

Apprenticeships in the Civil Nuclear Constabulary: A Timeline



April 2017 – Apprenticeship levy fund launches. The levy requires all employers in the UK with an annual wage bill of over £3 million to pay 0.5% of it towards funding apprenticeships.



2021 - The CNC leads a trailblazer group of non-Home Office policing partners to design a standard that suits the CNC's specialised armed policing service; a level four apprenticeship standard (below degree level) in 'Protective Services'.



2021 – The CNC works on the design of the new standard and programme with the Department for Education and the Institute for Apprenticeships.



December 2023 – The CNC applies to the government for, and are granted, permission to become an employer provider of the Non-Home Office Police Officer Apprenticeship (NHOPOA).



February 2024 – The CNC's Initial Foundation Course (IFC) is restructured to Initial Foundation Programme (IFP), with courses offered at three different training centres, including an enhanced new curriculum and delivery model.

February 2024 - IFP course number 98 begins, launching the CNC's first apprenticeship programme under the NHOPOA. This aligns the CNC to all other police forces in the country by delivering a nationally recognised accreditation that is approved by the College of Policing.

February 2024 - Full funding and support is introduced in the CNC for apprentice officers to achieve the functional skills qualification equivalent of GCSE A*-C or grade 4-9 in Maths and English, if they do not already have these qualifications when they are recruited.

May 2024 - The Professional Development Unit (PDU) is formally established to support the delivery of NHOPOA and provide structured continual professional development to all police officers and staff.



June 2024 – The CNC's first apprentice officers are deployed at their Operational Policing Units (OPUs), supported by the wider PDU team through to their End Point Assessment (EPA).

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February 2025 - The CNC apprenticeship program reaches the 100-apprentice mark, with most of the apprentices operational at their respective OPUs.

February 2025 - The CNC passes its first Ofsted inspection, receiving praise for its training and practices and positive recommendations are made for the future.



February 2025 - During National Apprenticeship Week the Department for Education removes the mandate for apprentices without Maths and English GCSEs to attain them during their apprenticeship. CNC continues to promote and fund the qualifications as a voluntary option.



July 2025 - Work starts with the Scottish Police College to explore options to certificate CNC probationers based at OPUs in Scotland.

September 2025 - The CNC celebrates 18 months of apprenticeship delivery and the first cohort (IFP 98) begins preparations for their EPA with a mock exercise known as Exercise Synergy taking place in Cumbria and Oxfordshire.

October & November 2025 - First cohort of 17 apprentices take and successfully pass their EPA on the first attempt.



November 2025 - A second set of Exercise Synergy events are run by the PDU for apprentice officers from IFP 99 ahead of completing their EPAs in early 2026.

December 2025 - First apprentice officer successfully achieves their functional skills English qualification.



December 2025 - First five officers based in Scotland pass their internal final assessments on the first attempt. A significant milestone in Scottish policing, the assessments are run by the PDU and mirror those of the NHOPOA.

January 2026 - CNC reaches the 175-apprentice mark.