

# The 5% Club

## EMPLOYER AUDIT

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



## Welcome & Introduction

Founded in 2013, **The 5% Club** is uniquely an employer-led charity organisation.

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**.

The new annual Employer Audit enables Club members to validate and benchmark their ‘earn and learn’ activities, and rewards 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.

We are delighted that more than 140 employers, large and small, have taken part in the Audit in its first two 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 and 2022, and the resulting Bronze, Silver and Gold memberships awarded by the Club.

**Mark Cameron OBE** *Chief Executive Officer, The 5% Club*



## Supporting The 5% Club Employer Audit

Investing in people has never been more important than it is today – which is why we’re excited to support **The 5% Club Employer Audit**.

Employers who join The 5% Club employer and achieve their status as a Bronze, Silver or Gold member are leading the way.

As the competition for skills is ever increasing, when productivity and workforce performance are continually under review, then **Investors in People** is proud to support those organisations who lead as exemplars of what is possible when an organisation demonstrably and consistently invests in the workforce at every level.

Apprenticeships continue to be a hot topic of conversation for employers, for the benefit of the economy and for the global success of the UK – and so they should be!

Since 2020, our **We invest in apprentices** framework has supported employers in creating engaged workforces, helping them offer the very best apprenticeship programmes to their people, supporting tens of thousands of apprentices every single year to start or progress in their ideal career.

**INVESTORS IN PEOPLE®**  
**We invest in apprentices**

In a world that continually asks ‘what’s next?’ we know that members of The 5% Club truly recognise the need for a globally-recognised, employee engagement-driven accreditation, such as **We invest in apprentices**, to help them attract, build and retain the workforce of tomorrow. The possibilities with apprenticeships are truly endless.

We are delighted to stand beside The 5% Club in recognising visionary organisations working progressively to #MakeWorkBetter

**Paul Devoy** *Chief Executive Officer, Investors in People*



## Research Methodology

The **5% Club Employer Audit** is the prestigious annual employer benchmarking and membership awards programme that explores five aspects of employers’ recruitment, training & developing, and employment of ‘earn and learn’ employees:

- 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).

The following year, 129 employers took part in the 2022 Employer Audit, including 85 larger employers and 44 SME employers.

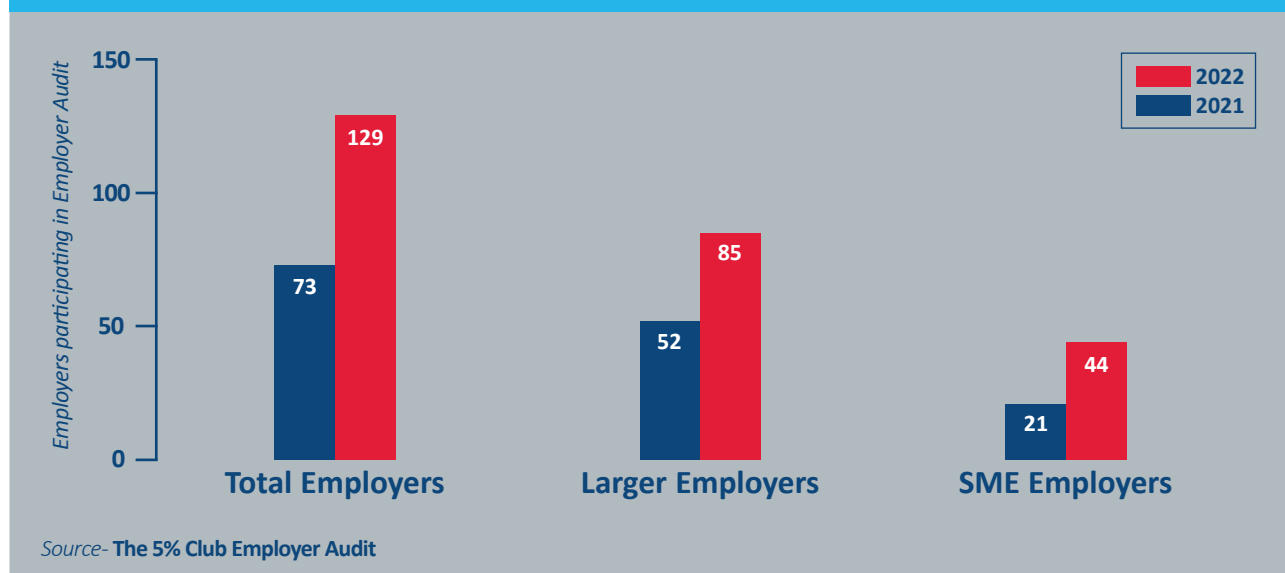
More than a dozen different industries & business sectors have been represented in the first two annual Employer Audits, including construction, technology, retail, professional services, engineering, chemicals & pharmaceuticals, banking & finance, transport, and the public sector.

