



## **The Rt Hon Pat McFadden MP**

Cabinet Office  
70 Whitehall  
London  
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Dear Secretary of State McFadden,

I am writing regarding the decision to remove key security apprenticeships, specifically the Level 2 Professional Security Operative and Level 3 Security First Line Manager standards. This comes at a critical time for the protective security sector, as resource pressures increase through compliance demands and the forthcoming requirements of Martyn's Law.

While the full impact has yet to be felt, there is clear concern across the industry that over the next 12 months this decision will significantly constrain workforce capability. At a time when the public realm requires a broader, more professionalised security workforce, the removal of these pathways' risks creating a gap that will be difficult to recover from.

These apprenticeships were developed collaboratively through Trailblazer groups to establish credible career pathways and support the professionalisation of the sector. They are essential for attracting new entrants, upskilling the workforce, and enabling progression into supervisory and advisory roles.

Their removal presents several challenges:

- Loss of accessible entry routes for new entrants
- Reduced workforce development and retention
- Limited progression opportunities for frontline officers
- Weakened leadership and first-line management capability

This is reinforced by the wider apprenticeship landscape, where 74% of completions are at Levels 2 and 3, underlining their role as key entry and progression routes. In security, these standards are still relatively new (2–3 years old), and removing them now risks cutting off progress before benefits are realised.

Given your responsibility for the apprenticeship system and skills development, it is important to recognise that although the current uptake of security apprenticeships remains relatively small, this is precisely the point at which they should be supported rather than withdrawn. With the introduction of Martyn’s Law and a growing national focus on the protection of public spaces, demand for a skilled, competent and scalable security workforce will increase significantly. As statutory obligations on venues and public spaces expand, so too does the need for trained personnel, and these apprenticeships will be a critical mechanism for building that capability—removing them now risks undermining both future preparedness and the sector’s ability to meet those obligations effectively.

Given these factors, I would respectfully urge that this decision be reconsidered.

I would welcome the opportunity to convene a roundtable with industry and government. As part of this, it would be invaluable for you to hear directly from those on the ground—the individuals whose careers have been developed through these apprenticeships and who can speak first-hand to their impact. Ensuring those voices are part of the discussion will provide a clearer understanding of the real-world implications of this decision.

We stand ready to support the Government in delivering a long-term approach to workforce development that reflects the statutory and public protection responsibilities of the security sector.

Thank you for your consideration, and I would welcome the opportunity to discuss this further.

Yours sincerely,

SIGNATORIES