

The 5% Club

EMPLOYER AUDIT

*Inspiring increased, socially-inclusive
'earn and learn' opportunities, through
employer benchmarking and annual
membership awards.*

2021-2024



Welcome & Introduction

The 5% Club is uniquely an employer-led charity organisation that was founded in 2013.

It works with UK employers – and key influencers – to inspire, educate, and retain a growing body of people into ‘earn and learn’ employment, to increase the number of apprentices, sponsored degree placement students, and graduate trainees.

Members of the Club aspire to having at least 5% of their UK workforce in ‘earn and learn’ positions within five years of joining – and it was with this in mind that we launched a major new research initiative for Club members in 2021, **The 5% Club Employer Audit**.

From its inception, the annual Employer Audit has enabled Club members to validate and benchmark their ‘earn and learn’ activities, and rewarded employers with **Bronze**, **Silver** or **Gold** membership of The 5% Club, in recognition of where they have reached in their journey towards having 5% of their UK workforce in ‘earn and learn’ positions – and beyond.

To celebrate The 5% Club’s tenth anniversary, a new **Platinum** membership category was introduced in 2023 – its highest-level of membership yet – for employers that had already achieved their 5% target in the two previous years, and went on to have at least 10% of their employees in ‘earn and learn’ roles.

We are delighted that **281 employers**, large and small, have now taken part in the Employer Audit in its first four years.

In addition to providing each participating employer with invaluable benchmarking data and individual feedback on their ‘earn and learn’ employment, the scheme allows employers to demonstrate to Government, investors, customers, employees, wider society, and potential recruits that they are a business that is committed to developing its workforce and building the skills the UK economy now needs to thrive.

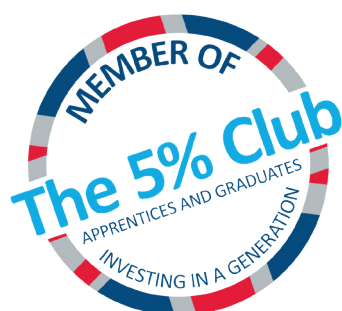
This short report summarises the data and findings from the Employer Audit in 2021, 2022, 2023 & 2024, and the resulting Bronze, Silver, Gold and Platinum memberships awarded by the Club.

Finally, we are very grateful to **City & Guilds** for their lead sponsorship of the Employer Audit in 2024 and for sponsoring the ‘Employer of the Year’ award at **The 5% Club National ‘Earn & Learn’ Awards 2024**, which were presented at the Mansion House in the City of London in December 2024, based on the results from the Employer Audit.



Mark Cameron OBE

Chief Executive Officer, The 5% Club



Research Methodology

The **5% Club Employer Audit** is the prestigious annual employer benchmarking and membership awards programme that explores five aspects of employers' 'earn and learn' programmes:

- the number of employees in **employment** on graduate programmes, apprenticeships, student degree placement schemes, and other 'earn and learn' training programmes
- the **breadth & balance** of employers' schemes and programmes
- employers' commitment to **inclusion & social mobility**
- the **quality** of employers' training & development schemes, including assurance, standards and completion rates for apprenticeships and graduate programmes
- employers' plans for **future growth** of 'earn and learn' opportunities



A total of 73 members of The 5% Club elected to participate in the inaugural Employer Audit in 2021 (see *Chart 1*), including 52 employers that have more than 250 employees and a further 21 employers that are small or medium-sized enterprises (SME).

A year later, 129 employers took part in 2022, including 85 larger employers and 44 SME employers. In 2023, the number of participating employers grew to 188 organisations, and increased again in 2024 to a total of 229 employers.

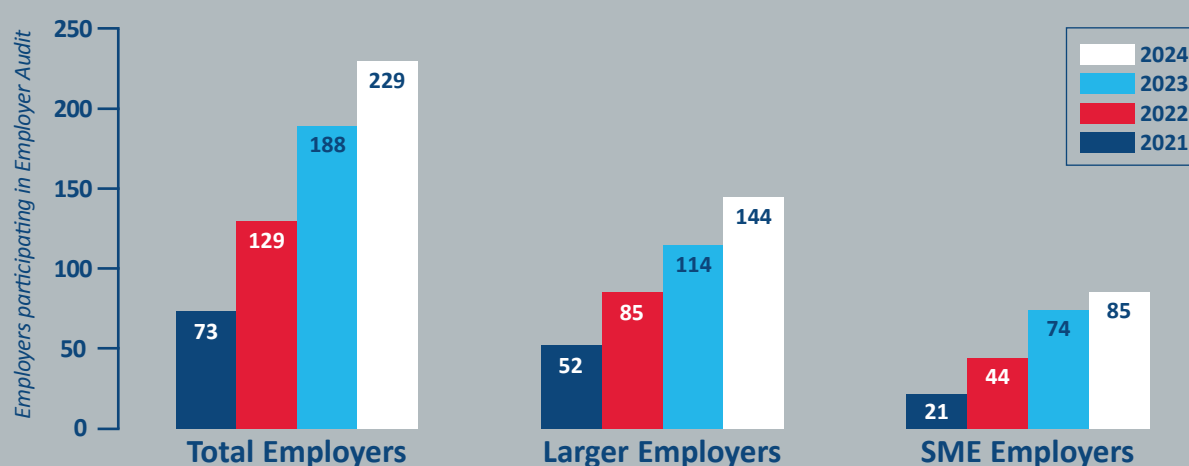
More than fifteen different industries & business sectors have been represented in the first four annual Employer Audits, including manufacturing, finance, construction, transport & logistics, professional services, technology, and the public sector.

Employers participating in the Audit completed a questionnaire in June or July about their 'earn and learn' programmes and employees, and then took part in a short follow-up verification interview or email correspondence with a researcher.

Each employer then received a comprehensive benchmarking report – comparing their 'earn and learn' employment with other Club members taking part in that year's Employer Audit – and were awarded either **Platinum, Gold, Silver** or **Bronze** annual membership of The 5% Club.



