



Joining the Partnership

EMPLOYERS PROSPECTUS | 2024



One day, everyone will build the essential skills to succeed



Welcome to Skills Builder Partnership



Tom Ravenscroft

Founder & CEO
Skills Builder Partnership

Skills Builder Partnership brings together more than 850 leading businesses, education institutions and impact organisations across the globe.

Employers are a critical partner, working with us to address some of their biggest challenges:

- Keeping up with change, like artificial intelligence and automation
- Churn in the labour market and inflationary pressures making retention tougher
- Challenges in hiring in a tight jobs market, including the costs of making a bad hire
- Young people increasingly disengaged about their prospects
- The need for greater progress on diversity and inclusion

Together, we can unleash the transformational power of essential skills across:

- **Outreach:** Building a pipeline of talent from schools and colleges
- **Recruitment:** Ensuring that you recruit diversely and fairly, focusing on the skills your organisation really needs
- **Staff development:** Increasing your organisational adaptiveness to change by investing in this highly adaptable skill set

We look forward to meeting and working with you

A stylized, handwritten signature in black ink, likely belonging to Tom Ravenscroft, followed by a period.

Why we exist



Pre-School



School Years



**Apprenticeship,
College &
University**



Early Career



**Mid-career
onwards**

Skills Builder Partnership is a social enterprise.

We exist because we know the transformative power of essential skills across an individual's lifetime. These skills boost wellbeing, earnings, and halve the likelihood of being out of work or employment.

However, opportunities to build essential skills are not shared equally. And when they are not built, we undermine social mobility, productivity, and equity.

Skills Builder Framework



The Skills Builder Framework is the leading approach to measuring and developing essential skills.

The Framework was developed by Skills Builder Partnership and leading sector bodies the CIPD, CBI, Careers and Enterprise Company, Business in the Community, and Gatsby Foundation.

It breaks down each essential skill into tangible steps, supporting progress for individuals of all ages and at all stages of their education or career.

Skills Builder Employer Programme

The Skills Builder Employer Programme has been designed for organisations who want to drive improvements within their business by using the Skills Builder Framework and approach.

We will work with you to identify areas of the organisation where there are opportunities to enhance your existing activities or provide new routes for essential skills development. Then, together, we'll create and implement a strategy for achieving your goals.



Recruitment

Hire the right person for the right role

Ensure transparency throughout your hiring process and remove barriers to entry by using the clear and consistent language of the Skills Builder Framework across your recruitment cycle.



Staff development

Build a skilled and inclusive workforce

Identify essential skill strengths and gaps in your workforce and provide individuals at all levels of the business with opportunities to build these skills at each stage of their professional journey.



Outreach

Ensure essential skills for all

Provide meaningful opportunities for young people and adults to develop the skills to succeed through outreach activities equipping the workforce of tomorrow with the essential skills.



Structured approach to excellence

We use our Excellence Standards to provide a route map to making the most of the essential skills across your organisation. We also celebrate organisations which achieve them through our Excellence Awards:



Recruitment

1. The essential skills required and developed through job roles are shared
2. All applicants are given a fair chance to demonstrate their essential skills
3. Assessors use the Skills Builder Framework to objectively assess applicants' essential skills



Staff development

1. Employees are aware of the essential skills and the benefits of developing them
2. Employees are supported to develop their essential skills
3. The employer promotes and recognises the development of essential skills



Outreach

1. Activities raise awareness of the essential skills and their value for participants
2. Activities offer participants opportunities to build their essential skills
3. Activities measure and demonstrate progress in building participants' essential skills

Getting started

Join the partnership

All of our work starts with joining the Partnership.

Access expertise and networks to use the Skills Builder approach in your organisation across outreach, recruitment or staff development

What you get:

- Two days of expert support to explore and implement Skills Builder in your setting
- Access to some of our learning tools and materials
- Regular workshops and networking opportunities with peers also implementing the Skills Builder approach
- Opportunities to volunteer with school and college partners
- Accreditation of your programmes and approach



Three ways to deepen the impact

Use our tools and resources

Access tools and resources to help you embed the Skills Builder approach in your organisation at the scale that works for you:

- Benchmark: A self-assessment tool for which gives feedback and next steps
- Launchpad: Learning content to build essential skills which can be used on our platform or integrated into yours
- Early Careers Training Course: A self-contained learning programme

Work together on a project

Work with our expert team to create content and tools to transform outreach, recruitment or training using the Skills Builder approach:

- Creating the approach that works for you. Our team can review existing content and approaches, design and produce high quality training or recruitment resources, and deliver training to put it all into practice

Champion essential skills

Position your organisation as a champion of essential skills, playing a leading role in the Partnership:

- Enable schools and colleges to take part in our Accelerator programme, building essential skills for hundreds of children and young people
- Sponsor a group of impact organisations or NGOs to adopt Skills Builder for impact
- Support our cutting edge research programme

Who else is involved

When you join the Skills Builder Partnership, you are joining a global network of employers, education institutions and impact organisations.