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 **Gold**, **Silver** or **Bronze** annual membership of The 5% Club.



**Chart 1** Employers Participating in The 5% Club Employer Audit in 2021 & 2022



## Employers’ ‘Earn and Learn’ Employment

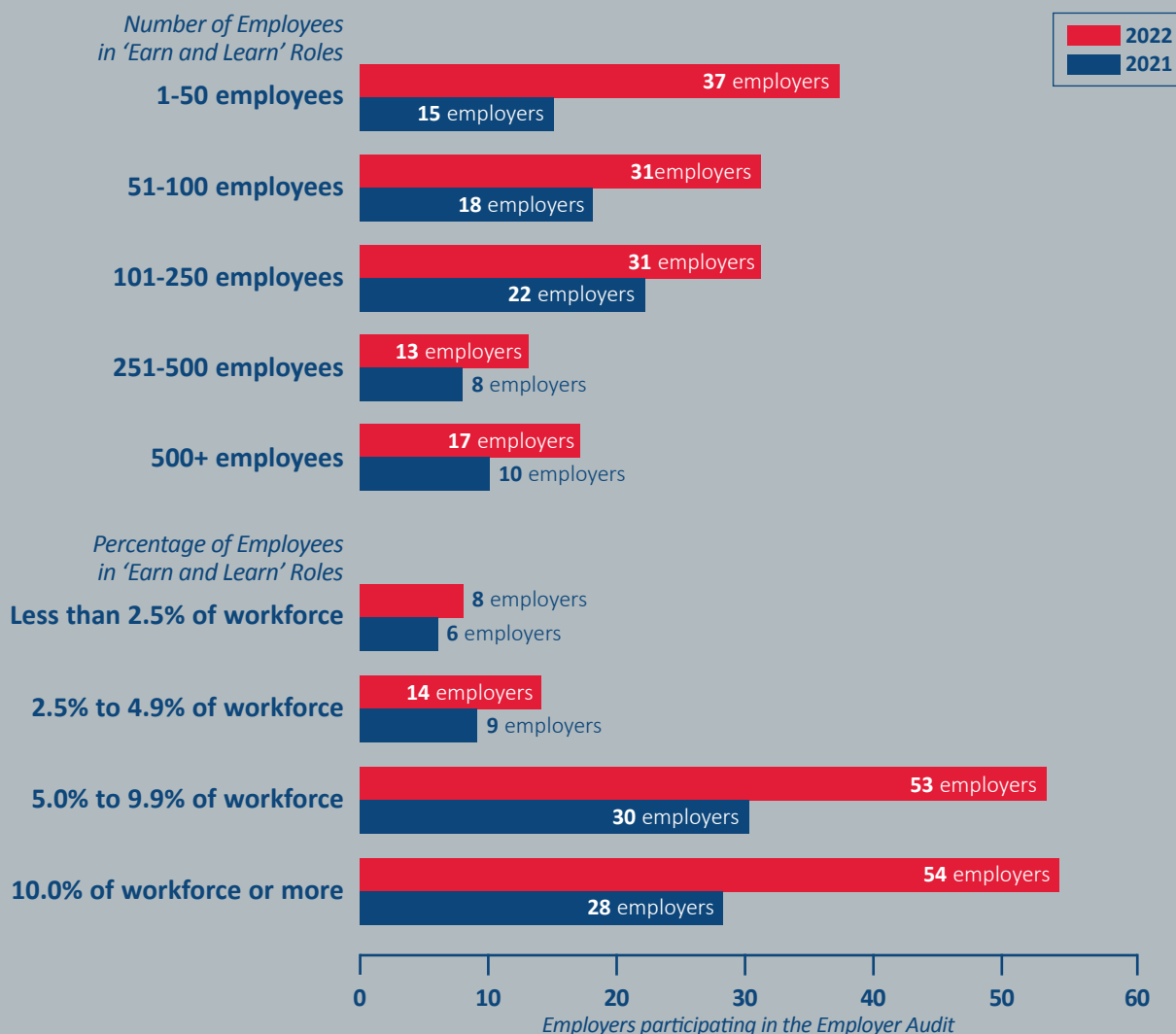
The 5% Club Employer Audit begins by asking participating employers how many of their employees are in ‘earn and learn’ roles, in relation to the size of their UK workforce. This data is used to calculate the percentage of ‘earn and learn’ employees at each employer and, from this assessment, employers are awarded either **Bronze**, **Silver** or **Gold** membership of The 5% Club (see *Table 7* on page 9).

In 2021, the organisations taking part in the Employer Audit had a total of 48,460 employees on ‘earn and learn’ programmes. Almost half had fewer than 100 ‘earn and learn’ employees but the ten largest employers had more than 500 apprentices, graduates, degree placement students or other ‘earn and learn’ employees (see *Chart 2*). On average, 8.0% of the workforce at larger employers and 12.5% of employees at SME employers were in ‘earn and learn’ roles.