Chart 1 Employers Participating in The 5% Club Employer Audit in 2021-2024



Source- The 5% Club Employer Audit

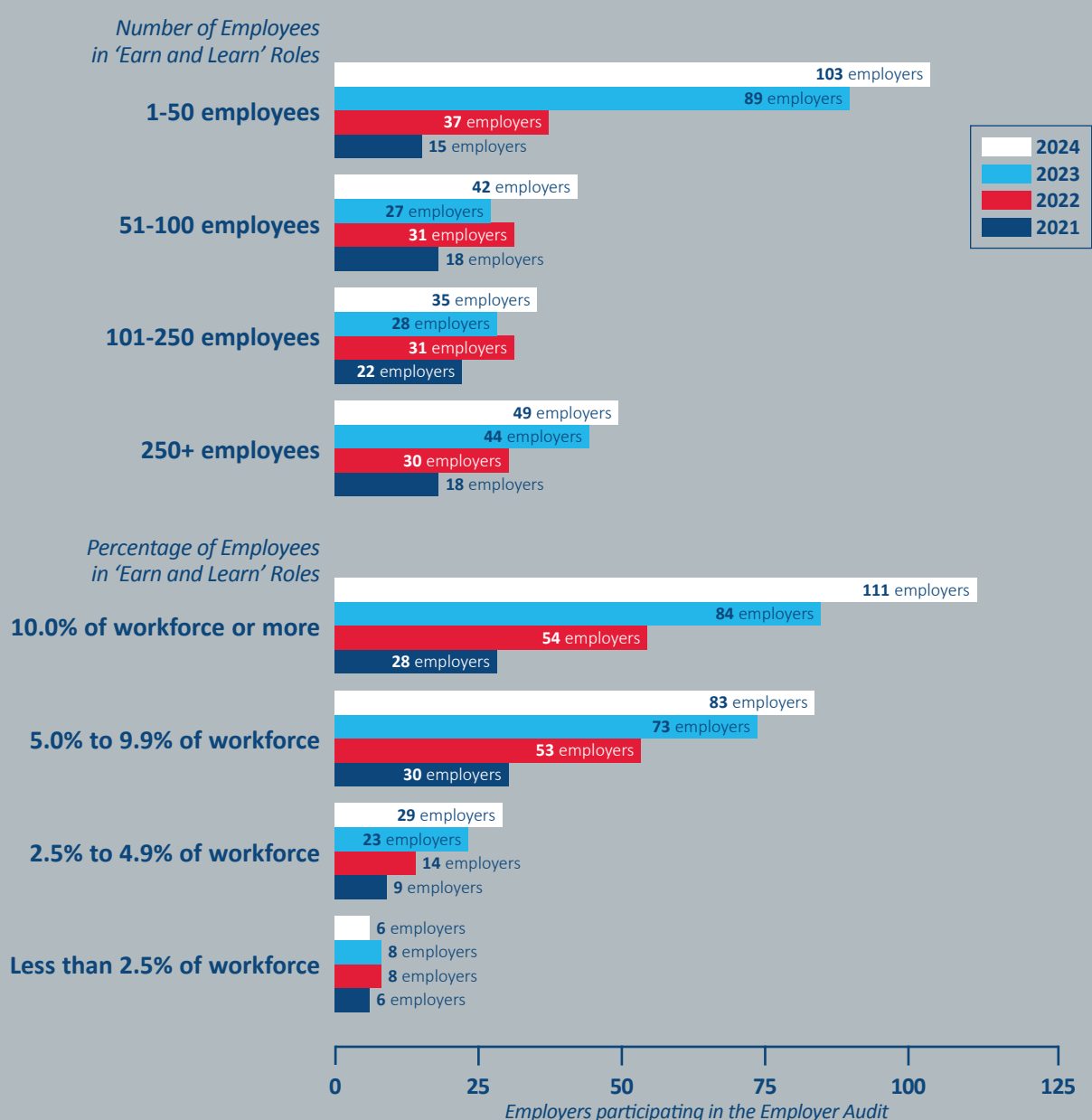
Employers' 'Earn and Learn' Employment

The **5% Club Employer Audit** begins by asking participating employers how many of their employees are in 'earn and learn' roles, in relation to the size of their UK workforce.

The number of employees on 'earn and learn programmes' at organisations participating in the Employer Audit has grown by two-fifths in the past four years – from 48,460 employees in 2021 to 67,304 employees in 2024. In the latest Employer Audit, more than half of employers had at least 50 apprentices, graduates, degree placement students or other 'earn and learn' employees, and there were 49 organisations with over 250 'earn and learn' employees (see *Chart 2*). On average, 7.9% of the workforce at larger employers and 15.2% of employees at SMEs were in 'earn and learn' roles.

More than a hundred employers reported that 10% or more of the UK workforce were in 'earn and learn' positions in 2024 and a further 83 employers confirmed that at least 5% of their staff were currently on apprenticeships, graduate schemes, or other training programmes (see *Chart 2*). Over the past four years, four-fifths of employers participating in the Employer Audit had achieved The 5% Club's target for the minimum number of employees who should be on 'earn as you learn' programmes.

Chart 2 'Earn and Learn' Employees at Employers participating in the Employer Audit



Breadth & Balance of ‘Earn and Learn’ Programmes

The second part of **The 5% Club Employer Audit** examines the range of different ‘earn and learn’ opportunities that employers currently offer.

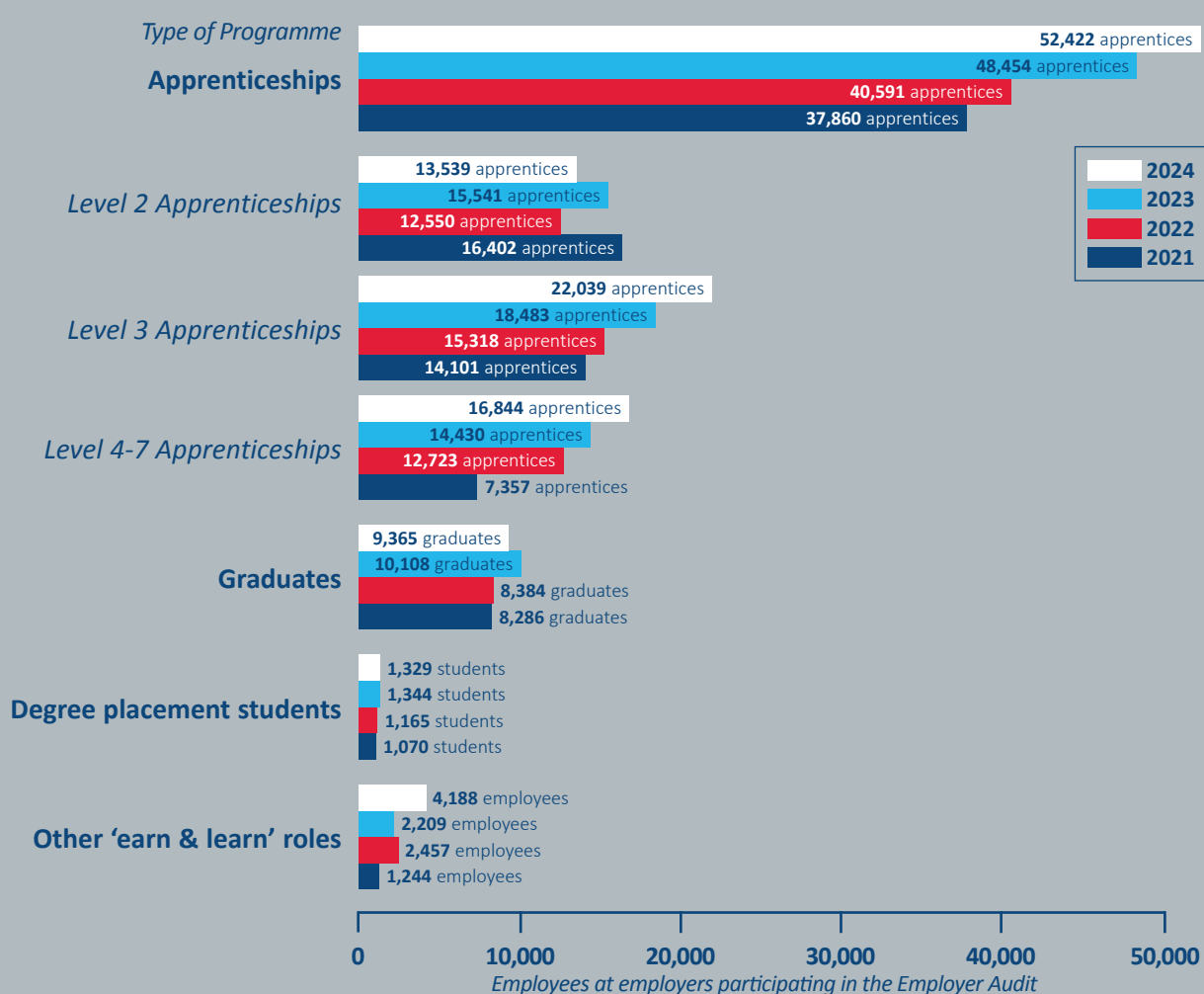
The results from each of the first four years of the Employer Audit show that almost all participating employers ran apprenticeship programmes and that these accounted for over three-quarters of the ‘earn and learn’ roles provided (see *Chart 3*).

