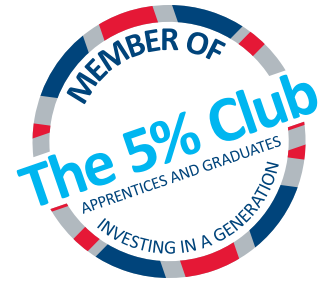




The 5% Club

Impact Report 2025-2026

Prepared for: Summer Reception, 3 June 2026





Foreword

From the Chair of Trustees

It is a privilege to introduce this Impact Report at what I believe is a genuinely significant moment for The 5% Club.

When I took on the role of Chair in November 2025, I did so safe in the knowledge that the organisation had moved beyond its founding phase. The credibility had been established, the membership grown, and the foundations laid. The question facing us now is not whether **The 5% Club** has a place in the national skills landscape, but how effectively we use the position we have earned.

What strikes me most, having witnessed as a Trustee how the organisation operates, is the seriousness with which it approaches accountability. The Employer Audit is not a light-touch accreditation or a membership benefit - it is an independent, rigorous process that holds organisations to clear and meaningful standards. In a field where good intentions are common but reliable evidence is rare, this commitment to verification is what gives **The 5% Club** its authority and, ultimately, its usefulness.

That independence must be carefully protected. Our ability to act as a credible bridge between employers and policymakers depends on the integrity of what we say and the quality of how we evidence it. As Chair, I am focused on ensuring that our governance structures continue to support this - providing the oversight, the aligned partnerships, and the institutional discipline that allow our voice to be trusted and our influence to be sustained.

This report reflects a year of genuine progress, and I am grateful to the Executive Team, members and partners whose commitment has driven this forward. But the work that matters most lies ahead. The initiatives now underway are designed to extend our reach and deepen our impact, giving our expert team the conditions they need to focus on what only this organisation can do: bringing employers together around a shared commitment, validating that commitment with rigour, and turning it into change that is felt beyond our membership.

I look forward to the work ahead - and to doing it in close partnership with our members, Patrons and the wider network that makes **The 5% Club** what it is.

David Mercer,
Chair of Trustees, The 5% Club - June 2026



From the Chief Executive

I recently marked five years as Chief Executive of The 5% Club - and I am proud to say that this organisation has never been more purposeful, more credible, or more consequential.

In 2025, we grew our membership to 1,263 employer organisations, completed our fifth Employer Audit with 252 accredited members, launched the Skills Summit at the British Library, and deepened our engagement with Government and Skills England. We hosted a private dinner with Skills England Board members, developed a podcast series with their Chair, and continued to provide constructive, evidence-led input into the national policy debate.

But this Impact Report is more than a record of activity. It marks the beginning of a decisive next phase for **The 5% Club** - one defined not by growth for its own sake, but by clarity of role, discipline of execution, and confidence of focus.

Our vision is clear: **The 5% Club** will be recognised as the UK's most credible and influential employer-led movement for skills, associated social mobility, and inclusive workplace learning. We will achieve this not by doing more, but by doing fewer things, better - directing our energy where it makes the greatest difference.

Lasting progress on skills and opportunity is driven by employers who lead, learn from peers, and are held to account by shared standards. **The 5% Club** is the platform through which that commitment is demonstrated through action, validated through evidence, and amplified through collective influence.

Thank you to our members, partners, Patrons and team for everything you have contributed. The work continues - and so does our commitment.

Mark Cameron OBE,
Chief Executive, The 5% Club - June 2026





About The 5% Club

Founded in 2013, **The 5% Club** is a dynamic and growing network of UK employers united by a shared commitment to creating accessible, inclusive, and impactful workplace learning opportunities for all. Our members span the public and private sectors - from multinational corporations to innovative SMEs - all working together to tackle the UK's most pressing skills and social mobility challenges.

Our mission is to encourage all employers to aspire to having 5% of their UK workforce in structured earn and learn positions within five years of joining the Club. This goal represents a minimum benchmark of good practice, not a limit.

Lasting progress on skills and opportunity is driven by employers who lead, learn from peers, and are held to account by shared standards.