Twelve months later, the employers featured in the Employer Audit in 2022 had an increased total of 52,597 employees in ‘earn and learn’ roles – an average of 8.8% of the workforce at larger employers and 14.6% of employees at SME employers.

A total of 107 employers that reached or exceeded the target to have 5% of their UK workforce in ‘earn as you learn’ positions were awarded Gold membership of The 5% Club in 2022, almost double the 58 employers who achieved this status in 2021. Silver membership was awarded to 14 employers for reaching halfway to their 5% target in 2022, up from 9 employers in 2021. And a further 8 employers achieved Bronze membership for being in the early stages of their journey towards the 5% target.

**Chart 2 ‘Earn and Learn’ Employees at Employers participating in the Employer Audit**



Source- The 5% Club 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.

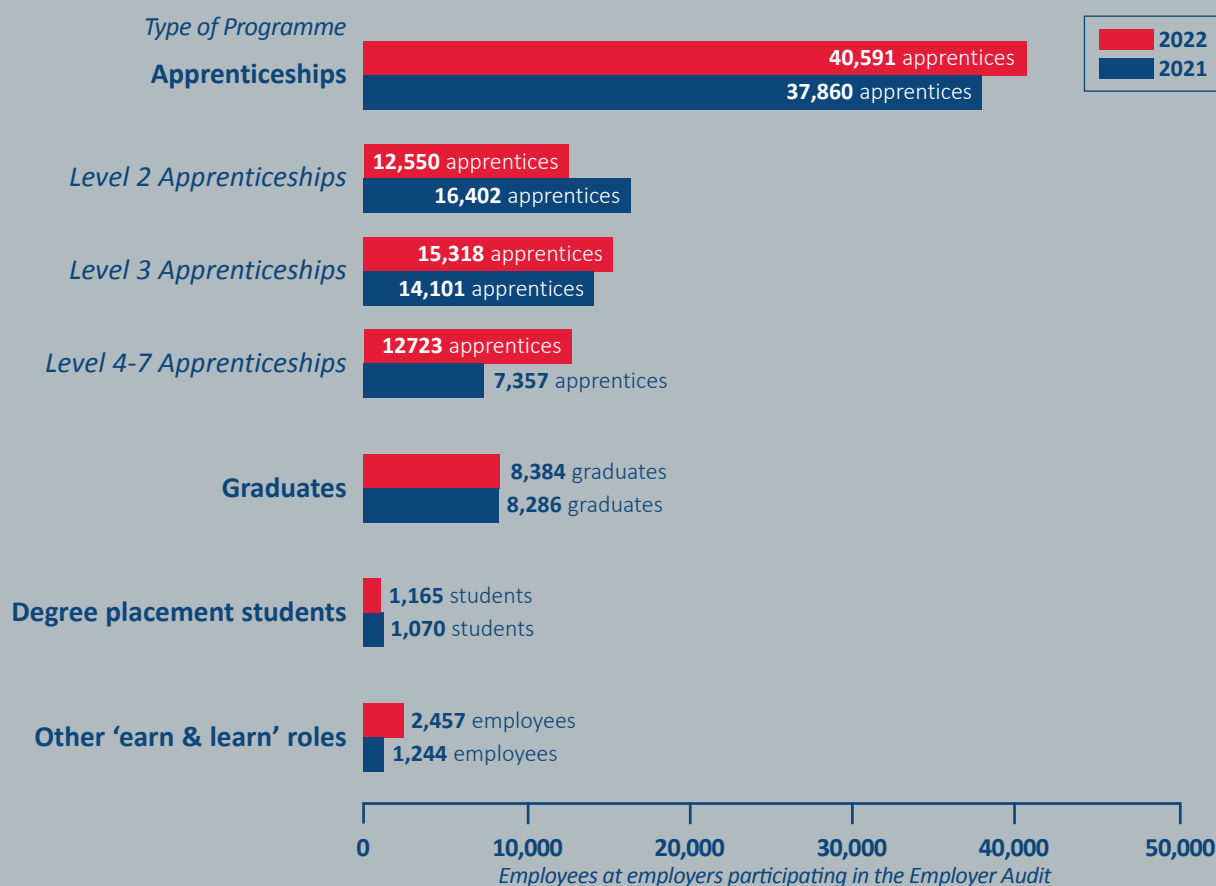
The results show that 71 of the 73 employers that participated in the Employer Audit in 2021 provided apprenticeship programmes, employing a total of 37,860 apprentices (see *Chart 3*), which represented more than two-fifths of the ‘earn and learn’ roles provided that year. A year later, 127 of the 129 employers taking part in the research offered apprenticeships, with a total of 40,591 apprentices – 44% of the ‘earn and learn’ employees featured in the Employer Audit in 2022.