900+
Partners



2,635,000
Individuals



2.1x
Progress



20
Countries

Some of our partners in 2023-24

You can read more about our work with partners and case studies on our website and in our Impact Report



Building your programme

We work with partners to build the programme that works for you, building off a menu of options. The following pages explore each in more depth:

Join the Partnership

All of our programmes start with joining the Partnership:

- A dedicated Skills Builder contact
- Regular workshops and networking with partners
- Access to volunteering opportunities
- Accreditation of your programmes and approach

Use our tools and resources

You can then add access to any of our tools and resources:

- Skills Builder Benchmark for assessment
- Skills Builder Launchpad for short learning modules
- Early Careers Training Course for a structured course

Work together on a project

You might also want to work on a project together, and we can support with:

- Reviewing existing learning content to make recommendations
- Designing and creating new learning content or recruitment tools
- Training your teams to use the Skills Builder approach

Champion essential skills

Finally, you might want to actively champion essential skills more widely:

- Supporting schools and colleges to build the essential skills of learners
- Supporting impact organisations to use Skills Builder to boost impact
- Enabling our influential research programme

Join the Partnership

Joining the Partnership gives you access to the expertise, resources and networks to embed the Skills Builder approach into your organisation:

Strategic support

The strategic support we provide will build your capacity to use the Framework independently, providing you with a clear strategy for how to develop essential skills through your programmes. We provide two days of expert support to get your plans underway.

Training and volunteering

We also provide networking, training and volunteering opportunities to help you get the most from being part of the Partnership.



Network training series: Quarterly interactive group training sessions together with leading businesses to explore using the Framework to support outreach, recruitment and staff training



Access to volunteering opportunities: Fun, accessible 1-hour sessions delivered online by the Skills Builder team connecting you with local schools and colleges. An excellent chance for employees to develop their skills through inspiring young people. Two sessions included but more can be added.



Use of the Skills Builder brand: Share with your key stakeholders that you have joined the national movement for skills development. Use the skills icons, videos and online content to bring your programmes to life.

Join the Partnership

Accreditation

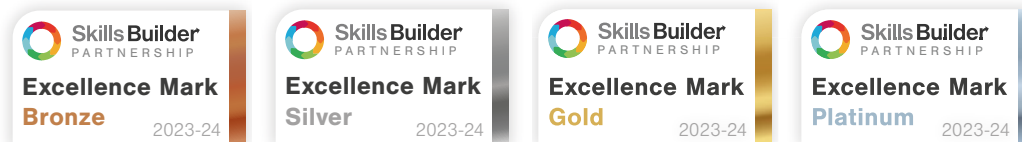
We will work with you to create a strategy for enhancing your programmes and activities using the Skills Builder approach. To celebrate excellence, we have programme and organisational accreditations:

Impact Levels



Accredit your programmes with a Skills Builder Impact Level. Impact Levels are awarded to programmes which successfully enable participants to boost their essential skills.

The Excellence Mark



Celebrate best practice across your organisation by joining leading businesses holding an Excellence Mark.

Excellence Marks are awarded to organisations that embed best practice in essential skills development across outreach, recruitment or staff development.



Use our tools and resources

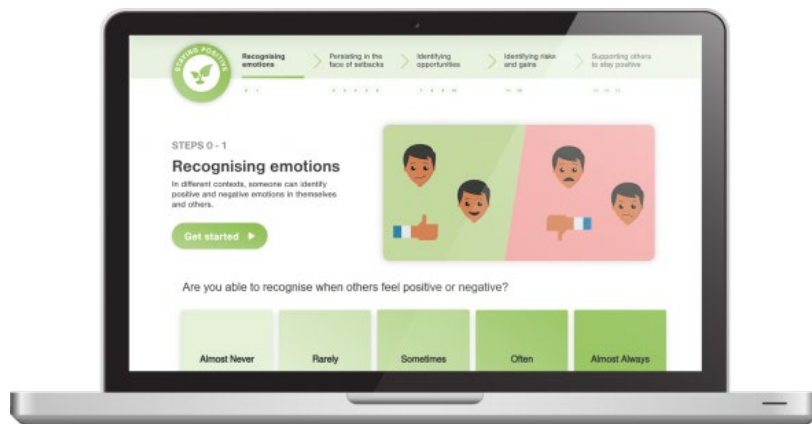


What is it? A self-assessment tool for individuals to understand their strengths and development areas against the Skills Builder Framework

When can I use it? Works well to support learning, to benchmark skill levels before and after a programme, and to support development conversations

Who? Staff at all levels can use the platform for reflection – alone or with a mentor's support

Cost? Individuals can use the tool for free, for admin-level views and rights, annual organisational licences are from £2,000 to £10,000 depending on organisation size and number of users



