



Skills Builder
PARTNERSHIP



Joining the Partnership

Employers Prospectus | 2022



Join the Partnership

The Skills Builder Partnership brings together educators, employers and impact organisations around a shared mission: to ensure that **one day, everyone builds the essential skills to succeed.**

Each partner organisation is brilliant at what it does – but together, we have the opportunity to learn from one another, remove barriers to entry, align our efforts, and to multiply our impact.



Joining the Partnership means...

Leading organisations working together

Employers across all sectors are aligning their efforts to build essential skills through adopting the common language and shared outcomes of the Skills Builder Framework. Through using this consistent approach, they not only support success within their own business but also contribute to upskilling the whole labour market by supporting everyone to be equipped with the skills they need to thrive.

Demonstrating and contributing to best practice

Employers are embedding the Skills Builder approach into outreach, recruitment and staff development opportunities to support individuals across the business to understand and build their essential skills. By joining the Partnership, employers access expert advice, exemplar tools and resources to enable them to embed the approach in their initiatives. As members of our best practice community, our partners also lead and set excellence across their industry by sharing 'what works'.

Creating systemic change

By working together, we can have greater influence than we ever could individually. Through collaboration, we can ensure that the language used by employers to attract, recruit and develop their staff is mirrored across the education system and within all organisations supporting individuals towards employment. This will not only help you as a business to meet your goals of a skilled and diverse workforce, but also move us closer to our collective vision: **that one day, everyone will build the essential skills to succeed.**

About The Skills Builder Partnership

The Skills Builder Partnership brings together more than 700 leading education institutions, employers, and impact organisations across the UK, and globally.

Each organisation is using the Skills Builder Framework and approach to bring clarity and consistency to the development of essential skills within their internal and external programmes and activities.



75%

UK Secondary
schools and colleges



160+

Impact organisations



100+

Employers



10

Countries



1,460,000

Opportunities delivered worldwide in 2020-21

Why are essential skills so important?

The Skills Builder approach focuses on eight essential skills:



Within a business, these skills are critical in all areas: whether that's successful hybrid-working, creating an inclusive culture, effective line management or improving innovation and collaboration.

60% of employers rank essential skills like listening, speaking and problem-solving among their top 3 priorities when recruiting, but nearly 40% struggle to find candidates which meet these requirements (CBI, 2018).

By providing a consistent approach, common language and regular opportunities to meaningfully build these skills we can create greater clarity within and across different businesses. With fewer people embarking on linear careers and a greater emphasis on diversity, inclusion and social mobility in the workplace, a set of clear and inclusive standards will help to unlock the potential of many.

Did you know...



Education

There is a strong correlation between higher levels essential skills and higher levels of **literacy, numeracy** and **career aspirations**.



Employment

Employees aged 19+ who have higher levels of essential skills earn up to **£10,200 more per year** than those with lower levels of essential skills.



Wellbeing

Skills like teamwork, speaking and listening improve **emotional competencies, self-regulation, relationships** and **wellbeing**.

Visit skillsbuilder.org/insights for more research and insights

The Skills Builder Framework

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

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



Getting started:	Listening to others	Speaking clearly	Completing tasks	Generating ideas	Keeping trying	Working effectively	Understanding emotions	Working well with others
Intermediate:	Demonstrating listening	Speaking engagingly	Exploring problems	Developing ideas	Finding opportunities	Setting goals	Managing tasks	Contributing to the group
Advanced:	Recognising influence	Speaking adaptively	Analysing problems	Innovating effectively	Managing risks and rewards	Creating plans	Supporting others	Improving a team
Mastery:	Listening critically	Speaking influentially	Implementing strategic plans	Supporting others to innovate	Supporting others to stay positive	Developing strategies	Adaptive leadership	Influencing a team

The language of the Framework can be embedded across an employee lifecycle, creating a golden thread of essential skills development from outreach to retention.



The 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.

Focus areas might include: outreach provision, recruitment processes, staff learning and development or a combination of all three.



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.



Recruitment

Hire the right person for the right role

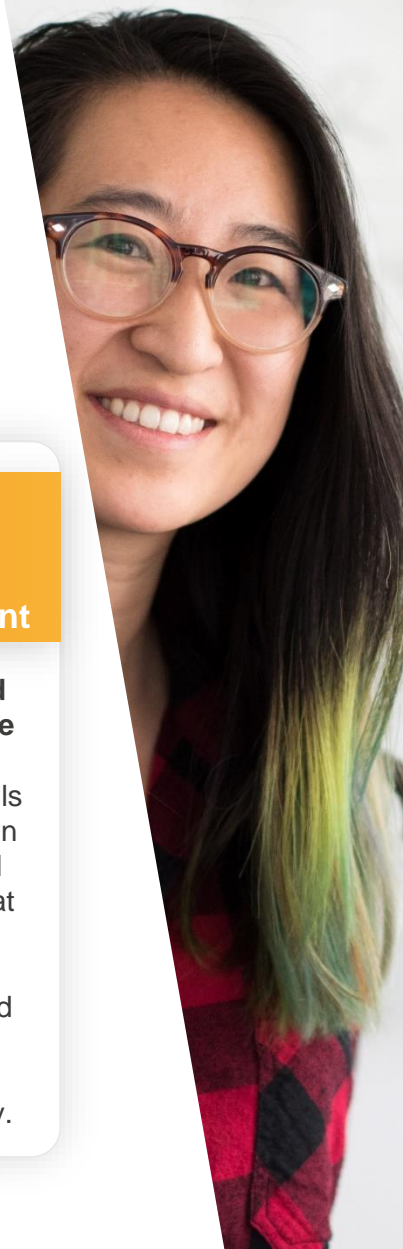
Ensure transparency throughout your hiring process and remove barriers to entry by using the clear and consistent language of the Skills Builder Framework across your recruitment cycle.