The largest category of apprenticeships in 2021 were the 16,402 apprentices who were on Level 2 apprenticeships, followed by 14,101 apprentices on Level 3 apprenticeships. The number of apprentices on Level 3 and Levels 4-7 apprenticeships increased year-on-year, but there were fewer Level 2 apprentices in 2022. The most substantial annual increase was for higher or degree apprenticeships at Levels 4-7. Employers had more Level 3 apprentices in 2022 than those at other levels.

It should be noted that one very large public sector organisation that took part in the Employer Audit in both 2021 and 2022 employed around 25,000 apprentices, which represented two-thirds of the total number of apprentices employed by participating organisations.

A total of 54 employers featured in 2021’s Employer Audit offered graduate programmes, with 8,286 graduates employed – and 37 employers supported degree course placements, providing opportunities for 1,070 university students. Graduates represented 10% of ‘earn and learn’ employees in 2021, whereas degree course placement students were just 1% of the total employed. Data from the following year shows that a similar number of graduates and degree course placement students were employed by organisations taking part in the Employer Audit in 2022. A limited number of employers offered other ‘earn and learn’ roles each year.

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



Source- The 5% Club Employer Audit

## Employers' Inclusion & Social Mobility

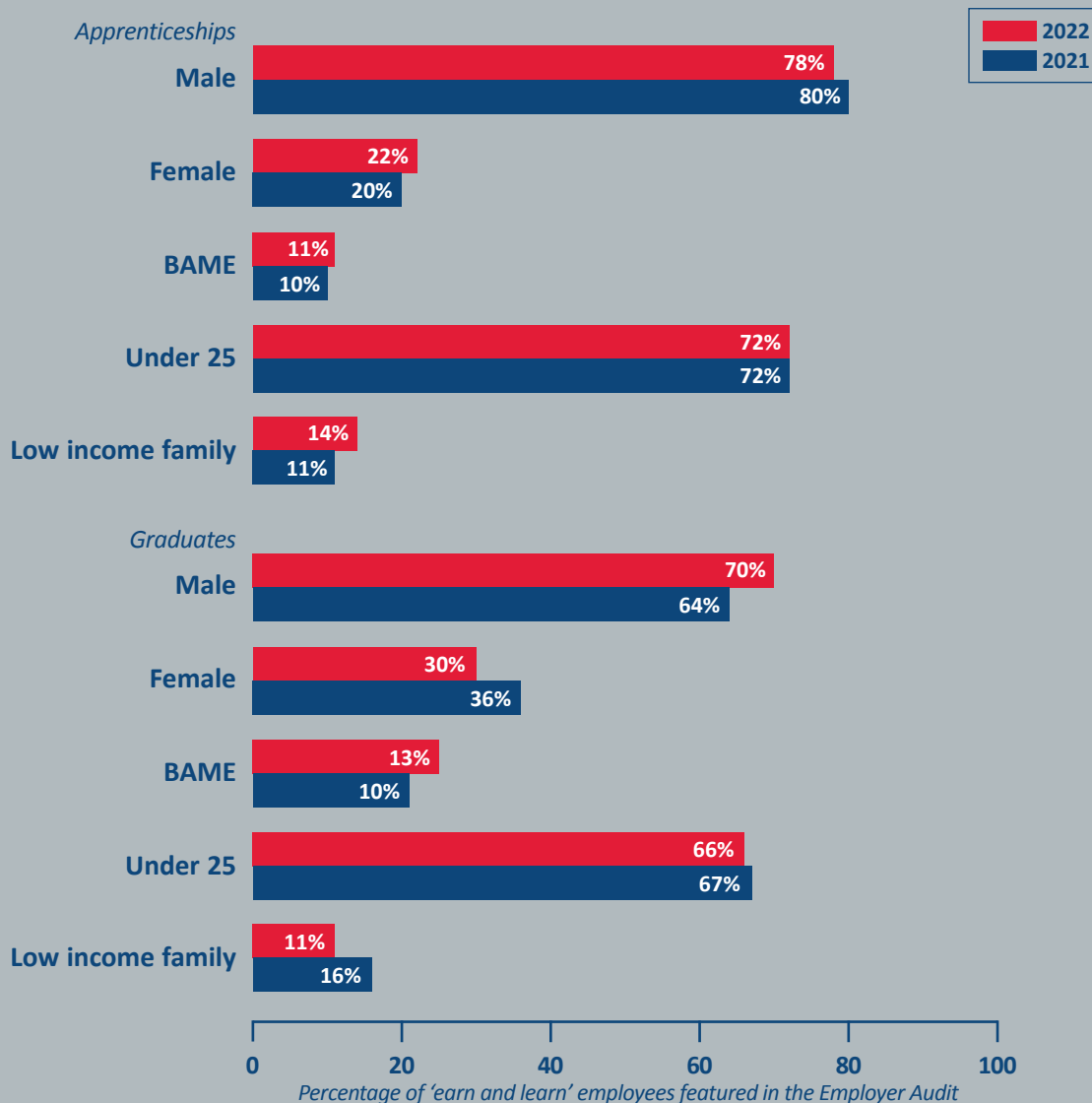
The third aspect of **The 5% Club Employer Audit** addresses the inclusion and social mobility of the 'earn and learn' employees at employers taking part in the research.