Our strategic architecture for this next phase is built around five pillars:

Activate Mobilising more employers into meaningful membership and engagement	Accredit Validating commitment through a strong, impartial Employer Audit	Achieve Realising ambition, with evidenced change, continued improvement and deeper, measurable social impact	Advocate Influencing government policy and investment to support employer-led skills development	Architecture Evolving to a modern back-office system that optimises the member and stakeholder experience
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Our Vision

The 5% Club will be recognised as the UK's most credible and influential employer-led movement for skills, associated social mobility and inclusive workplace learning.

The 5% Club is entering a decisive and formative next phase. We operate from a position of relative strength - with defined purpose, a coherent strategic framework and a stable financial base. Our challenge is no longer one of legitimacy or direction, but of intentional acceleration: ensuring that our limited resources, activities and influence are deployed where they can make the greatest difference.

This next phase will be characterised by clarity of role, discipline of execution and confidence of focus. We will move deliberately from awareness to action, from action to validation, and from validation to leadership and influence.

Credibility over volume. Evidence over assertion. Long-term impact over short-term reach.





2025 at a Glance

1,263 Member Employers	252 Accredited Members	19 Events Delivered	11,000+ LinkedIn Followers
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Patron Members



Sponsors



Representing more than 2 Million Employees, Including:

94,000 Apprentices	23,000 on Graduate Schemes	12,500 Sponsored Students
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+80

Net Promoter Score

Our Flagship Events receive “world-class” feedback.



Influence & Leadership

The 5% Club’s approach to policy influence is deliberately defined: we are a trusted intermediary between committed employers and policymakers, grounded in evidence rather than assertion. Our influence flows from what we are uniquely placed to offer - credible employer insight derived from the Employer Audit and Skills Gauge, validated practice across our membership, and thoughtful contribution from our Councils.

We are not solely campaigners and cannot be lobbyists. The 5% Club is known for constructive, evidence-led engagement - stimulating debate, challenging assumptions and supporting better decision-making, without compromising independence or trust.

Skills England

A landmark moment in 2025 was the establishment of Skills England as an executive agency in June, assuming functions previously held by the Institute for Apprenticeships and Technical Education. The Club engaged actively from the outset - including hosting a private dinner for Skills England Board members alongside Patron members and senior stakeholders. A podcast series featuring the Chair of Skills England, Phil Smith CBE, was developed towards year-end, for launch in 2026. This relationship exemplifies the Club’s role as a credible, constructive intermediary between employer leadership and national policy.



Department for Education and Department for Work and Pensions

The Club maintained regular dialogue with senior DfE officials throughout 2025. In September 2025, responsibility for apprenticeships, skills and Skills England transferred to the Department for Work and Pensions (DWP). The Club extended its engagement accordingly, with senior officials kept informed through a standing invitation to the Business Leadership Council and other relevant forums.



Business Leadership Council

The Business Leadership Council, chaired independently by Rt Hon Anne Milton, continued to serve as a key vehicle for structured, purposeful dialogue between employer leaders and policymakers. The Council engaged directly with Ministers during 2025, providing the Club with a credible platform for evidence-led influence on the Growth & Skills Levy and the broader skills funding agenda.

All-Party Parliamentary Groups

The Club continued to attend and participate in the APPG on Apprenticeships and T-Levels, and the Youth Employment APPG, contributing employer perspectives to parliamentary debate.



Thought Leadership and Media

The Club’s LinkedIn presence surpassed **11,000** followers by year-end. The platform provides curated thought leadership and industry insight, reaching an estimated **400,000+** impressions annually. The Club collaborated with Patron member BPP on a series of Expert Opinion articles, with a number of articles released by The 5% Club also published in FE Week and FE News.



Membership: Quality Over Volume

The 5% Club strengthens its position as a movement defined by quality, not just scale. Membership is not a transactional arrangement; it is participation in a credible national endeavour. Growth is purposeful and disciplined, prioritising employers who are aligned to our mission, willing to engage actively, and prepared to progress through the journey we offer.

Membership as of 31 December 2025 stood at **1,263** organisations - growth from **1,150** a year earlier. The CEO continued to host termly Patron catch-up meetings to ensure systematic engagement and effective relationship management with the Club's core funders.