It is notable that in 2021 the largest number of apprentices were those on Level 2 apprenticeships. But in the three years since, there have been fewer apprentices at this level and by 2024, Level 2 apprentices accounted for the smallest proportion of apprenticeships at employers featured in the Audit. By contrast, the volume of apprentices on higher & degree apprenticeships has more than doubled in the past four years, and Level 3 apprentices were the biggest group in 2022, 2023 and 2024.

Graduates represent approximately one in seven of the ‘earn and learn’ roles available at organisations participating in the Employer Audit. The number of graduates employed grew between 2021 and 2023, but declined unexpectedly in 2024. In each of the past four years, a much smaller proportion of ‘earn and learn’ employees have been students completing work placements as part of their university degrees, typically lasting either 6 or 12 months.

In the most recent Employer Audit, an impressive 73 employers out of the 229 organisations featured in the research offered apprenticeships, graduate programmes and degree course placements for university students. Of these, 42 employers provided apprenticeship programmes in all three categories – Level 2, Level 3 and Levels 4-7 apprenticeships.

Chart 3 ‘Earn and Learn’ Programmes at Employers participating in the Employer Audit



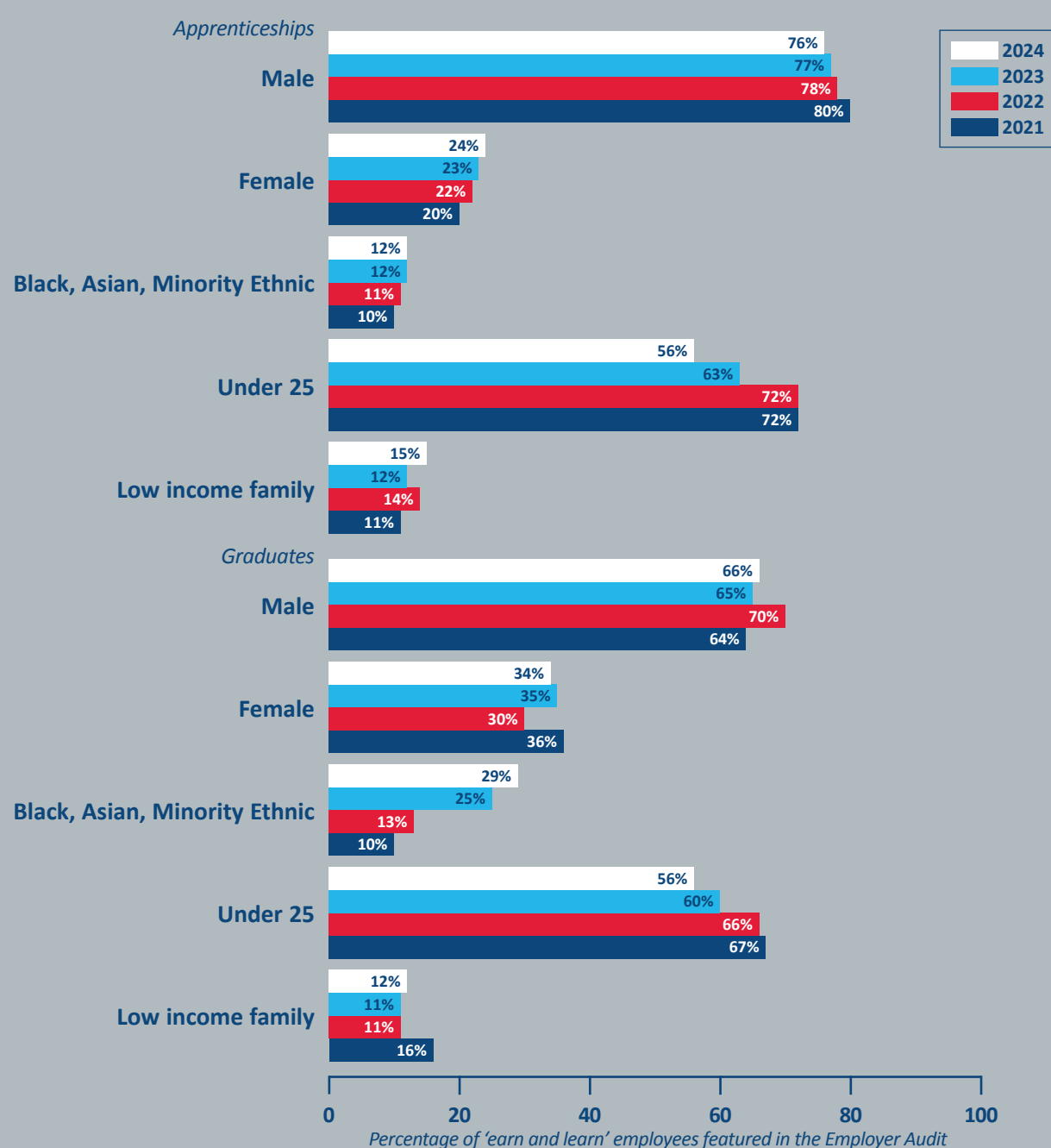
Source- **The 5% Club Employer Audit**

Employers' Inclusion & Social Mobility

The third aspect of **The 5% Club Employer Audit** addresses the inclusion and social mobility of 'earn and learn' employees at participating employers, assessing the gender, ethnic background, sexuality, age and disability of their apprentices and graduates, as well as data on whether their employees are from low-income families. Although most employers were able to provide detailed information about the gender, ethnic background and age of their 'earn and learn' employees, decreasing numbers had accurate data on employees' family backgrounds, their sexuality or disabilities.

The results from all four Employer Audits show that at least three-quarters of apprentices were men (see *Chart 4*) and fewer than one in eight were black, Asian or minority-ethnic. Up to three-quarters of apprentices were under 25, although this has reduced in the past two years, and only a sixth of apprentices were from low-income families. There was a better gender balance amongst graduates – up to a third were women – and a much higher proportion were black, Asian or minority ethnic.