Participating employers are asked to provide data about the diversity of the apprentices and graduates employed by their organisations. This includes five of the 'protected characteristics', as defined by the Equality Act 2010 – gender, ethnic background, sexuality, age and disability – plus data on whether their employees are from low-income families. Whilst most employers were able to provide detailed information about the gender, ethnic background and age of their 'earn and learn' employees for the Employer Audit in 2021 and 2022, decreasing numbers had accurate data on employees' family backgrounds, their sexuality or disabilities.

Data from the Employer Audit shows that four-fifths of apprentices employed in 2021 and 2022 were men (see *Chart 4*), one in ten were black, Asian or minority-ethnic and around three-quarters were under the age of 25. Fewer than one in six apprentices were from low-income families, although this data was based on a very limited number of employers.

There was a better gender balance amongst graduates – up to a third were women – and a slightly higher proportion were black, Asian or minority ethnic, or from a low income family. Two thirds of graduate employed by organisations featured in the Employer Audit were under age 25.

**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

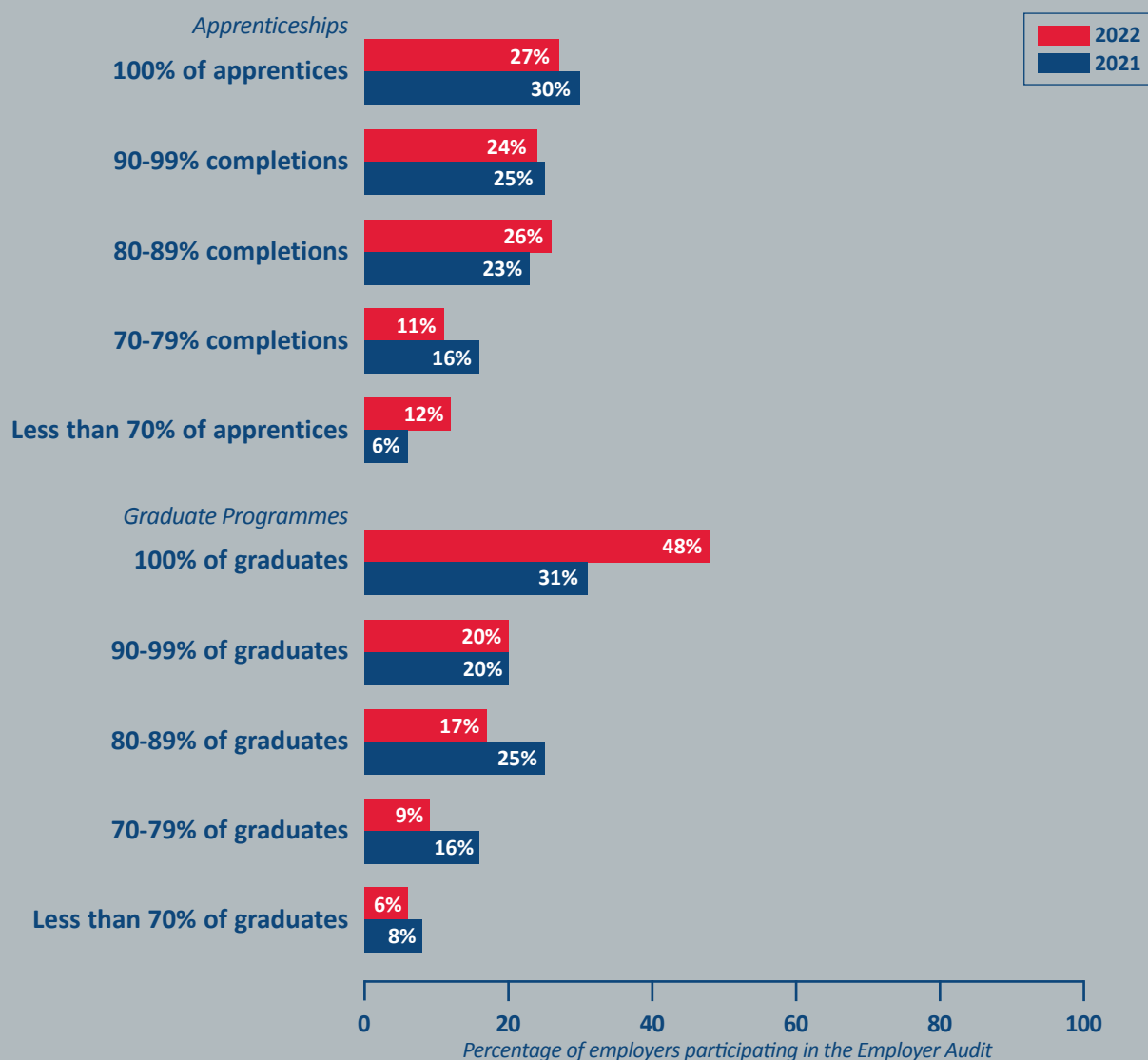
The penultimate section of **The 5% Club Employer Audit** examines the quality of the ‘earn and learn’ opportunities provided by employers participating in the research.