Staff development

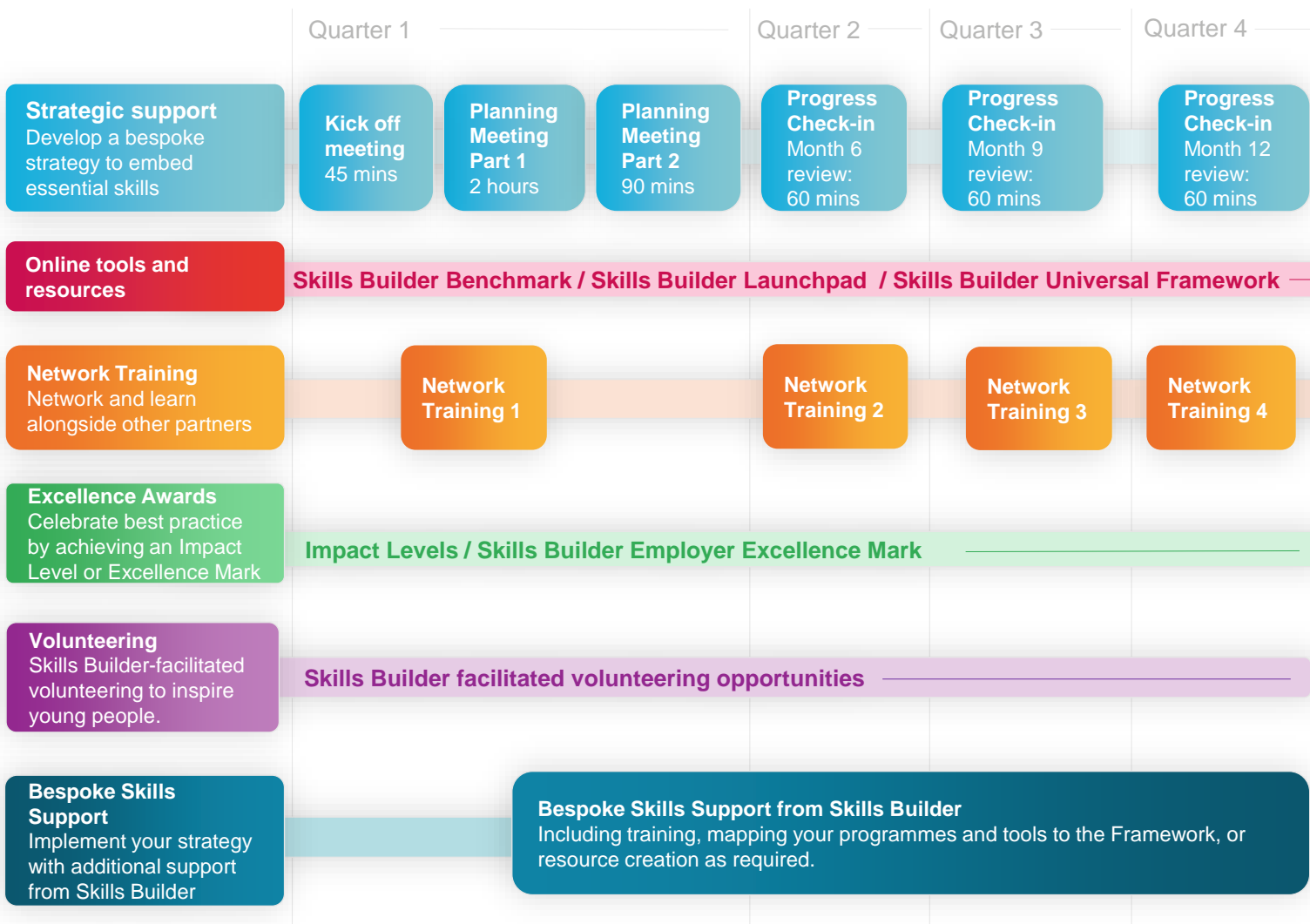
Build a skilled and inclusive workforce

Identify essential skills 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.



Programme structure

Through the employer programme, we will work with you to create a tailored strategy for achieving excellence in essential skills development. We can also provide Bespoke Skills Support to help create tools and resources to deliver your strategy. Below we have outlined the programme elements over a year.