Chart 4 Inclusion & Social Mobility of 'Earn and Learn' Employees featured in the Audit



Source- **The 5% Club Employer Audit**

Quality of Employers' 'Earn and Learn' Programmes

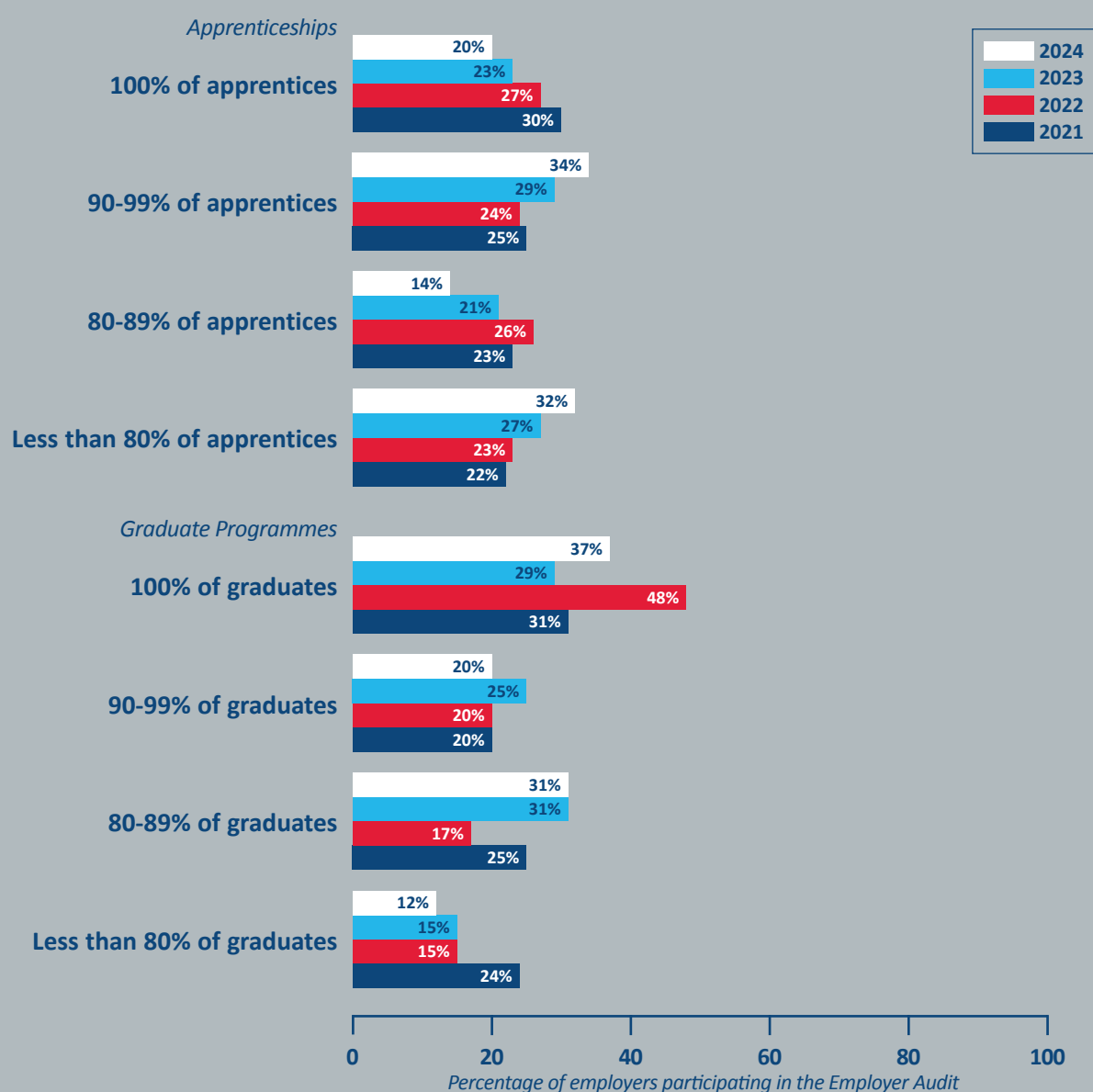
The penultimate section of **The 5% Club Employer Audit** examines the quality of the 'earn and learn' opportunities provided by employers participating in the research.

Participating employers were asked how they assured the quality of their apprenticeships, graduate programmes and degree course placements for university undergraduates. They were also asked about the percentage of apprentices and graduates who completed their training with the organisation, and then the percentage who progressed on to a permanent role within the organisation – either on another apprenticeship programme, further training or a full-time position.

Results from the Audit show that the completion rates for apprenticeships have decreased over the past four years (see *Chart 5*), with fewer employers recording a 100% completion rate and more organisations reporting that less than 80% of their apprentices finish their apprenticeships.

The number of graduates who complete their initial training & development programmes has also varied since 2021. In 2022 over two-thirds of employers declared completion rates of at least 90% – up from just over half of employers the previous year – and in 2024, almost three-fifths of employers confirmed that at least nine out of ten graduates completed their programmes.

Chart 5 Completion Rates for 'Earn and Learn' Programmes at Employers in the Audit



Source- **The 5% Club Employer Audit**

Future Growth of Employers' 'Earn and Learn' Opportunities

The final part of **The 5% Club Employer Audit** analyses employers' latest plans for recruiting more apprentices and graduates in the future, as part of their continuing commitment to 'earn and learn' roles at their organisation.