Employers were asked how they assured the quality of their apprenticeships, graduate programmes and degree course placements for university undergraduates. Each employer provided a short description of their approach to quality assurance and any external validation that their organisations uses to verify the training & development provided by their apprenticeships, graduate schemes and degree course placements.

Organisations participating in the Employer Audit 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.

The results show that in 2021, at least 90% of apprentices finished their apprenticeships at more than half the employers featured in the Employer Audit (see *Chart 5*) and at a similar proportion of organisations, 90% or more of their graduates completed their training. Twelve months later, the completion rate for apprenticeships was a little lower but at almost half of employers, there was an impressive 100% success rate for graduates completing their training 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.

At many employers, recruitment of apprentices and graduates is often planned up to a year in advance. For example, applications for graduate programmes with September 2022 start dates typically opened in September 2021, 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.

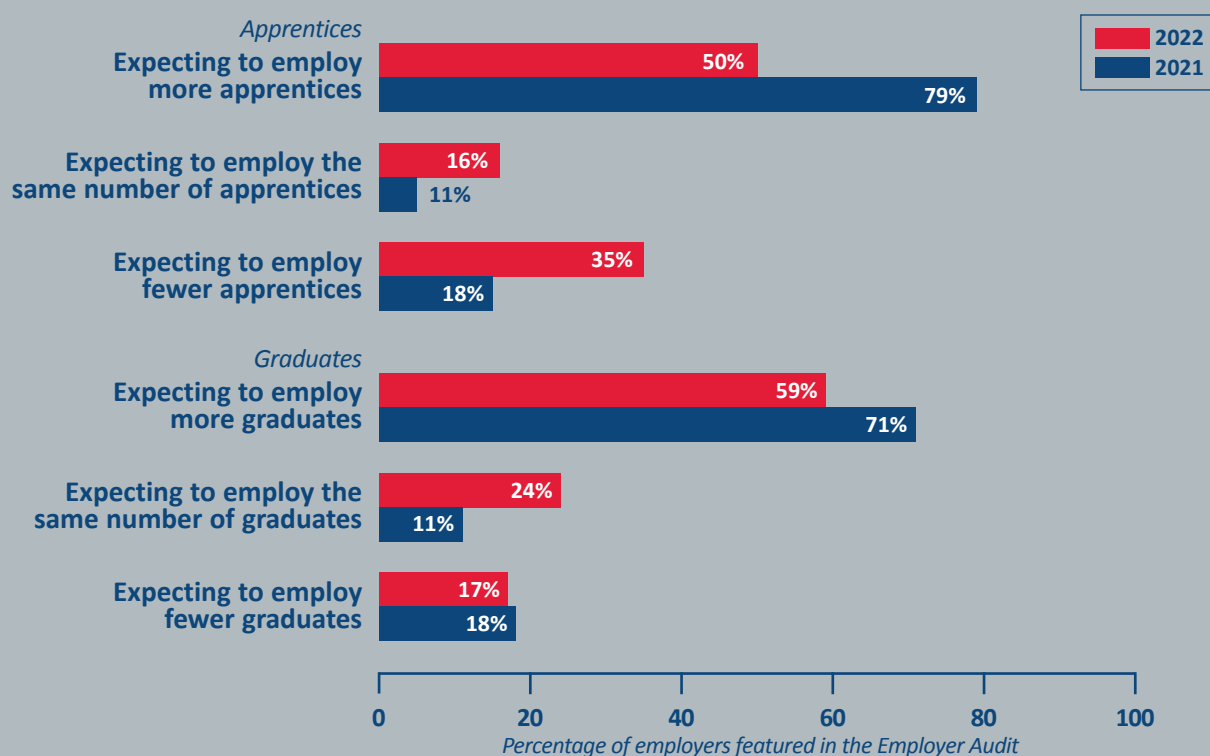
The 2020-2021 recruitment year was dominated by the Coronavirus pandemic and because of the considerable economic uncertainty, many employers recruited fewer apprentices and graduates than usual during this period.

