

## Associate Coach independent contractor framework

### Engagement overview

WorldSkills UK is establishing a framework pool of independent Associate Coaches to support the delivery of workforce development activity across further and higher technical education, where specialist expertise is required.

Associate Coaches are self-employed professionals who provide services to WorldSkills UK on a non-exclusive, assignment-by-assignment basis. Inclusion in the Associate Coach pool does not guarantee the offer of work, and there is no obligation on either party to offer or accept assignments.

### Commercial terms

- **Fee basis:** day rate, agreed per assignment (up to £300 per day, depending on scope and experience)
- **Engagement term:** framework arrangement for up to 24 months
- **Volume of work:** potential for up to 50 days each academic year with no minimum or guaranteed days
- **Location:** UK (delivery may be online or in person, depending on the assignment)
- **Expenses:** payable when agreed in advance and in line with WorldSkills UK contractor expenses policy.

### Nature of the services

Associate Coaches provide professional services that contribute to WorldSkills UK's workforce development activity. Assignments will be defined by outputs, objectives and deliverables, agreed in advance for each engagement.

Associate Coaches will support WorldSkills UK meet the growing national demand for workforce development across further and higher technical education. They will primarily deliver high quality, evidence informed professional development aligned to WorldSkills UK's internationally benchmarked standards and philosophy for skills excellence. In addition, Associate Coaches may contribute professional insight to the continuous improvement of workforce development activity and support sector engagement, where agreed, to strengthen participation in WorldSkills UK skills competitions and wider programmes.

Depending on experience and availability, services may include:

## **Workforce development delivery**

WorldSkills UK Associate Coaches may be engaged to deliver high quality professional development to teachers, trainers and coaches across further and higher education and training.

- Deliver professional development activity aligned to agreed learning outcomes within the WorldSkills UK workforce development portfolio, which may include:
  - Centre of Excellence
  - Technical Excellence Colleges
  - Technical and vocational training
- Facilitate engaging, high-quality learning sessions (in person and online) in line with WorldSkills UK delivery standards and methodologies.
- Model and reinforce world-class standards in teaching, learning and assessment through delivery practice.
- Collect participant feedback on the programme and complete required evaluation and tracking documentation to support programme impact reporting.

## **Workforce development**

Associate Coaches may also be engaged on a pre agreed basis to provide insight that informs and strengthens WorldSkills UK's workforce development offer.

- Provide specialist insight to inform the development or refinement of workforce development portfolio.
- Contribute sector specific or occupational expertise to support curriculum or programme development activities.
- Provide insight into emerging skills needs, delivery challenges and effective practice, drawing on professional experience and delivery activity.

## **Sector engagement**

Associate Coaches may be engaged, on a pre agreed basis, to support sector engagement on behalf of WorldSkills UK, supporting engagement and participation in skills competitions and workforce development within a geographical area, including engagement with senior leadership teams.

- Signpost opportunities to participate in WorldSkills UK competitions and workforce development to support engagement with leadership teams in further education colleges, independent training providers, employer providers and universities.
- Improve education providers' understanding of routes into WorldSkills UK activity and explain strategic benefits of engagement for organisations to encourage participation in local and national skills competitions.

## **How engagements work**

- Each assignment will be offered separately, with a clear scope, expected outputs, timescales and fee basis.
- Associate Coaches are free to accept or decline any assignment offered.
- Associate Coaches determine how the services are delivered, using their own professional judgement, subject to agreed outcomes and any necessary safeguarding or quality requirements.
- Assignments will take place during standard weekday working hours, Monday to Friday, aligned to agreed delivery schedules.

## **Relationship status**

Associate Coaches operate as independent contractors and are not employees, workers or agents of WorldSkills UK. Nothing in this framework arrangement creates an obligation for continuous work, exclusivity, or ongoing availability.

## **Orientation and resources**

WorldSkills UK will provide an initial orientation to its programmes, context and available resources. This will be in the format of a two-day orientation session in June or July 2026. Accommodation and meals will be covered with a contribution towards travel of up to £100.

Any materials shared are intended to support effective collaboration, not to prescribe delivery methods.

## **Eligibility and experience**

Applicants should demonstrate relevant professional experience across education, industry and/or workforce development, with evidence of one or more of the following:

- Current or former WorldSkills UK Training Manager or Assistant Training Manager
- WorldSkills UK Endorsed Trainer
- WorldSkills UK National Competition Partner or Judge
- Independent professional with experience delivering workforce development or CPD to teachers or trainers

## **Essential experience**

- Understanding of the TVET, provider contexts, workforce challenges and the wider skills landscape.
- Up-to-date understanding of technical and vocational pedagogy, learning and assessment within education and / or industry.
- Recent experience delivering high-quality workforce development, CPD or professional learning to teachers or trainers.

- Ability to translate world class standards into practical teaching and assessment practice
- Confidence facilitating engaging learning and professional dialogue with senior and educator audiences (online and in person).
- Strong organisational skills and ability to meet delivery, reporting and evaluation requirements.
- Ability to build effective relationships with senior leaders across further and higher education, acting as a trusted representative of WorldSkills UK.

### **Desirable expertise**

Experience in one or more priority sectors is desirable:

- Advanced manufacturing (engineering, automation, robotics, advanced production)
- Clean energy industries (renewables, low carbon and net zero technologies)
- Construction (digital construction, MMC, building services and infrastructure)
- Defence (aerospace, maritime, land systems and engineering supply chains)
- Digital and technologies (software, data, AI, cyber and emerging technologies)

### **Applying to the Associate Coach framework**

Professionals wishing to be considered for inclusion in the WorldSkills UK Associate Coach contractor pool are invited to apply by **Monday, 11 May 2026**.

To apply, please submit:

- a current CV to [centreofexcellence@worldskillsuk.org](mailto:centreofexcellence@worldskillsuk.org)
- a completed [application form](#).

Suitable applicants may be invited to a selection conversation from 18 May 2026 to assess professional capability and experience, sector expertise and credibility and availability for future assignments.

Due to the expected level of interest, we may not be able to contact all applicants. Those invited to a selection conversation will be contacted by 18 May 2026. If you are not contacted by this date, please assume that your application has not been successful on this occasion. We appreciate your interest in working with WorldSkills UK.

Appointment to the contractor pool does not guarantee work but enables WorldSkills UK to engage Associate Coaches on a flexible, delivery led basis in line with programme needs.