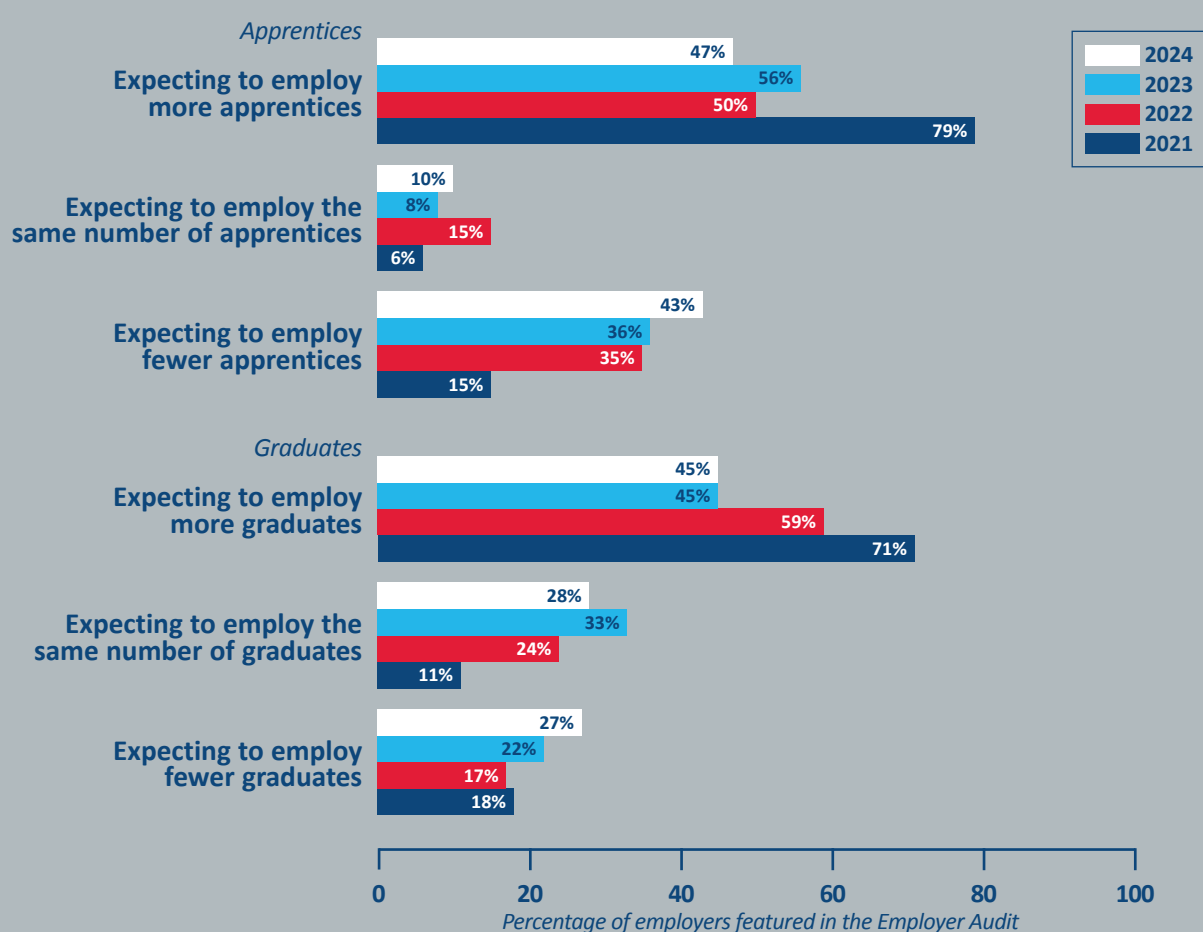
For many employers, the recruitment of apprentices and graduates is often planned up to a year in advance. For example, applications for graduate programmes with September 2025 start dates typically opened in September 2024, with selection and assessment of candidates in January or February and job offers following shortly afterwards. This means that within the Employer Audit, the majority of employers are able to provide an accurate assessment of their likely recruitment in the year ahead.

The 2020-2021 recruitment year was dominated by the Covid pandemic and, with the considerable economic uncertainty, many employers recruited fewer apprentices and graduates than usual during this period. As a result, the Employer Audit in 2021 reported that a large majority of employers expected to step-up their recruitment during 2021-2022, often to make up for under-recruiting in the previous recruitment round (see *Chart 6*). Four-fifths of participating employers confirmed they intended to increase their apprenticeships in the year ahead and more than two-thirds believed that they would take on more graduates in 2021-2022.

A year on from these predictions, employers anticipated more modest growth in their future recruitment of apprentices and graduates in 2022, and at the time of the 2023 Employer Audit the outlook for recruitment seemed increasingly restrained, with just 45% of employers expecting to take on more graduates.

In 2024, the prospects for recruitment were even more cautious with fewer than half of employers expecting to increase either their apprenticeships or their graduate programmes.

Chart 6 Outlook for Year Ahead for 'Earn and Learn' Programmes featured in the Audit



Source- **The 5% Club Employer Audit**

Accredited Membership of The 5% Club

Employers joining The 5% Club make the commitment that 5% of their workforce will be in 'earn and learn' positions within five years.

The 5% Club Employer Audit records the total number of apprentices, graduate trainees, degree placement students and other employees on training & development programmes, versus the size of an employer's overall workforce, thereby calculating the percentage of 'earn and learn' employees at each employer.

This percentage is then used to award accredited membership of The 5% Club – either Bronze, Silver, Gold or Platinum membership. Employers that have reached or exceeded the target that 5% of their UK workforce are 'earn as you learn' employees are awarded Gold membership. Silver membership is for employers that are halfway to their 5% target, and employers on the early stages of their journey towards their 5% target are awarded Bronze.

As part of its tenth anniversary celebrations in 2023, The 5% Club introduced its highest and most prestigious level of membership yet – employers that have achieved the 5% target in the two previous Employer Audits and have at least 10% of their employees in 'earn and learn' roles, are awarded Platinum membership of The 5% Club.

In total, 65 employers were awarded Platinum membership in 2024, more than double the number who achieved the highest status the previous year (see *Chart 7*). A further 129 employers were accredited as Gold members of The 5% Club in 2024, for reaching or exceeding their target of having 5% of employees on 'earn and learn' programmes, up from 126 employers in 2023, 107 employers in 2022, and 58 employers in 2021.

Silver membership was awarded to 29 employers for reaching halfway to their 5% target and 6 employers achieved Bronze for being in the early stages of working towards 5%.

In each of the four years that the Employer Audit has been conducted, at least three-quarters of participating employers have been recognised for achieving The 5% Club's target for 'earn and learn' employees – and have been rewarded with Gold or Platinum membership of The 5% Club.

A full list of employers' accredited memberships for 2021-2024 is available (see *Tables 8-13*).

