



**Skills Builder**  
PARTNERSHIP  
UK



# Joining the Partnership

EMPLOYER BROCHURE



# The Challenge

## Addressing the skill shortage

In today's modern workplace, technical expertise alone isn't enough.

Essential skills, such as Problem Solving, Teamwork, and Leadership, are crucial for productivity, adaptability, and long-term success. Yet, despite their importance, businesses face a major skills gap.

Low levels of essential skills cost the UK economy an estimated £22.2 billion annually. Even though 98% of employers value these skills as highly as qualifications, embedding them into recruitment and training remains a challenge.



**£22.2bn**

Cost to UK economy



**98%**

of employers say essential skills are as important as academic qualifications



**+ £10K**

Average increased employee earnings

# The Challenge

## Addressing the skill shortage

The challenge isn't just recognising the need for essential skills, it's developing them in busy workplaces. With competing priorities, stretched resources, and the pressure of day-to-day operations, many organisations lack the structure, tools, and time to nurture skills effectively.

Yet, the return on investment for employers and their employees is clear. Employees with higher essential skills earn up to £10,200 more per year, businesses see better retention and performance, and prioritising skills leads to resilient teams.

For organisations looking to stay ahead, the question isn't if they should invest in essential skills, but how.

That's where the right approach makes all the difference.



# Skills Builder Partnership



Our mission: One day, everyone will build the essential skills to succeed.

Since 2009, Skills Builder has been working to ensure that this mission becomes a reality, supporting individuals at every stage of life to build the essential skills they need. As a social enterprise, we unite over 1,000 businesses, education institutions, and impact organisations worldwide, creating a shared approach to essential skills development.



**900+**  
Partners



**2.6**  
**MILLION**  
Individuals



**2.7x**  
Progress



**20**  
Countries

# Skills Builder Partnership



The Skills Builder Universal Framework underpins the work we do.

Co-created with leading organisations like CIPD, Business in the Community and the Gatsby Foundation. The Framework breaks down eight essential skills, from Listening and Problem Solving to Leadership and Teamwork, into clear, developmental steps, making building skills structured and accessible.

We've supported over 2.6 million individuals across 20 countries, working with learners from pre-school to senior professionals. Whether it's helping young people prepare for the world of work, enabling apprentices and graduates to realise their potential, or supporting organisations to unlock the capabilities of their workforce, this approach is *practical, measurable, and proven*.

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**89%**

of employees who have used the Universal Framework for learning and development report improved performance.

# Trusted by Leading Businesses 2024–25

A&O SHEARMAN

ALSTOM

amazon

Amey

APM Association for Project Management



Bank of England

Bellway

Birmingham Airport

BRITISH AIRWAYS

CARBON TRUST



green alliance...

Heathrow  
Making every journey better

HERBERT SMITH FREEHILLS KRAMER

Higgins PARTNERSHIPS

HS2



iSH  
Industrial Solutions Hub

KAEFER



KX RECRUIT

Linklaters

LLOYDS BANKING GROUP

London Luton Airport



MACFARLANES

MISSIONCX

MORGAN SINDALL GROUP

NetworkRail

Newcastle International  
Your Airport

NHS  
Business Services Authority

NORTHERN

OLIVER BONAS

Opencast



pwc

QUINTAIN

Rail Delivery Group  
National Rail

RAIL SAFETY AND STANDARDS BOARD

THE SAINSBURY FAMILY CHARITABLE TRUSTS

Sellafield Ltd

Skillsoft  
Where Skills Fuel Growth

sky

tcs TATA CONSULTANCY SERVICES

TRAFNIDIAETH CYMRU  
TRANSPORT FOR WALES

Weil

YUNEX TRAFFIC

# Why Businesses Choose Skills Builder



**amazon**

*“Emma and the Skills Builder team have been incredibly organised, ensuring a smooth and collaborative process from planning to delivery. Their approach made it easy for us to roll out essential skills training for our new apprentices.”*



*“Skills Builder is a trusted partner, providing expert advice and a clear framework for our education initiatives. Their professional support gives us confidence that our work is credible and impactful.”*

**Opencast** 

*“The Skills Builder Framework brings clarity and structure to skills development in the workplace. Their team offers expert guidance, ensuring we embed essential skills effectively across our organisation.”*

# Skills Builder Employer Programme

## Where to start



Knowing where to start can feel daunting, but rest assured, our approach to essential skills development is tried-and-tested. From global companies to small businesses, our team is equipped to support businesses across sectors and sizes.

