

INDUSTRIAL CADETS

The National Outcomes-Based Pathway for Future Skills



Industrial Cadets is a national pathway infrastructure supporting the UK's future workforce.

First inspired by Patron of Industrial Cadets, His Majesty King Charles III, the Industrial Cadets Framework provides a nationally recognised accreditation pathway that connects young people with employers while developing the skills, behaviours and experience needed for future careers.



The framework

The framework supports young people through progressive stages of engagement and capability development. Learners can enter and **progress at different levels**, ensuring flexibility and inclusive participation.



Engagement

Awareness of careers and pathways



Preparation

Development of core workplace skills



Commitment

Demonstrated intent and sustained engagement



Transition

Work-readiness through applied learning



Retention

Early career confidence and contribution

Why this matters: The UK skills challenge



Employers across growth sectors face **persistent talent pipeline shortages**, while many young people remain disconnected from industry pathways and opportunities.

Traditional engagement models often measure **activity rather than impact**.

The Industrial Cadets Framework addresses this gap by providing **structured progression that validates capability, confidence and readiness for work**.

Outcomes-based accreditation

Industrial Cadets recognises what young people demonstrate, not how long they participate.

Accreditation is based on:



- Evidenced learning outcomes
- Demonstrated behaviours and workplace attitudes
- Employer validation and endorsement
- Project outputs or learner portfolios

Why partner with Industrial Cadets?

- **Demonstrate social impact:** Showcase your commitment to youth development, diversity, and corporate social responsibility.
- **Raise your profile:** Gain brand visibility across the Industrial Cadets network and alumni community.
- **Develop future talent:** Support young people to build industry-relevant skills and experience while identifying future talent.
- **Inclusive reach:** Engage a diverse pool of young people, including those underrepresented in STEM, creating equal opportunities.
- **Support skills & innovation:** Strengthen your reputation by contributing to skills development and innovation.
- **Engage and motivate:** Digital badges, certificates, and packs drive participation and completion.
- **Network & collaborate:** Connect with like-minded organisations through events, awards, and the IC Nexus Alumni Platform.



Find out more by emailing us at:
industrialcadets@etrust.org.uk

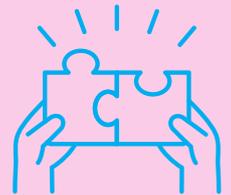
Value for Partners

The Industrial Cadets framework provides a consistent national structure that partners can scale locally. Example costings for Industrial Cadets Accreditation Packages include:



- 1 X Programme at Industrial Cadets Challenger Level with 200 student awards = £720 + VAT
- 1 X Programme at Industrial Cadets Bronze, Silver or Gold Level with 100 student awards = £2,030 + VAT
- 1 x Industrial Cadets Platinum Level Programme with 10 student awards = £3,015 + VAT

Building future pathways together



Industrial Cadets enables partners, funders and employers to build stronger connections between education, industry and opportunity. Our ambition is to reach 1 million Industrial Cadets Experiences by 2035. Partnering with Industrial Cadets in 2026 will include your organisation in our 500,000 Industrial Cadets celebration campaign and events throughout the year. Together we can:

- **Expand access to high-quality employer engagement**
- **Strengthen regional skills pipelines**
- **Support young people into sustainable careers**
- **Deliver measurable economic and social value**