Chart 7 Accredited Membership of The 5% Club in 2021, 2022, 2023 and 2024

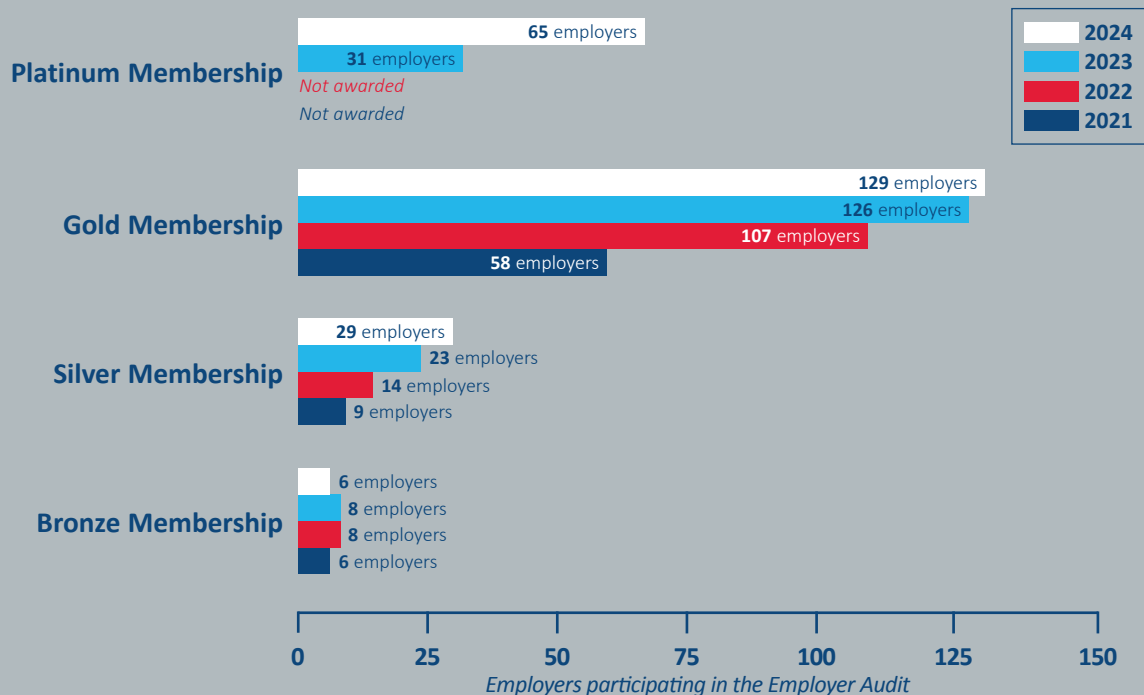


Table 8 The 5% Club Membership Awards in 2021, 2022, 2023 & 2024 *Employers A-C*

EMPLOYER	TYPE	2021	2022	2023	2024
Accuracy UK	SME Employer	-	Gold	Gold	Platinum
ACS Stainless Steel	SME Employer	-	-	-	Gold
AD Construction Group	SME Employer	-	Gold	Gold	Platinum
adi Group	Larger Employer	Gold	Gold	Gold	Platinum
AECOM	Larger Employer	Gold	Gold	Platinum	Platinum
Aggregate Industries	Larger Employer	-	Bronze	Bronze	Silver
Ainscough Crane Hire	Larger Employer	Silver	Silver	Gold	Gold
Aldi	Larger Employer	Bronze	-	-	-
Alexander Battery Technologies	SME Employer	-	Silver	Gold	Gold
American Express	Larger Employer	Bronze	-	-	-
Amey	Larger Employer	-	-	Gold	Gold
Amplicon	SME Employer	-	-	Gold	-
Aptus Utilities	Larger Employer	-	-	Gold	Gold
Auger Site Investigations	SME Employer	-	Gold	Gold	Platinum
Avove Utilities	Larger Employer	-	-	-	Silver
B&Q	Larger Employer	-	-	Silver	Gold
Babington Business College	Larger Employer	-	Silver	Gold	-
Bagnalls	Larger Employer	Gold	Gold	Platinum	Platinum
Balfour Beatty	Larger Employer	Gold	Gold	Gold	Gold
Baltic Apprenticeships	SME Employer	Gold	-	-	-
BAM UK & Ireland	Larger Employer	-	-	-	Gold
Barkers Engineering	SME Employer	-	-	Gold	Gold
Barking Havering & Redbridge University Hospitals NHS Trust	Larger Employer	-	-	-	Gold
Beagle	SME Employer	-	-	Gold	-
Bechtel	Larger Employer	-	-	Gold	-
Bell Group	Larger Employer	Gold	Gold	Platinum	Platinum
Bellway Homes	Larger Employer	Gold	Gold	Gold	Gold
Berkeley Group	Larger Employer	-	Gold	Gold	Gold
Berthon Boat Company	SME Employer	-	Gold	Gold	Platinum
Bethell Group	Larger Employer	Gold	Gold	Platinum	Platinum
BGEN	Larger Employer	-	-	-	Gold
Billington Holdings	Larger Employer	-	-	-	Gold
Birmingham City Council	Larger Employer	Bronze	-	-	-
Boeing	Larger Employer	-	-	Silver	Gold
BOOM Construction	SME Employer	-	-	Gold	Gold
Breedon Group	Larger Employer	-	Silver	Silver	Silver
Brenbar Electrical Services	SME Employer	-	-	-	Gold
Briggs & Forrester Group	Larger Employer	-	Gold	-	-
Bromford	Larger Employer	-	-	Silver	Silver
Browne	SME Employer	-	-	-	Gold
BT	Larger Employer	Gold	-	-	-
Buxton Lime	SME Employer	-	-	-	Gold
C R Civil Engineering	SME Employer	-	-	-	Platinum
Caddick Construction	Larger Employer	-	-	-	Gold
Cambridgeshire County Council	Larger Employer	-	-	Silver	Gold
Camilleri Construction Ltd	SME Employer	Gold	Gold	Platinum	-
Capgemini	Larger Employer	-	Gold	Gold	Platinum
Capita	Larger Employer	-	Bronze	Bronze	-
CEMCOR	SME Employer	-	-	Gold	Gold

Source- The 5% Club Employer Audit

Table 9 The 5% Club Membership Awards in 2021, 2022, 2023 & 2024 *Employers C-G*

EMPLOYER	TYPE	2021	2022	2023	2024
Centrica	Larger Employer	-	-	Bronze	Bronze
CGI	Larger Employer	Gold	Gold	Gold	Gold
chapmanbdsp	SME Employer	-	Gold	Gold	Platinum
Clark Contracts	SME Employer	-	-	Gold	Gold
CLdN Ports	Larger Employer	-	-	Gold	Gold
Clive Owen	SME Employer	-	Gold	Gold	Platinum
CML	Larger Employer	-	-	-	Gold
Coca-Cola Europacific Partners	Larger Employer	Silver	Silver	Gold	Gold
Collins Aerospace	Larger Employer	-	-	-	Gold
Commercial Property Maintenance Services	SME Employer	Gold	-	Gold	Gold
Concurrent Technologies	SME Employer	-	Silver	Gold	Silver
Consilium Technical Services	SME Employer	-	-	-	Gold
Coptrz Ltd	SME Employer	-	-	Gold	-
Costain	Larger Employer	Gold	Gold	Platinum	Platinum
Coventry Building Society	Larger Employer	-	-	-	Silver
Coyle Personnel	SME Employer	Gold	Silver	-	Gold
Coyle Personnel Ltd	Larger Employer	-	-	Gold	-
CPI (Centre for Process Innovation)	Larger Employer	Gold	Gold	Platinum	Platinum
CR Civil Engineering Ltd	SME Employer	Gold	Gold	Platinum	-
CR Reynolds	SME Employer	-	Gold	Gold	Platinum
Crest Nicholson	Larger Employer	-	Silver	Gold	Silver
CrossCountry	Larger Employer	-	-	Gold	Gold
Croudace Homes	Larger Employer	-	Gold	Gold	Platinum
Crown Worldwide Group	Larger Employer	-	-	Silver	-
CubicWorks	SME Employer	-	-	-	Gold
Currie & Brown	Larger Employer	-	Gold	Gold	Platinum
CWG Group	SME Employer	-	-	Gold	Gold
D2 Global	SME Employer	-	-	Gold	Gold
Dalcour Maclaren	Larger Employer	-	-	-	Gold
Dale Power Solutions Ltd	SME Employer	Gold	-	-	-
Danaher and Walsh Ltd	SME Employer	-	-	Gold	-
Danny Sullivan Group	Larger Employer	-	-	Bronze	Bronze
Department for Education	Larger Employer	-	Gold	Gold	Gold
Deploy	SME Employer	-	-	-	Gold
Deutsche Bank	Larger Employer	Bronze	-	-	-
Digital Catapult	Larger Employer	-	-	Gold	Gold
Drainline Southern	SME Employer	-	-	-	Bronze
Dynamic FM & AT Nolan Building Contractors	SME Employer	Gold	-	Gold	-
Enigma Industrial Services	Larger Employer	-	-	-	Gold
Ergro Group	SME Employer	-	-	-	Gold
ESG	Larger Employer	-	-	-	Gold
Esh Group	Larger Employer	-	-	-	Gold
Eurovia UK	Larger Employer	Gold	Gold	-	-
FM Conway	Larger Employer	-	-	Gold	Gold
Ford Aerospace	SME Employer	-	-	Gold	Gold
Fortel Group	Larger Employer	-	-	-	Silver
Forterra	Larger Employer	-	Bronze	-	-
Forth Ports	Larger Employer	-	-	-	Silver
G4S Secure Solutions	Larger Employer	-	-	-	Bronze