Accredited Membership - Employer Audit 2025

The Employer Audit - and the benchmarking, recognition and insight that flow from it - remains central to how The 5% Club earns trust and authority. It is how commitment is demonstrated, how progress is validated, and how credibility is built. Now in its fifth year, **252** members participated, including **162** larger employers and **90** SMEs.

Awards were distributed as follows:

78	137	30	7
employers achieved Platinum membership	employers achieved Gold membership	employers achieved Silver membership	employers achieved Bronze membership

Accreditation is experienced not as a one-time credential but as a platform for continuous improvement. Through participation, members received benchmarked data supporting ESG reporting in relation to skills investment, social mobility, diversity and inclusion - with bespoke research delivered in partnership with High Fliers Research.

Across the **252** Members who participated in the 2025/26 Employer Audit, their headline statistics are:

- Combined workforce is **807,952** employees, of whom **70,263** are in 'earn and learn' roles
- At **217** employers, **5%+** are in 'earn and learn' roles
- They collectively employ **53,800** apprentices, **8,753** graduates, **1,262** degree placement students and 655 T-level students.

Skills Summit 2025

Building on previous Employer Audit Symposium activity, The Club introduced a new Skills Summit in November 2025. Held at the British Library in London and sponsored by The School Outreach Company, the event attracted more than **230** members and achieved an average overall satisfaction score of **9.3 out of 10**. This is the flagship moment of the Club's events year - anchoring employer commitment and providing visible recognition that reinforces peer comparison and progression.



Earn & Learn Awards 2025

In December 2025, The 5% Club celebrated outstanding member organisations at the UK National Employer 'Earn and Learn' Awards at Mansion House. Award winners were selected from the **252** accredited members and recognised across six categories:

- **Inclusion & Social Mobility** Grant Thornton (Large Employer), MCFT (SME) - Sponsored by Birmingham City University
- **Growth** Rolls-Royce SMR (Large Employer), SCL Interiors (SME) - Sponsored by The St Martin's Group
- **Quality** Ergro Group (Large Employer), ESG (SME) - Sponsored by UCAS
- **Breadth** Tilbury Douglas (Large Employer), Mackley (SME) - Sponsored by The Open University
- **Highest Percentage** Johnston Carmichael (Large Employer), Mason Street Furniture (SME) - Sponsored by Unifrog
- **Employer of the Year** Seddon Construction (Large Employer), McTaggart Construction (SME) - Sponsored by City & Guilds

Sponsorship for the Awards was provided by Birmingham City University, City & Guilds, The Open University, PeoplePlus, The St Martin's Group, UCAS and Unifrog.



The 5% Club Fellowship

The Fellowship, established in 2023, recognises individuals who have made significant contributions to advancing inclusive, accessible workplace learning. Three new Fellows were appointed in 2025:

- **Andrea Fisher**, Early Careers & Professional Development Manager (UK), BAM UK & Ireland
- **Ellie Jobs**, Group People Director, Bagnalls
- **Stephen Wilde**, Managing Director, Southbourne Rubber



Events 2025

The 5% Club's events are not a calendar of activity - they are the primary mechanism through which the mission is delivered. Events are organised around three distinct purposes: flagship moments that anchor the year and validate employer commitment; member learning events designed to remove barriers to action; and senior leadership forums providing space for strategic discussion among Patrons and accredited leaders.

Formal event evaluation was introduced in autumn 2025. The Skills Summit achieved 9.3/10 for overall satisfaction; the Armed Forces SIG event scored 9.5/10 against attendees' expectations.

Our flagship events continue to deliver an outstanding attendee experience, achieving an aggregate NPS of 75, with individual scores of 80 for Skills Summit and 70 for Skills Surgery.

These results place our events firmly within the "world-class" category, with feedback consistently highlighting exceptional speaker quality, practical insight, and strong value for time invested.

