined will be available our customers in Wales and Northern Ireland.

Existing qualifications currently on apprenticeship frameworks in Wales and Northern Ireland will remain in place.

When new qualifications are launched, we will work with providers in Wales and Northern Ireland to understand whether the existing provision or new qualifications best meet your needs for apprenticeship delivery.

We will ensure communication around this is clear with timelines that ensure any change is manageable.

New Assessment approach



Move to a Portfolio of Evidence

Assessment *Approach*

The new qualifications will be assessed using a portfolio of evidence.

The purpose of moving to this assessment method is to provide a more flexible approach to assessment:

- Allows for a range of different evidence types to be used including written assignments, work-based product evidence, professional discussions.
- Provides more flexibility to suit different learner needs
- Evidence types can be flex to suit different learner environments

We will provide a range of supporting resources including a Portfolio Pack to support evidence gathering and the creation of portfolios.



More information will be provided on this approach to assessment in our next webinar for this series which will take place in November:

Portfolio Approaches & Inclusive Assessment
19 November – 12 noon to 1pm – Registration

Poll question

*Keeping up to date and
events*

Sign up to our webinar series

We will be launching a refreshed suite of qualifications from Levels 2 to 5 in January 2026, designed for flexibility and evolving learner needs in the modern workplace.

Join our three-part webinar series starting 30 October to learn more.

[Visit our website to learn more](#)

Webinar series – October to December

- **Introduction to the new ILM Qualification Suite for 2026**
30 October – 12 noon to 1pm - [Registration](#)
- **Portfolio Approaches & Inclusive Assessment**
19 November – 12 noon to 1pm – [Registration](#)
- **Support Resources to Help You Deliver**
9 December – 12 noon to 1pm - [Registration](#)

The screenshot shows the ILM website header with the logo and navigation links. The main banner features a smiling woman and the text: "Lead the Future with ILM's New Leadership & Management Qualifications (Levels 2-5)". Below the banner, there is a section titled "Human-centred leadership for a changing world" with a paragraph explaining the refreshed qualifications and a three-part webinar series. At the bottom, three webinar cards are displayed, each with a photo of a speaker and details about the topic, date, and time.

Lead the Future with ILM's New Leadership & Management Qualifications (Levels 2-5)

[Register now for webinars](#)

Human-centred leadership for a changing world

In an era now shaped by AI, automation, and hybrid work, effective leadership is more than knowledge – it's about how you lead. ILM's refreshed qualifications, due to go live in early 2026, are designed to equip learners with the practical, future-ready skills and knowledge that today's workplaces demand. To support your delivery of these new qualifications, we're hosting a three-part webinar series ahead of the launch. Join us to discover how our new qualifications can empower the next generation of leaders.

Webinar	Topic	Date & Time
	Introduction to the new ILM Qualification Suite for 2026	30 October – 12pm to 1pm
	Portfolio Approaches & Inclusive Assessment	19 November – 12pm to 1pm
	Support Resources to Help You Deliver	9 December – 12pm to 1pm

Roadshows: *Bringing our qualifications to you*

Early 2026 we will arrange a series of Face-to-Face events to go through the detail of the new qualifications across the UK.

Dates and venues will be confirmed early December 2025.



Coming soon
Face-to-Face event
announcement



Take a look at...

Upcoming ILM *Customer updates for 2026*

Date: Monday 19 January

Time: 12:00pm – 1:15pm BST

[Registration](#)

Date: Thursday 23rd April

Time: 9.00am – 10:15am BST

Booking link to follow

Date: Thursday 7 July

Time: 9.00am – 10:15am BST

Booking link to follow

Date: Thursday 14th October

Time: 9.00am – 10:15am BST

Booking link to follow

Recordings of all past webinars, customer updates and slides can be found on the website.

[ILM Event Recordings](#)

[Keeping you informed with our customer webinars and updates |](#)

[ILM Events](#)

Take a look at...