Source- The 5% Club Employer Audit

Table 10 The 5% Club Membership Awards in 2021, 2022, 2023 & 2024 *Employers G-K*

EMPLOYER	TYPE	2021	2022	2023	2024
Galliford Try	Larger Employer	Gold	Gold	Platinum	Platinum
Gamma Telecoms	Larger Employer	-	-	-	Silver
Gemini Accident Repair Centres	Larger Employer	Gold	Gold	Platinum	Platinum
Genuit Group	Larger Employer	Silver	Silver	Silver	Gold
GMI Construction Group	SME Employer	-	-	Gold	Gold
Graham Group	Larger Employer	Gold	Gold	Platinum	Platinum
Grant Thornton	Larger Employer	-	-	Gold	Gold
Greensleeves Care	Larger Employer	-	-	-	Silver
GSK	Larger Employer	Gold	Gold	-	-
GXO Logistics	Larger Employer	-	-	-	Silver
H I T Training	Larger Employer	-	-	-	Gold
Hanham Secure Health	SME Employer	Gold	Gold	-	-
Harniss Building Services Solutions	SME Employer	-	Gold	Gold	Platinum
Heidelberg Materials	Larger Employer	Gold	Gold	Gold	Platinum
Henshall & Sheehy Support Services	SME Employer	-	-	-	Gold
Hertfordshire Building Control	SME Employer	-	Gold	Gold	Platinum
HF Group	Larger Employer	-	-	-	Gold
High Speed Two (HS2)	Larger Employer	Gold	Gold	Gold	-
Highfield Professional Solutions	SME Employer	Gold	Gold	Platinum	Platinum
Hill & Smith Infrastructure	SME Employer	-	-	Silver	Silver
Hill Group	Larger Employer	Gold	Gold	Platinum	Platinum
Horstman Defence Systems	SME Employer	-	Gold	Gold	Platinum
Hungry Caterpillar Day Nurseries	SME Employer	-	Gold	Gold	Platinum
Hyde	SME Employer	-	-	Gold	-
Ibstock	Larger Employer	-	-	-	Gold
Industrial and Marine Hydraulics	SME Employer	-	-	Gold	Gold
Introba Consulting Limited	SME Employer	-	-	Gold	-
Ipsium	Larger Employer	-	-	Gold	Gold
ISG	Larger Employer	-	Gold	Gold	Gold
ISS	Larger Employer	-	Bronze	Bronze	-
J Browne	SME Employer	-	-	Silver	-
J McCann & Co	Larger Employer	Gold	Silver	Gold	-
J T Mackley & Co Ltd	SME Employer	Gold	Gold	Platinum	-
Jackson Civil Engineering	Larger Employer	-	Gold	Gold	Platinum
Jamieson Contracting	SME Employer	-	Gold	-	Gold
JJ Churchill	SME Employer	Gold	-	Gold	Gold
JN Bentley	Larger Employer	-	Gold	Gold	Platinum
John Sisk & Son	Larger Employer	Gold	Gold	Gold	Gold
John Wainwright & Co Ltd	SME Employer	-	-	Silver	-
K&T Heating	Larger Employer	-	-	Gold	-
KAEFER	Larger Employer	-	Gold	Gold	Gold
Karndean Designflooring	SME Employer	-	-	Gold	Gold
KCE FM	SME Employer	-	Gold	Gold	Platinum
Keepmoat Homes	Larger Employer	Gold	Gold	Gold	Gold
Keltbray	Larger Employer	-	-	Gold	Gold
Kids Inc Day Nursery	Larger Employer	-	Gold	-	-
Kier Group	Larger Employer	Gold	Gold	Gold	Platinum
Kilnbridge Construction Services	Larger Employer	Gold	Gold	Platinum	Platinum
Kingerlee Ltd	SME Employer	-	Gold	Gold	-

Source- The 5% Club Employer Audit

Table 11 The 5% Club Membership Awards in 2021, 2022, 2023 & 2024 *Employers K-O*

EMPLOYER	TYPE	2021	2022	2023	2024
Kohler Uninterruptable Power	SME Employer	Silver	Gold	Gold	Gold
Laing O'Rourke	Larger Employer	-	Gold	Gold	Gold
Langstone Construction Group	SME Employer	-	-	Gold	Gold
Last Mile	Larger Employer	-	-	-	Gold
Leidos	Larger Employer	-	Bronze	Silver	Silver
Leonardo	Larger Employer	-	Gold	Gold	Gold
Lidl	Larger Employer	Bronze	-	-	-
Ligentia	SME Employer	-	-	-	Gold
Lincad	SME Employer	-	-	Silver	Silver
Livingston Building Services	SME Employer	-	-	Gold	Gold
LocatED	SME Employer	Gold	Gold	Platinum	Platinum
Lockheed Martin	Larger Employer	Gold	Silver	Gold	Gold
LSTC Group	SME Employer	-	-	-	Silver
M Group Services	Larger Employer	-	-	Silver	Silver
M J Abbott	SME Employer	-	-	-	Gold
Mace	Larger Employer	-	-	-	Gold
Mackley	SME Employer	-	-	-	Platinum
Malakoff	SME Employer	-	Gold	Gold	Platinum
Marlborough Highways	Larger Employer	-	-	-	Silver
Marston Holdings	Larger Employer	-	Bronze	Silver	Silver
Mason Street Furniture	SME Employer	-	-	-	Gold
Mastek UK Ltd	Larger Employer	Bronze	-	-	-
MBDA UK	Larger Employer	Gold	Gold	Platinum	Platinum
McCann	Larger Employer	-	-	-	Gold
MCFT	SME Employer	Gold	Gold	Platinum	Platinum
McLaughlin & Harvey	Larger Employer	Gold	Gold	Platinum	Platinum
McTaggart Construction	SME Employer	-	-	-	Gold
MGL Group	Larger Employer	-	Gold	Gold	Gold
Ministry of Defence	Larger Employer	Gold	Gold	Platinum	Platinum
Mitie	Larger Employer	-	-	-	Silver
Mivan	SME Employer	-	-	Gold	Gold
MJ Abbott Ltd	SME Employer	-	Gold	Gold	-
MJM Marine	SME Employer	-	-	-	Gold
Morgan Lovell	SME Employer	-	-	Gold	Gold
Morgan Sindall Infrastructure	Larger Employer	Gold	Gold	Gold	Platinum
Morris & Spottiswood	SME Employer	Gold	Gold	Platinum	Platinum
Mott MacDonald	Larger Employer	Gold	Gold	Platinum	Platinum
Multipave	SME Employer	-	-	Gold	Gold
Murphy	Larger Employer	-	Gold	Gold	Platinum
Mway Communications	SME Employer	-	-	-	Gold
Network Rail	Larger Employer	-	Silver	Silver	Silver
NHS Property Services	Larger Employer	-	-	-	Silver
NHS Supply Chain	Larger Employer	-	-	Silver	Gold
Northumbria Healthcare NHS Foundation Trust	Larger Employer	-	-	-	Silver
Nusteel Structures	SME Employer	-	-	-	Gold
Octavius	Larger Employer	-	-	Gold	Gold
OCU Group	Larger Employer	-	-	-	Gold
Ogilvie Construction	SME Employer	-	Gold	Silver	Gold
One Stop Hire	SME Employer	-	-	Gold	Gold