Date	Event
16/17 Jan	"Space to Think" Retreat - Brathay Trust, Ambleside, Cumbria
4 Feb	Armed Forces Special Interest Group Launch Event - online
12 Feb	Skills for Life: What lies behind the success stories? - online, National Apprenticeship Week, with The Open University
25 Feb	Apprenticeship Conference - in person, chaired by Mark Cameron OBE, with Westminster Insights
25 Mar	Armed Forces Special Interest Group - online
30 Apr	Demystifying the Government's Skills Agenda - online, with BPP
7 May	Member Event - in conjunction with City & Guilds, London
22 May	Member Event - in conjunction with City & Guilds, Manchester
28 May - 24 Jun	Accredited Membership Briefing Events
3 Jun	Business Leadership Council & Summer Reception - House of Lords
10 Jul	Unifrog Employer Forum - London
9 Sep	OU: Inclusive Growth Panel Discussion - online
16 Sep	Armed Forces Special Interest Group Event
22 Sep	Defence Sector Skills Strategy Group
23 Sep	"Space to Think" Briefing Event
23 Oct	Skills Summit - British Library, London (230+ attendees, 9.3/10 satisfaction) ★ Flagship
6 Nov	Unifrog Employer Forum - online
19 Nov	OU Engineering Employer Webinar - online
20 Nov	Patron Dining Group with Skills England - Private Dining, London ★ Senior Leadership Forum
3 Dec	Employer Audit Celebration Event & Awards - Mansion House, London ★ Flagship
3 Dec	Business Leadership Council and informal reception ★ Senior Leadership Forum



Inspiring Change - Member Stories

At the heart of The 5% Club's work are the tangible stories of impact - from employers who have embedded 'earn and learn' pathways into their organisational DNA, to individuals whose opportunities have been transformed as a result. Our Accredited Membership Programme is not only a measure of excellence; it is a catalyst for continuous improvement, peer learning and innovation.

The most committed employers are elevated into leadership - creating the platforms and forums through which their voices, experience and influence can shape the direction of the movement and contribute to national policy dialogue.



Member stories are now captured in our new "Take Five" podcast series designed to spark meaningful conversations about skills, apprenticeships and earn-and-learn pathways - in a format that respects the one thing valued by everyone: time.

Take Five delivers sharp, engaging discussions in just 24 minutes - 5% of the working day - making it easy to stay informed, inspired and connected to what's really happening across the skills landscape.

The series brings together influential voices from business, policy and education to explore how we can collectively build a stronger, more inclusive skills system. Each episode focuses on practical insight, real-world experience and collaborative leadership - moving the conversation from ambition to action.

Conversations have been recorded with:



Sam Marshall-Davis and Colin Tomlinson set out how apprenticeships became central to their workforce strategy, with around 41% of field staff on earn-and-learn pathways.

The discussion highlights how apprenticeships address engineering skills shortages, improve retention, support leadership development and strengthen diversity, including increasing female participation in a traditionally male sector. MCFT also demonstrates how apprenticeships deliver commercial value, with apprentices generating significant revenue while building long-term capability, inclusive culture and sustainable workforce growth.



Steven Wilde explores how apprenticeships transformed a struggling manufacturing business into a thriving multi-million-pound company. Starting with sales and administration apprentices before expanding into engineering and leadership, the business used apprenticeships to drive growth, innovation and succession planning.

The discussion highlights the importance of supportive workplace culture, continuous development and employer investment in young talent to build long-term workforce resilience and commercial success.



Ellie Jobes and David Boot discuss how apprenticeships have been embedded in its culture for almost 150 years, supporting workforce development, leadership progression and inclusion.

The discussion highlights how apprenticeships provide meaningful entry routes for young people, including those from disadvantaged or neurodiverse backgrounds, while helping the business address skills shortages and improve retention. With around 40% of employees having completed apprenticeships, Bagnalls demonstrates how investing in apprenticeships strengthens loyalty, develops future leaders and creates long-term business resilience.



Research & Insights

The 5% Club's policy influence flows from what we are uniquely placed to offer: credible employer insight derived from the Employer Audit and Skills Gauge, validated practice across our membership, and thoughtful evidence from our Councils. In 2025, we published landmark research and launched new tools to sharpen that evidence base.

Employer Audit 2021-2024 Summary Report

Published in May 2025, this report presented key findings and insights from the first four years of the Accredited Membership Scheme - providing a unique longitudinal view of earn and learn practices across UK employers and demonstrating measurable growth in employer commitment over time.

