



# GRAVITY



## Large Employer Scheme

*“Large Employer gravitas driving skills centred social value”*

**PROBLEM STATEMENT:** The UK has a **productivity challenge** driven in part by a potentially **grave shortage of key skills**, both in traditional roles and those now needed for the Information Age. These skills gap exists everywhere, both in Large Employers and the supply chains that support them.

**THE GRAVITY SOLUTION:** Our approach is to build on the core purpose of The 5% Club – inspiring positive employer action – by working with Large Employers to drive increased investment in inclusive and accessible workplace skills development within their supply chains, focused on the Small-to-Medium sized Enterprises (SMEs) therein.

**BENEFITS:** This cost-effective programme – which has been developed in association with Grant Thornton People Advisory Services and using grant-funding from the ERA Foundation – delivers many benefits, including:

**Baselined understanding of Supply Chain Skills Challenges** using our Employer Audit programme to measure SME investment in “earn & learn” schemes.

**Targeted improvement** using a range of techniques from a simple symposium through cohort workshoping to the provision of consultant support to deliver insight and action planning advice and support.

**Improved levels of Skilled Employees** within Supply Chains, leading to better business outcomes for each participant SME, the sponsoring large Employer, and their sector as a whole.

**Demonstrable Social Value** using the summary reporting to provide tangible evidence of the social value being delivered in your supply chain as a result of your involvement, leadership and investment.

**Enhanced Supply Chain and Employee Engagement** with this investment and action deepening relationships, and building trust, cooperation and community.

**Enhanced Employer Branding** creating advantage when competing for talent and driving staff loyalty.

**OUR OFFER:** It’s simple! Large employers provide targeted funding for Employer Audits in their supply chain, primarily focused on SME Employers (i.e. those

with fewer 250 employees), which can be followed up with a menu of support centred on our Consultancy Service offering. This likely ranging from collective workshops through to individual consultancy support, with the exact approach shaped by the ambition of the Large Employer and the allocated resource (time and financial).

**OUR APPROACH:** It will be collaborative and bespoke. We will work with the Large Employer to shape an approach that will support the declared Environmental, Social and Governance (ESG) Strategy, and the specific goals on Social Value and Societal Impact. We will:

**Deliver** an Employer Audit to the selected/targeted employers in the supply chain. This will take 3-5 months to complete.

**Adjust** the audit to meet the declared objective, such as greater insight of youth employment.

**Bring** this curated supply chain community together to explore the findings of the Audit and to celebrate their success in achieving accredited membership of The 5% Club. This will most likely be month 5 and 6.

**Deliver** targeted support to inspire further action to enhance the workplace learning (earn & learn scheme) offering and its delivery. Most likely months 6-9.

**Report** on activity and outcomes in a form and way that will provide further evidence in support of the ESG Strategy. Timed at the end of the cycle.

**INDICATIVE COST:** Based on a cohort of 20 SME Employers, the Audit will cost £14,000 + VAT, and subsequent support priced at £600/day (indicatively, targeted support to 25% of the cohort, £3,000 to £9,000 + VAT)

**FIND OUT MORE** with a no obligation consultation and quote.