Source- The 5% Club Employer Audit

Table 12 The 5% Club Membership Awards in 2021, 2022, 2023 & 2024 *Employers O-S*

EMPLOYER	TYPE	2021	2022	2023	2024
Optyma Security Systems	SME Employer	-	-	Gold	Gold
Overbury	Larger Employer	-	-	-	Gold
Oxley Group	SME Employer	-	-	-	Gold
Pacific Building	SME Employer	-	Gold	Gold	Platinum
Paragon Banking Group	Larger Employer	-	-	Gold	-
PCE Automation	SME Employer	-	Gold	Gold	Platinum
Peel Ports Group	Larger Employer	-	-	Silver	Gold
Pell Frischmann	Larger Employer	-	-	Gold	-
Pennon Group	Larger Employer	-	Gold	Gold	Platinum
Persimmon Homes	Larger Employer	-	Gold	Gold	Gold
Pi Consult	SME Employer	-	-	-	Gold
Places for People	Larger Employer	-	-	Silver	Gold
Price Building Services	SME Employer	-	-	Gold	Gold
Prism Power	SME Employer	-	Gold	Gold	Platinum
PwC	Larger Employer	Gold	Gold	Platinum	-
QA	Larger Employer	Gold	Gold	Gold	Gold
QinetiQ	Larger Employer	Silver	-	Gold	Gold
Quinn London Ltd	SME Employer	-	Gold	-	-
R G Carter	Larger Employer	-	Gold	Gold	Gold
Ramboll UK	Larger Employer	-	Gold	Gold	Platinum
Redrow	Larger Employer	Gold	Gold	Platinum	Platinum
Resonate Group	SME Employer	-	-	Gold	Gold
RG Group	SME Employer	-	Gold	-	Gold
Ridge and Partners	Larger Employer	-	-	-	Gold
Ringway Jacobs	Larger Employer	-	Gold	Gold	Gold
Rolls-Royce SMR	Larger Employer	-	-	-	Gold
Rose Builders	SME Employer	-	Gold	Gold	Gold
RS Group	Larger Employer	Gold	Gold	Gold	Platinum
RSPCA	Larger Employer	-	-	-	Gold
Schneider Electric	Larger Employer	Gold	-	-	-
SCL Interiors	SME Employer	-	-	-	Gold
SE Trains Ltd	Larger Employer	-	Gold	Gold	Gold
Seddon Construction	Larger Employer	Gold	Gold	Platinum	Platinum
Serco	Larger Employer	-	-	Silver	Gold
Severfield	Larger Employer	-	Gold	Gold	Gold
Shepley Group	Larger Employer	-	-	Gold	Gold
Siemens Energy	Larger Employer	-	Gold	Gold	-
Siemens Mobility	Larger Employer	-	-	Gold	Gold
Siemens plc	Larger Employer	Gold	Gold	Gold	Gold
Slipstream Engineering	SME Employer	-	-	Gold	-
Smart Tec Solutions	SME Employer	-	Gold	Gold	Platinum
SOCOTEC UK	Larger Employer	-	-	-	Gold
Sodexo	Larger Employer	-	-	-	Silver
South East Water	Larger Employer	-	-	-	Gold
Southbourn Rubber	SME Employer	-	-	Gold	Gold
Speedy Services	Larger Employer	-	-	Silver	Silver
SPV Group	SME Employer	Gold	Gold	Platinum	Platinum
SRC UK	SME Employer	-	Gold	Gold	Platinum
SSEN Transmission	Larger Employer	-	Gold	Gold	Platinum

Source- The 5% Club Employer Audit

Table 13 The 5% Club Membership Awards in 2021, 2022, 2023 & 2024 *Employers S-Z*

EMPLOYER	TYPE	2021	2022	2023	2024
Stagecoach	Larger Employer	Silver	Gold	Gold	-
Standish Energy	SME Employer	-	-	-	Gold
Sunbelt Rentals UK	Larger Employer	-	Bronze	Bronze	Silver
Sureserve Compliance South	Larger Employer	-	-	-	Gold
Swift Group Ltd	Larger Employer	-	-	Gold	Gold
Swiftool Precision Engineering Ltd	SME Employer	-	Gold	-	-
Sycamore Process Engineering Ltd	SME Employer	-	Gold	-	-
Tara Group	Larger Employer	-	Gold	Gold	Gold
Tarmac	Larger Employer	Silver	Gold	Gold	Platinum
Tenet Consultants	SME Employer	-	Gold	Gold	Platinum
Thames Water	Larger Employer	Silver	Silver	Silver	Silver
The Co-op	Larger Employer	-	-	Bronze	Bronze
The Encon Group	Larger Employer	-	-	Bronze	Silver
Thomas Johnstone	SME Employer	-	-	Gold	Gold
Thomas Sinden	SME Employer	Gold	Gold	Platinum	Platinum
Tilbury Douglas	Larger Employer	-	-	Gold	Gold
Transport for Greater Manchester	Larger Employer	-	-	-	Gold
Transport for Wales	Larger Employer	-	-	Gold	Gold
TransUnion International UK	Larger Employer	Silver	Silver	-	-
TUI UK & I	Larger Employer	-	-	-	Silver
United Living	Larger Employer	-	-	-	Gold
VGC Group	Larger Employer	-	-	-	Bronze
VINCI Construction	Larger Employer	-	Gold	Silver	Gold
Vistry Group	Larger Employer	-	-	Gold	Gold
VIVO Defence Services	Larger Employer	-	-	-	Gold
VolkerWessels UK	Larger Employer	-	-	-	Gold
VRS Solutions Group	SME Employer	-	Bronze	-	-
Warren Services	SME Employer	Gold	-	-	-
WG Jones	SME Employer	-	-	Gold	-
Whitehead Building Services	SME Employer	Gold	Gold	Platinum	Platinum
William Hare	Larger Employer	Gold	Gold	Platinum	Platinum
Willmott Dixon	Larger Employer	-	Gold	Gold	Platinum
Wilson & Scott	SME Employer	-	Gold	Gold	Platinum
Womble Bond Dickinson	Larger Employer	Gold	Gold	Gold	Gold
Woodford Heating and Energy	SME Employer	Gold	Gold	Platinum	Platinum
WSP	Larger Employer	-	Gold	Gold	Platinum

Source- The 5% Club Employer Audit

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