This view over time highlighted sustained growth and increasing maturity in 'earn and learn' employment across participating organisations. Participation expanded significantly, with the number of employees in 'earn and learn' roles rising by around 40% over the period, and most of the employers meeting or exceeding the 5% workforce benchmark.

Apprenticeships continued to dominate provision, accounting for over three-quarters of all roles, alongside a notable shift toward higher and degree-level programmes, signalling increased investment in advanced skills. Diversity findings remained mixed: while graduate programmes showed improving representation, apprenticeships were still predominantly male and there were ongoing gaps in data relating to socio-economic background and other characteristics.

Looking ahead, although programme quality remained broadly strong, completion rates for apprenticeships declined and employer confidence in future recruitment softened, with fewer organisations planning to increase hiring. Overall, the findings pointed to a sector that had grown in scale and sophistication, but which faced emerging challenges around inclusion, retention, and sustaining future growth.



The 5% Club Skills Gauge

Launched in 2025, the Skills Gauge is a rapid and agile employer pulse survey providing regular, essential insights into employer sentiment on the evolving skills landscape, Government reforms and earn and learn provision. Its first edition offered a timely snapshot of employer views - and its results feed directly into discussions at the Business Leadership Council and engagement with Skills England and DWP.

The inaugural Spring 2025 Skills Gauge, based on responses from 370 employers, indicated broadly positive but cautious employer sentiment on workforce growth and skills investment: over two-thirds expected their workforce to expand in the following 12 months and around four-fifths were confident in their ability to recruit, develop and retain talent, though this confidence was often moderate rather than strong.

While a majority believed the UK skills system met their needs at least "quite well" and were generally supportive of proposed government reforms, most anticipated only incremental improvements, with a notable minority expecting no impact or reduced confidence to invest. This optimism was tempered by wider economic concerns, as more than three-fifths reported declining business confidence since the previous General Election and most expected negative effects from the October 2024 Budget and external pressures such as tariffs, highlighting a landscape where anticipated workforce growth was accompanied by economic uncertainty and ongoing skills challenges.



Thought Leadership Partnerships

The Club collaborated with Patron member BPP on a series of Expert Opinion articles published via LinkedIn, and Patron member Accuracy developed a Thought Leadership series on the skills benefits of major infrastructure projects in partnership with WSP. In September 2025, WSP hosted a Defence Sector Skills Strategy Group to explore cross-organisational approaches to systemic sector skills challenges - with a member discussion forum also established to consider a defence sector apprenticeship clearing system.



Participation & Collaboration

Commercial partnerships and strategic alliances support the Club’s mission - they do not shape it. Patronage and sponsorship are selective, structured and mission-aligned, enhancing member value and sustaining delivery while protecting the integrity of the employer experience. Access to our community remains privileged, purposeful and controlled.

Patron Members

The Trustees record their thanks to the following Patron Members for their support during 2025: Accuracy, Balfour Beatty, BPP, Leonardo, Lockheed Martin, MBDA, QinetiQ and WSP. Patrons are essential to **The 5% Club’s** success - selected based on their organisational drive, business passion, and ability to influence workplace learning programmes and the national skills debate. During 2025, the CEO continued to host quarterly Patron catch-up meetings to deepen these relationships beyond funding into genuine co-leadership.

Skills & Employment Alliance

The Club continued to develop the **Skills & Employment Alliance** - founded in 2024 in partnership with the **Careers & Enterprise Company** and the **Engineering Development Trust** - to align strategic efforts, amplify best practice and present a unified voice on inclusion and employer-readiness to government and industry. This alliance continues to evolve with exciting plans in train for a refresh in 2027.



Armed Forces Special Interest Group

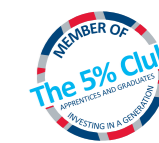
The Armed Forces SIG was formally launched in February 2025. Three events were held during the year. The September event achieved 9.5/10 against attendee expectations. A member discussion forum was established to explore a defence sector apprenticeship clearing system - a direct example of the Club’s convening power translating into practical sector-level action.

Digital Transformation Programme

A Back Office Review during 2025 developed into a broader Digital Transformation Programme - central to the fifth pillar of the Club’s strategic architecture. Delivery partners were identified, a preferred partner appointed in summer 2025, and the full project specification delivered in January 2026. This programme will reduce administrative friction, free senior capacity for mission-critical work, and underpin the development of **The 5% Club** Academy digital platform.