Upcoming *webinars and events*



Leadership and Management Special Interest Group

Date: Monday 3 November 2025

Time: 12:00pm – 13:00pm GMT

[Registration](#)



Coaching and Mentoring Special Interest Group

Date: Monday 17 November 2025

Time: 2:00pm – 13:00pm GMT

[Registration](#)



ILM Coaching and Mentoring F:F Network – Fully Booked

Date: Tuesday 11 November 2025

Time: 9:30pm – 15:30pm GMT

Talk to us..
Keep in touch via
**our updates and
 channels**



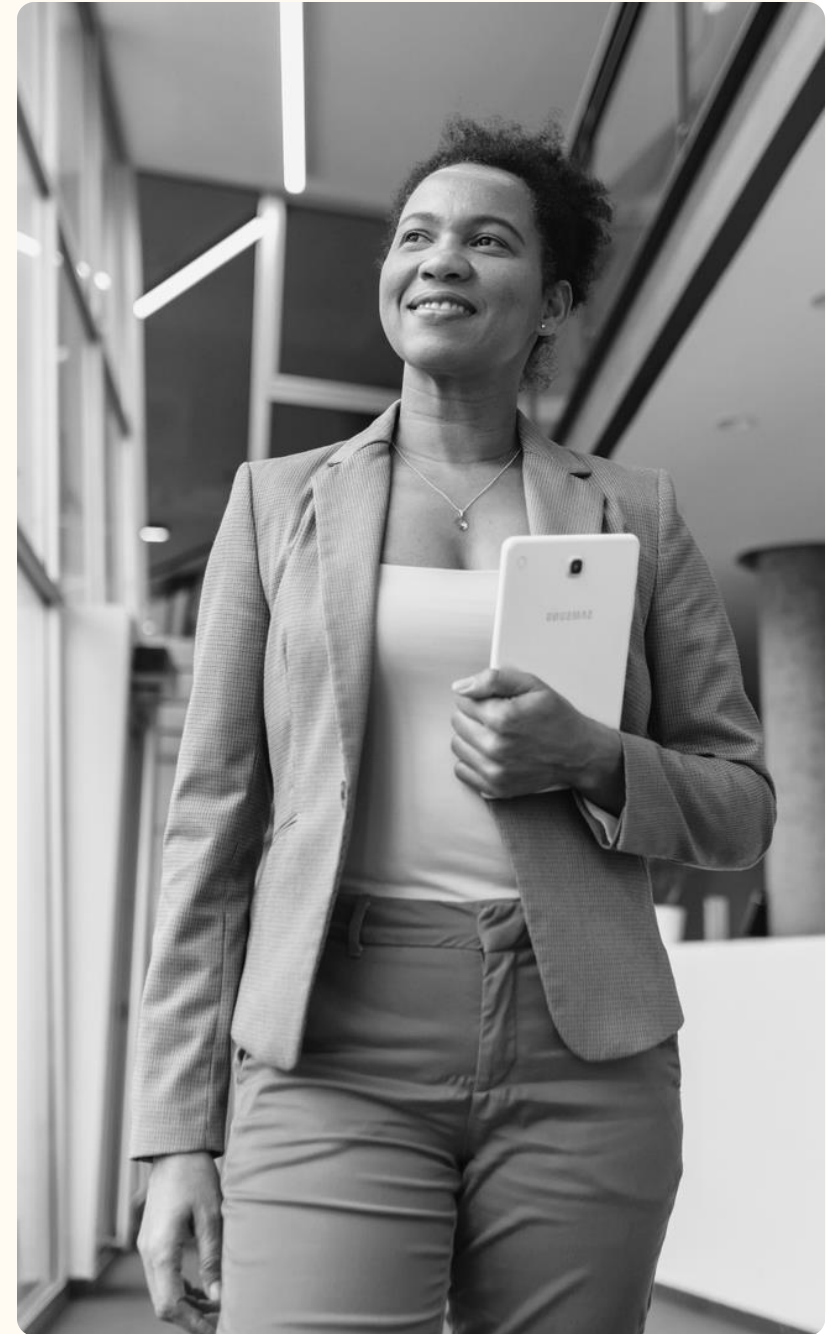
Sign up to receive
 funding and leadership
 and management
 updates



@ilmuk1



@ILM_UK



We would like to say...

Thank you

About ILM

ILM, part of City & Guilds, is the UK's leading provider of practical leadership, management, and coaching qualifications. Spanning Levels 2 to 7 and awarded by The City and Guilds of London Institute, ILM's specialist suite supports learners at every career stage. ILM also offers expert assessment, learning content, and accreditation services.

We believe great leaders can come from anywhere. That's why ILM focuses on developing real-world, work-based skills - empowering individuals to lead with confidence and impact. By helping people unlock their potential, ILM enables organisations to build confident, capable managers who drive performance, engagement, and long-term success.

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