As a result, the Employer Audit in 2021 reported that a large majority of employers expected to step-up their recruitment of apprentices during 2021-2022 – four-fifths of participating employers confirmed they intended to increase their apprenticeships in the year ahead (see *Chart 6*), with fewer than one in six anticipating a reduced intake of apprentices. Similarly, more than two-thirds of employers believed that more graduates would start work at their organisations in 2021-2022.

Twelve months on from these predictions, with all Coronavirus restrictions lifted and life returned to a 'new normal', employers anticipated more modest growth in their future recruitment of apprentices and graduates. Within the Employer Audit in 2022, half the employers taking part in the research expected to employ more apprentices during 2022-2023, with one in six matching their previous year's apprenticeship recruitment, and a third of employers warning that they would take on few apprentices in the year ahead.

The outlook for graduate recruitment was more positive, with three-fifths of employers reporting that their graduate recruitment would increase, a quarter anticipated employing a similar number to 2021-2022, and just one in six expecting to recruit fewer graduates in the year ahead.

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



Source- The 5% Club Employer Audit



Table 7 The 5% Club Gold, Silver &amp; Bronze Membership Awards in 2021 &amp; 2022

EMPLOYER	2022	2021	EMPLOYER	2022	2021
Accuracy UK Ltd	Gold	-	Keepmoat Homes	Gold	Gold
AD Construction Group	Gold	-	Kids Inc Day Nursery	Gold	-
adi Group	Gold	Gold	Kier Group	Gold	Gold
AECOM	Gold	Gold	Kilbridge Construction Services	Gold	Gold
Aggregate Industries	Bronze	-	Kingerlee Ltd	Gold	-
Ainscough Crane Hire	Silver	Silver	Kohler Uninterruptable Power	Gold	Silver
Aldi	-	Bronze	Laing O'Rourke	Gold	-
Alexander Battery Technologies	Silver	-	Leidos	Bronze	-
American Express	-	Bronze	Leonardo	Gold	-
Auger Site Investigations Ltd	Gold	-	Lidl	-	Bronze
Babington	Silver	-	LocatED	Gold	Gold
Bagnalls	Gold	Gold	Lockheed Martin	Silver	Gold
Balfour Beatty	Gold	Gold	Malakoff Ltd	Gold	-
Baltic Apprenticeships	-	Gold	Marston Holdings	Bronze	-
Bell Group	Gold	Gold	Mastek UK Ltd	-	Bronze
Bellway Homes	Gold	Gold	MBDA UK	Gold	Gold
Berkeley Group	Gold	-	MCFT	Gold	Gold
Berthon Boat Company Ltd	Gold	-	McLaughlin & Harvey	Gold	Gold
Bethell Group	Gold	Gold	MGL Group	Gold	-
Birmingham City Council	-	Bronze	Ministry of Defence	Gold	Gold
Breedon Group	Silver	-	MJ Abbott Ltd	Gold	-
Briggs & Forrester Group	Gold	-	Morgan Sindall Infrastructure	Gold	Gold
BT	-	Gold	Morris & Spottiswood	Gold	Gold
Camilleri Construction Ltd	Gold	Gold	Mott MacDonald	Gold	Gold
Capgemini	Gold	-	Network Rail	Silver	-
Capita	Bronze	-	Ogilvie Construction	Gold	-
CGI	Gold	Gold	Pacific Building	Gold	-
chapmanbdsp	Gold	-	PCE Automation Ltd	Gold	-
Clive Owen LLP	Gold	-	Pennon Group	Gold	-
Coca-Cola Europacific Partners	Silver	Silver	Persimmon Homes	Gold	-
Commercial Property Maintenance Services Ltd	-	Gold	Prism Power Ltd	Gold	-
Concurrent Technologies plc	Silver	-	PwC	Gold	Gold
Costain	Gold	Gold	QA	Gold	Gold
Coyle Personnel Ltd	Silver	Gold	QinetiQ	-	Silver
CPI (Centre for Process Innovation)	Gold	Gold	Quinn London Ltd	Gold	-
CR Civil Engineering Ltd	Gold	Gold	R G Carter	Gold	-
CR Reynolds Ltd	Gold	-	Ramboll UK	Gold	-
Crest Nicholson	Silver	-	Redrow Homes	Gold	Gold
Croudace Homes	Gold	-	RG Group	Gold	-
Currie & Brown	Gold	-	Ringway Jacobs	Gold	-
Dale Power Solutions Ltd	-	Gold	Rose Builders	Gold	-
Department for Education	Gold	-	RS Group	Gold	Gold
Deutsche Bank	-	Bronze	Schneider Electric	-	Gold
Dynamic FM	-	Gold	SE Trains Ltd	Gold	-
Eurovia UK	Gold	Gold	Seddon Construction	Gold	Gold
Forterra	Bronze	-	Severfield	Gold	-
Galliford Try	Gold	Gold	Siemens Energy	Gold	-
Gemini Accident Repair Centres	Gold	Gold	Siemens plc	Gold	Gold
Genuit Group	Silver	Silver	Smart Tec Solutions Ltd	Gold	-
Graham	Gold	Gold	SPV Group	Gold	Gold
GSK	Gold	Gold	SRC UK Ltd	Gold	-
Hanham Secure Health	Gold	Gold	SSEN Transmission	Gold	-
Hanson UK	Gold	Gold	Stagecoach	Gold	Silver
Harniss Contracting Ltd	Gold	-	Sunbelt Rentals UK	Bronze	-
Hertfordshire Building Control	Gold	-	Swiftool Precision Engineering Ltd	Gold	-
High Speed Two (HS2)	Gold	Gold	Sycamore Process Engineering Ltd	Gold	-
Highfield Professional Solutions	Gold	Gold	Tara Group	Gold	-
Hill Group	Gold	Gold	Tarmac	Gold	Silver
Horstman Defence Systems Ltd	Gold	-	Tenet Consultants	Gold	-
Hungry Caterpillar Day Nurseries	Gold	-	Thames Water	Silver	Silver
ISG Ltd	Gold	-	Thomas Sinden Ltd	Gold	Gold
ISS	Bronze	-	TransUnion International UK	Silver	Silver
J McCann & Co	Silver	Gold	VINCI Construction	Gold	-
J T Mackley & Co Ltd	Gold	Gold	VRS Solutions Group	Bronze	-
J. Murphy & Sons	Gold	-	Warren Services	-	Gold
Jackson Civil Engineering	Gold	-	Whitehead Building Services	Gold	Gold
Jamieson Contracting NW Ltd	Gold	-	William Hare	Gold	Gold
JJ Churchill Ltd	-	Gold	Willmott Dixon	Gold	-
JN Bentley	Gold	-	Wilson & Scott (Highways) Ltd	Gold	-
John Sisk & Son	Gold	Gold	Womble Bond Dickinson	Gold	Gold
KAEFER	Gold	-	Woodford Heating and Energy Ltd	Gold	Gold
KCE FM Ltd	Gold	-	WSP	Gold	-