Make it an Apprenticeship

Grant funding was secured from the Youth Futures Foundation to deliver a series of promotional films showcasing SME members as part of a ‘Make it an Apprenticeship’ campaign - widening the Club’s reach into the SME employer community.



Financial Overview

As a non-profit organisation, **The 5% Club** maintains a strong focus on financial transparency, sustainability and reinvestment in mission-aligned programmes. Our financial position remains strong. Funding derives from Patron Membership, accredited membership fees, annual sponsorship, project-specific grants and consultancy services - all directed toward enhancing member support, advancing thought leadership and scaling our policy influence.

Item	2025	2024
Total Income (including donated services)	£614,439	£574,824
Total Expenditure	£632,038	£505,903
Net Surplus	(£17,599)	£68,921
Total Funds at Year End	£331,542	£349,141

During the latter part of 2025, The Club invested part of the held surplus in transforming back-office systems through a structured Digital Transformation Project – starting the process of upgrading to a modern, fully integrated system that will enhance and optimise the membership experience – at every level.

In parallel, we also recruited a Consultant Director of Policy and Strategic Engagement to further enhance our Advocacy activities – in particular the activities of our Councils and associated Government engagement.





Strategy for 2026 and Beyond

The 5% Club enters 2026 from a position of strength - with a defined purpose, coherent strategic framework and stable financial base. The challenge now is intentional acceleration: deploying our limited resources where they can make the greatest difference.

A prosperous, skilled and socially mobile UK is created when employers act with intent, are held to account by peers, and are enabled by policy that recognises the value of long-term investment in people.

Our role is to convene that leadership, validate it through evidence, celebrate it visibly, and ensure it carries lasting influence - so that increased and accessible workplace learning becomes an enduring feature of the UK economy, not the exception.

Key strategic priorities for 2026:

- **Membership Growth** Expand purposefully toward 1,300+ organisations, prioritising mission-aligned employers who will engage actively and progress through the accreditation journey. Quality over volume.
- **Digital Transformation and The 5% Club Academy** Deliver the Digital Transformation Programme, reducing administrative friction and freeing senior capacity. Launch **The 5% Club Academy** - a digital platform for resources, case studies, SIG insights and self-assessment tools.
- **Policy Influence** Continue engagement with DWP, DfE and Skills England. Launch the podcast series with Phil Smith CBE. Campaign for Growth & Skills Levy reform that supports all working-age learners and sustained employer investment.
- **Consultancy Service** Formally launch the cost-effective Consultancy Service to Accredited Members, building on 2025 pilots, to help members translate audit insights into practical action.
- **Research and Evidence** Publish the fifth Employer Audit findings and continue developing the Skills Gauge. Partner with Patrons and Members on contemporary thought leadership on the changing nature of work.
- **Events** Deliver a programme organised around flagship moments, member learning events and senior leadership forums - judged not by volume alone, but by the extent to which they activate employers, support progression and contribute to measurable outcomes.
- **Special Interest Groups** Scale the Armed Forces SIG and explore new SIG communities in sectors with emerging skills challenges.



Acknowledgements

We extend our deepest thanks to the extraordinary community of individuals and organisations that make **The 5% Club** possible.

To our **members** - over 1,263 employers from across the UK - your leadership, commitment, and innovation lie at the heart of everything we do.

To our **Employer Audit participants** - thank you for holding yourselves to a higher standard. By benchmarking your efforts and opening your data, you are helping to raise the bar for workplace learning across sectors.

To our **award winners and nominees** - your stories are inspirational. You have shown what is possible when purpose and practice align.

To our **strategic partners and sponsors** - your collaboration has enriched our research, events, and advocacy work. We value your intellectual contributions, financial support, and shared mission.

To our **Board of Trustees** and **Business Leadership Council** - your governance, strategic guidance, and ambassadorial efforts are vital to our strength and sustainability. A special thanks to Rt Hon Anne Milton for her leadership as Chair of the Council, and to David Mercer for stepping up as Chair of Trustees from November 2025.