It all starts with the Skills Builder Employer Programme.

This 12-month programme puts collaboration at its core. Grounded in getting to know your business, our team works with you to identify business opportunities to enhance or introduce new routes to essential skills development. Together, we create and implement a strategy to achieve your goals.

# Skills Builder Employer Programme

## Where to start

We work with businesses in three key areas



### Learning & Development

how can businesses unlock the capabilities of their workforce?

By providing structured essential skills development and clear progression pathways. Helping employees at all levels master essential skills like Leadership, Problem Solving, and Teamwork, to drive higher job satisfaction, deeper engagement, and better performance.



### Recruitment

how can businesses attract and retain the right talent, first time?

By ensuring fairer, more effective skills-based hiring. Using the clear and consistent language of the Universal Framework to transform job descriptions, assessment centres and interview processes, securing the skills you require from new hires.



### Outreach

how can businesses meaningfully engage the workforce of the future?

By delivering meaningful skills building opportunities through education and community outreach. Support others to develop the skills to succeed through mentoring, work experience and employability programmes, strengthening your business' talent pipeline whilst preparing the workforce of tomorrow.

# Skills Builder Employer Programme

## Where to start

By joining the Partnership on our Employer Programme, your business gains access to essential skills expertise and experiences you won't find anywhere else.

### Strategic Planning & Expert Guidance

- You will collaborate with a Skills Builder expert to shape and elevate your essential skills strategy in your setting.
- On hand to answer questions, provide advice and guidance and offer tailored insights, our team is dedicated to supporting the success of your programme.

### Accreditation

- You will unlock exclusive opportunities to gain recognition of excellence, at both a programme and business level.
- Our Impact Levels and Excellence Mark accreditations set the standard for excellence and are designed to celebrate your business and set you apart.

### Premium Resources

- You will gain access to a wealth of high-impact resources, including essential skill icons, videos, member logo and accreditation kitemarks.
- Plus, enjoy prominent visibility on our website and publications.



# Skills Builder Employer Programme

## Where to start



### Exclusive Networking & Events

- You will connect with like-minded employers through invite-only sessions and events, both in-person and virtual.
- Sharing best practice, building valuable relationships and exchanging new ideas that push the boundaries of what's possible.

### Inspiring Volunteering

- You can empower your team with optional opportunities to make a meaningful difference by volunteering with young people from our education network, bringing essential skills to life and raising aspirations.

### Additional Skills Development Support

- You can choose to extend the impact of your programme by purchasing additional days of support from the Skills Builder team.
- Whether you are reviewing or launching a programme or process, or introducing essential skills for the first time, your Skills Builder expert will work closely with you to ensure your skills strategy is delivered with results.

# Additional Skills Development Support:

## Accelerate your skills strategy

Every business's journey to introducing or embedding essential skills looks different. We're here to support yours in the way that works best for you.

That's why we offer the option to purchase additional skills development support days, designed to help you achieve or accelerate your strategy while easing internal capacity pressures. Whether you're looking for strategic planning, line manager training, hands-on delivery or deeper integration in a particular area, our team works flexibly and collaboratively with each partner to provide truly bespoke support.