Source- The 5% Club Employer Audit

# A framework built to help you create successful and powerful apprenticeship programmes.

## Introducing We invest in apprentices

**Designed and developed for your organisation, to give every apprentice the best chance of success.**

Our purpose at Investors in People is to make work better. We want to live in a society where everyone has an opportunity to shine, whether you're a director or an apprentice.

Since 1991 we've worked with more than 50,000 organisations across 66 countries, helping them improve workplaces for their most important asset - their people. Plus, we've been a Community Interest Company since 2017. We're all about purpose, not profit.

Fast forward to 2018, and it became evident that there was no standard for measuring the success of an organisation's apprentice scheme.

As a result, the Department for Education commissioned us to research how we can raise the standards of apprenticeship programmes to benefit apprentices, employers and training providers.

We developed the 'We invest in apprentices' framework so your business can assess your approach to apprenticeships, learn your strengths, address areas for improvement and provide you with a roadmap to continually improve your apprenticeship programme.

We take a holistic view of how well employers support apprentices to maximise their potential - right from the very beginning when recruiting apprentices through to ensuring they have the best career or progression opportunities at the end of the programme.

Whether you've already got an apprentice or you're looking to set up a programme - we can help you unlock the potential within your organisation.

If you have a genuine commitment to apprentices' development and progression, we're committed to helping you get the recognition you deserve.

**Investors in People has been and remains the gold-standard for employer training and investment in the workforce. Their new initiative, We invest in apprentices will be as transformative.**

**Robert Halfon MP for Harlow**  
Minister for State, Department for Education



## How it works

### The journey to accreditation

#### 1. We get to know you

We'll kick things off with a meeting. You'll talk to your practitioner where they'll find out more about your organisation, your apprentice programme, your people, and what you're looking to get out of this.

#### 2. We survey your apprentices

Next, we'll send out a survey to all of your apprentices, to find out more about the apprentice programme that's in place, what's working and what's not.

#### 3. We spend time getting to know you

To get to know your apprentices better, we'll spend more time with them. We'll interview apprentices and the people they work closely with, one-to-one, as well as HR managers and Apprenticeship programme leaders, to get more of a feel for how you work with apprentices at your company.

#### 4. You get your report

We'll take all of our findings, and turn them into a report summing up what we found. This is where you'll find out whether or not you're accredited - and if successful, whether you're silver, gold or platinum.

Your report will include plenty of views and quotes from your people, and our recommendations for what you can do next.

#### 5. We help you take the next steps to make work better

Getting accredited is a brilliant achievement, and a definite cause for celebration. But it's not the end of the journey. Your accreditation will last for three years, and we'll help you create an action plan for what changes your company's going to make over that time.

We'll check in with you regularly to find out how it's going, and measure the effect your changes are having.