To our **research partners** - Martin Birchall and the team at High Fliers Research, who deliver our annual Employer Audit and Skills Gauge, and to Matej King at Pixel Panda for event photography.

To the **team at The 5% Club** - **Mark Cameron OBE**, Chief Executive; **Gill Cronin**, Director of Operations; **Lindsay Conroy**, Consultant Director of Policy & Strategic Engagement and **Helen Tanner**, Member & Events Manager - whose dedication, insight and belief in the mission drive this organisation forward every day.

Together, we are not just advocating for change. We are building a future where inclusive, high-quality earn-and-learn opportunities are a norm, not a privilege.

Contact The 5% Club



www.5percentclub.org.uk | contactus@5percentclub.org.uk | 07946 152642

“Inspiring positive employer action for increased, inclusive, and accessible workplace learning opportunities for all.”



Appendix

Patron Members

We continued to work closely with valued partners across education, business, and philanthropy. Patron members are essential to the success of **The 5% Club**, contributing to the leadership and critical thinking that are so important to our movement. They are carefully selected based on their business passion, organisational drive, and ability to influence workplace learning programmes and the national skills debate.

Limited to a maximum of 12, our current Patrons comprise of:

- **Accuracy** An independent international consulting firm providing advice to company management and shareholders for their strategic or critical decisions, notably in transactions, disputes, and crises.
- **Balfour Beatty plc** A leading international infrastructure group providing innovative and efficient infrastructure that underpins daily lives, supports communities, and enables economic growth.
- **BPP** A global education provider delivering a full-range of qualifications for professionals at every stage of their career. This includes professional qualifications, university degrees, apprenticeships, work-based learning, and accredited short courses.
- **Leonardo** A global security company that realises multi-domain technological capabilities in aerospace, defence & security.
- **Lockheed Martin** UK The UK-based arm of Lockheed Martin Corporation, headquartered in London with 16 key sites across the UK delivering solutions that strengthen national security, shape industries and push engineering and technology to new levels.
- **MBDA** A world leader in missiles and missile systems and is the prime supplier of complex weapon systems to the Ministry of Defence and does vital work to help protect the UK Army, Royal Navy, and Royal Air Force.
- **QinetiQ** An integrated global defence and security company focused on mission-led innovation.
- **SSEN** As part of SSE plc, a UK energy company in renewable generation, flexible power, and grid networks, providing low carbon solutions to support decarbonisation, supply, and economic growth.
- **WSP** A leading global professional services consultancy delivering engineering, infrastructure, environmental and advisory services across the built environment, transport, energy and defence sectors.



Patron Sponsors

Sponsors demonstrate their social value through specific alignment with certain of our activities, centred on our Accredited Membership Scheme and Annual Awards.

For 2024-2025, our sponsors have been:

- **Birmingham City University** A UK institution with 31,000 students, also offering practice-based learning and successful higher apprenticeships combining paid work, real experience, and completion rates.
- **City & Guilds** A leading skills organisation delivering vocational qualifications, apprenticeships and workforce development programmes that help individuals and employers develop the skills needed for work and career progression.
- **PeoplePlus** A UK social recruitment leader, partnering with employers and government to deliver inclusive hiring, workforce development, skills access, and measurable social value nationwide.
- **The Open University** A global leader in higher education that has pioneered distance learning for over 50 years and is able to reach every adult in the United Kingdom – and many others across the world.
- **The St Martin's Group** A unique membership organisation created to support the UK economy by fostering a sustainable, quality-focused, and employer-led apprenticeship and skills system.
- **UCAS** Universities and Colleges Admissions Service, is an independent charity, and the UK's shared admissions service for higher education.
- **Unifrog** A universal destinations platform, helping students compare every university course, every apprenticeship, and Further Education courses – then apply successfully.