**While every partnership is unique, our additional support typically falls into four key areas:**



**Building  
Organisational  
Competencies**

### **Develop and refine competency frameworks and skill performance cycles for long-term success:**

- Design competency frameworks aligned with the Universal Framework
- Review and align existing frameworks to ensure they reflect essential skills
- Create supporting personal development plans and guidance

# Additional Skills Development Support:

## Accelerate your skills strategy



### Hiring & Selection Enhancement

#### **Embed essential skills into hiring and selection for better talent outcomes:**

- Optimise job descriptions to highlight essential skills
- Create candidate preparation packs, interview scripts, and selection tasks
- Refine selection processes and train assessors
- Improve candidate experience through clear feedback



### Training & Workshops

#### **Equip your internal teams and leaders to champion essential skills across your organisation:**

- Deliver training to lead essential skills initiatives
- Deliver line manager training to support essential skills coaching
- Create essential skills guides and resources for managers and mentors
- Provide train-the-trainer sessions and targeted skills workshops



### Outreach Development

#### **Design, enhance and measure impactful outreach initiatives:**

- Audit existing resources to strengthen essential skill development
- Create tailored outreach programmes and materials
- Develop tools to measure and report impact
- Train facilitators and deliver outreach on your behalf

# Skills Builder Benchmark

## Demonstrating the impact of your skills strategy

Does your business have the tools in place to measure the impact of your skills strategy effectively?

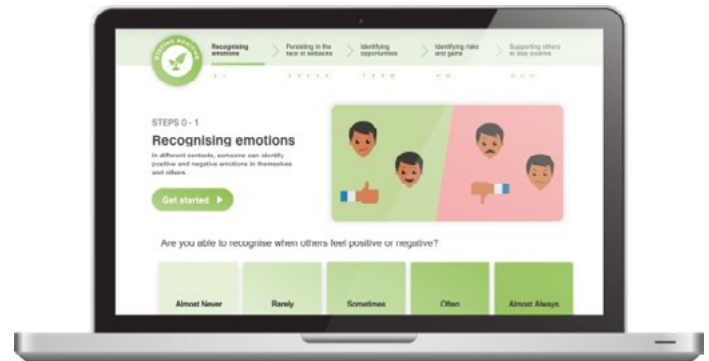


**What is it?** A self-assessment tool for individuals to understand their strengths and development areas against the Skills Builder Framework.

**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?** Employees 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 £2,100 to £10,000 depending on organisation size and number of users.



# Essential Skills Academy

## Equipping your workforce from the start

Are your early career programmes building the skills your future workforce really needs?

**What is it?** A fully-resourced group training course to coach individuals in making measurable progress in their essential skills.

**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 £8,100 with additional costs depending on the modifications and the type of delivery you would prefer.

**Discover more at**  
[skillsbuilder.uk/early-careers-training-programmes](https://skillsbuilder.uk/early-careers-training-programmes)



# 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)	<b>£1,075</b>
Medium (50-250 employees)	<b>£1,680</b>
Large (250-1000 employees)	<b>£2,415</b>
Corporate (1000+ employees)	<b>£3,465</b>
Use our tools and resources	
Benchmark (p.14)	<b>From £2,100</b>
Essential Skills Academy (p.15)	<b>From £8,100</b>
Work together on a project	
Shared group training & volunteering	<b>Included</b>
Create new resources or bespoke training	<b>£1,100 per day</b>
Champion essential skills	
Supporting schools & colleges	<b>From £4,560</b>
Supporting social impact organisations	<b>From £10,000</b>
Supporting research	<b>From £10,000</b>

# Take the First Step

## Book a chat with us!

The first conversation is all about getting to know your business, goals, challenges, and priorities. We'll explore how the Skills Builder approach can strengthen your learning & development, recruitment or outreach, working with you to shape a manageable strategy aligned with your objectives.

Our team are experts in introducing and applying the Universal Framework to any business. We're working with large corporates, SMEs and public sector organisations to embed essential skills in ways that drive real impact - and we're ready to help you do the same.

Someone from our team will be in touch with you soon, look out for this email which includes a link to book a chat with us

Alternatively, scan the QR code to book a time with us



**Emma Reay**

*Director of Employer Programmes*



**Emma Crighton**

*Head of Employer Programmes*



**Bella Audsley**

*Employer Programme Manager*



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