Use our tools and resources

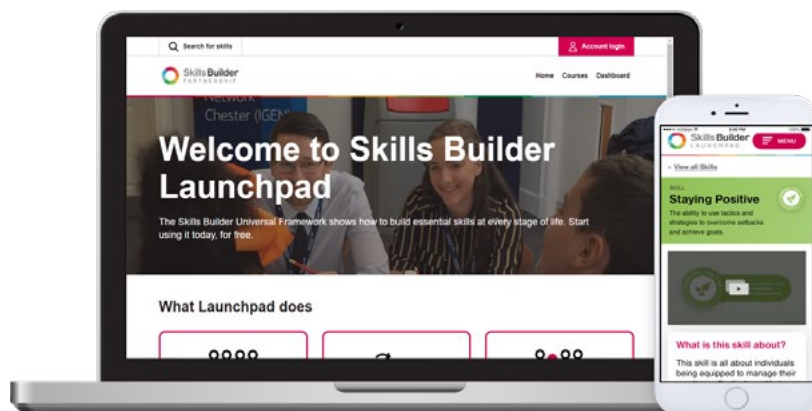


What is it? Over 150 e-learning modules, each one focuses on building strategies to master a step of the Universal Framework.

When can I use it? Great as a follow-on to Benchmark, each module enables individuals to progress their skills development independently.

Who? Staff at all levels can use the platform for professional development.

Cost? Individuals can access the modules for free through the platform or you can purchase the full suite of materials to build into your e-learning catalogue (branded options available).



Use our tools and resources

Early Careers Training Course

What is it? A fully-resourced group training course to coach individuals in making measurable progress in their essential skills. The course comprises ten 90-minute group workshops delivered over 3-24 months.

How does it work? The sessions can be delivered directly by Skills Builder, or we can train you to deliver the course independently.

Who? This professional development programme is perfect for early career and mid-level employees.

Cost? From £6000 with additional costs depending on the type of delivery you would prefer. Please contact us to discuss the needs of your programme.



Work together on a project

We work with many of our partners to help them to realise their aspirations for essential skills development in their organisation. Some of the options for support include:



Review

- Reviewing existing programmes or approaches through the lens of the Skills Builder approach
- Advice and suggestions for how the Skills Builder approach can help you to achieve your goals
- Developing practical plans for implementation



Design & Creation

Asset creation, including:

- Work experience, internship and graduate programmes
- Resources to support apprenticeships or traineeships
- Mentoring schemes
- Reflection tools for appraisal cycles
- Recruitment assessments



Training

- Team training in the Skills Builder approach
- Direct delivery of training to line managers, mentors, apprentices or other groups
- Creation of training assets
- Collaborative sessions with particular teams or individuals

Champion essential skills

You can deepen the impact of your work by also becoming a Collective Impact Partner.



Demonstrate your commitment to delivering positive social impact at scale



Connect with schools, colleges and not-for-profit partners to build your talent pipeline



Benefit from exclusive volunteering and marketing opportunities

Choose one of three focuses for your corporate giving, or choose a combination of all three:

Focus 1: Education & Social Mobility

We work with children and young people in primary schools, secondary schools, colleges, and alternative provision settings across the UK and globally. Our Accelerator programme trains teachers to embed best practice across an institution and transform their teaching so that all of their students benefit from better essential skills. 'From £3200 per school or college, you can make a real difference for children and young people by providing sponsorship for schools to take part in this transformational programme. You'll benefit from volunteering opportunities for your staff, deeper community connections, and regular reporting on the impact of the work.'



Champion essential skills

Focus 2: Community impact

Outside of education, we work with hundreds of not-for-profit organisations who are working tirelessly to ensure young people and adults build the essential skills to thrive. Skills Builder supports them to create more high quality opportunities to boost essential skills and to rigorously demonstrate their impact.

You can support transformation across a diverse range of communities by sponsoring one of our specialist clusters, whether Employability, Youth, Arts, Sport, STEM or more. Some partners have aligned their broader industry with supporting a particular specialism which aligns to their Corporate Responsibility priorities.



Focus 3: Research

Finally, we are known for our high quality research work. We create an annual Essential Skills Tracker which analyses essential skills across the population. We also produce an array of other widely-respected research and insight papers including on barriers to employability, best practice case studies, and explorations of links between essential skills and educational outcomes.

We are always keen to partner with aligned organisations to develop and amplify this research, and to share the costs involved.



Get Involved

We work with a full range of businesses as partners, and will work with you to build the programme and support package that works best for you.

Join the Partnership	
Small (<50 employees)	£925
Medium (50-250 employees)	£1400
Large (250-1000 employees)	£2075
Corporate (1000+ employees)	£3000
Use our tools and resources	
Benchmark (p.15)	From £2000
Launchpad access (p.16)	Included
Digital content licences	From £750
Early Careers Training Course (p.17)	From £6000
Work together on a project	
Shared group training & volunteering	Included
Create new resources or bespoke training	£945 per day
Champion essential skills	
Supporting schools & colleges	From £3200
Supporting social impact organisations	From £10,000
Supporting research	From £10,000



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