Employer Programme Elements

The Skills Builder Employer Programme includes tailored strategic support as well as a wide range of tools, resources and networking opportunities.

The following pages provide more detail on each element of the programme.



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.

- ✓ **Kick off meeting:** Gathering the information we need to understand your programmes/provision in preparation for the Planning meetings
- ✓ **Planning meeting part 1:** Exploring how to embed essential skills development into a specific programme, department or across the organisation
- ✓ **Planning meeting part 2:** Finalising your action plan, delivery responsibilities and timelines for implementation.
- ✓ **Progress check-ins:** Reflecting on progress towards your strategy. In each session we'll provide additional guidance on the best next steps and check-in on progress towards our programme and business-level accreditations: The Skills Builder Impact Levels and Employer Excellence Mark.



Tools and resources

All of our partners can use any of the resources we've developed to support their programmes:



Interactive Framework Tool: Full breakdown of how to build each skill step alongside reflective questions and guidance.



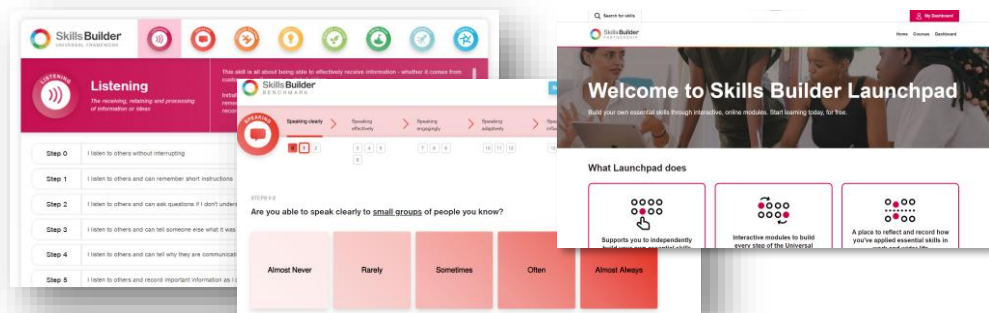
Skills Builder Benchmark: Allows individuals to self-assess their own essential skills. (Admin licences available at cost).



Skills Builder Launchpad: Allows individuals to develop their essential skills independently by completing short online modules.



Guides, assets and materials: Easily adaptable materials and guides to build into your programmes, including video assets.





Wider programme elements

We also provide networking, training and other 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.
- ✓ **Impact Level Accreditation:** Showcase and verify the impact of your programmes through our programme-level accreditation and feature on our Impact Directory.
- ✓ **Skills Builder Employer Excellence Mark:** Celebrate and share your success by achieving a Bronze, Silver, Gold or Platinum Employer Excellence Mark.



Bespoke Skills Support options

Alongside the strategic support, we know that some of our partners also value having more support to fully embed the approach, train their teams, or develop a new offer.

Each additional day of bespoke skills support is priced at £900 per day, including preparation and delivery. Options include:

- ✓ **Reviewing current provision:** We can either audit this ourselves and make suggestions, or we can upskill your programme team and review your programmes together.
- ✓ **Measuring impact:** We can run a spotlight workshop to review your provision or programme's impact measurement process, and how the Skills Builder Framework can support.
- ✓ **Resource creation workshop:** We can run a workshop to upskill your team on Skills Builder pedagogy and practical tools available to support you in developing new resources.
- ✓ **Developing resources:** We can also create brand new essential skills resources if you would like to commission us to do so.
- ✓ **Train the Trainer:** We can train your team on the Skills Builder approach, and build their confidence and ability to build the essential skills of your beneficiaries.

How to use Bespoke Skills Support

Please see below for further examples of how the Skills Builder Team can provide tailored support to help you to effectively embed the Skills Builder Framework and approach within your programmes.



Programme design

Asset creation, including:

- Work experience, internship and graduate programmes
- Resources to support apprenticeships or traineeships
- Mentoring schemes
- Performance management cycles



Staff 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



Impact management

- Advice on approaches to impact measurement using the Framework
- Creation of assessment materials for internal and external programmes
- Accreditation on an organisational or programmatic level in relation to the essential skills and impact

Overview

We'd be delighted to welcome you as an employer partner! Please see below for our Employer Programme prices and a summary of our Employer Programme:

Organisation size	Small (<50 employees)	£1,800
	Medium (50-250 employees)	£3,600
	Large (250+ employees)	£5,000
	Skills Builder Benchmark	£1,000 Including admin licence
	Bespoke support	£900 per day

Strategic support

Develop and deliver a bespoke strategy to embed essential skills

Online tools and resources

Use our online assessment and learning tools to support your team

Network Training

Network and learn alongside other partners

Excellence Awards

Celebrate best practice by achieving an Impact Level or Excellence Mark

Volunteering

Take part in Skills Builder-facilitated volunteering to inspire young people

Bespoke Skills Support

Implement your strategy with additional support from the Skills Builder team

Please contact Rosa Morgan-Baker (rosa.morgan-baker@skillsbuilder.org) to explore next steps in joining the Partnership.



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www.skillsbuilder.org

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