Partnerships

We “partner” and collaborate with a range of organisations with a shared purpose of positively influencing

policy-makers, employers, support professionals and workplace learners, as follows:

- **Association of Apprentices** Supports the UK’s hugely talented community of almost one million apprentices.
- **CareerMap** A leading platform for candidates looking for a pathway into Apprenticeships, University, Graduate opportunities, and Professional roles.
- **Enginuity** A UK charity tackling engineering and manufacturing skills gaps, using data, insights and collaboration to help employers develop talent, inform policy, and drive growth.
- **World Skills UK** A partnership between businesses, education and Governments that accelerates young people’s careers giving them the best start in work and life.
- **Youth Employment UK** A not for profit, community interest company positioned as the expert voice on youth employment.
- **The Institute of Employability Professionals** Dedicated to supporting the people who support others gain work, progress in work, and retain work.
- **The Multicultural Apprenticeship & Skills Alliance** Advancing social mobility, diversity, inclusion, and equity in apprenticeship and skills.
- **Brathay Trust** Inspiring young people from across the UK to build their own brighter futures, through experiential residential programmes delivered at a dedicated centre in the heart of the Lake District, in addition to working within community settings in Bradford and Cumbria.
- **The Engineering Development Trust/Industrial Cadets** The charity runs a range of schemes that reach over 40,000 young people annually, helping to inspire and motivate them to choose courses and careers in science, technology, engineering, and maths (STEM).



Sponsors:

- **Enginuity** A UK charity tackling engineering and manufacturing skills gaps, using data, insights and collaboration to help employers develop talent, inform policy, and drive growth.
- **The School Outreach Company** The School Outreach Company is a UK provider connecting employers, schools and students, delivering outreach programmes, careers education and employability support to create inclusive pathways into employment.
- **Troopr** Troopr helps organisations support the Armed Forces community through benchmarking, reporting and visibility, enabling measurable social impact, recognition, and enhanced engagement via its digital platform and scheme.
- **Knowledge Mentoring Global**. Knowledge Mentoring Global delivers technology-enabled structured mentoring programmes, supporting apprentices and graduates with career acceleration, professional development, and skills progression across engineering and industry sectors.





Accredited Members 2025-2026

Platinum Membership SME Members



78 Members have been awarded Platinum membership. Having achieved Gold Membership in three consecutive years, and in year three, in excess of 10% of their workforce on earn & learn schemes

Accuracy

AD Construction Group
 Auger Site Investigations
 Barkers Engineering
 Boom Construction
 chapmanbdsp
 Clive Owen
 CR Reynolds
 Ford Aerospace
 GMI Construction
 Harniss
 Hertfordshire Building Control
 Highfield Professional Solutions
 Horstman Defence Systems
 Hungry Caterpillar Day Nurseries
 JJ Churchill
 J T Mackley & Co

KCE FM
 Kohler Uninterruptible Power
 Livingston Building Services
 LocatED Property
 MCFT
 Mivan
 Multipave NW
 Pacific Building
 PCE Automation
 Price Building Services
 Prism Power
 SRC UK
 SPV
 Tenet Consultants
 Thomas Johnstone
 Thomas Sinden
 Whitehead Building Services
 Wilson & Scott (Highways)
 Woodford Heating and Energy Limited

Platinum Membership Large Members

adi Group
 Amey
 Bagnalls
 Balfour Beatty Group
 Bell Group
 Bethell Group Plc
 Clark Contracts
 CPI
 CrossCountry
 Croudace Homes
 Currie & Brown
 FM Conway
 Galliford Try
 Graham

Grant Thornton
 Heidelberg Materials
 Hill Group
 Ipsum
 JN Bentley
 John Sisk & Son
 Keltbray
 Kier Group
 Kilnbridge Construction Services
 Laing O'Rourke
 McLaughlin & Harvey
 MGL Group
 Ministry of Defence
 Morgan Sindall Infrastructure
 Mott MacDonald
 Murphy
 Octavius Infrastructure
 Pennon Group
 RS Group PLC
 SE Trains
 Seddon Construction
 Severfield
 Shepley Group
 SSEN Transmission
 Tilbury Douglas
 William Hare
 Willmott Dixon
 WSP UK Limited



Gold Membership SME Members



137 Members have been awarded Gold membership. With in excess of 5% of their workforce on earn & learn schemes

Allstar Joinery

Alpha Construction
 Bailey Partnership
 Barton Knight Electrical
 Brenbar Electrical Services
 Buxton Lime
 C R Civil Engineering
 Carter Sullivan
 Cemcor
 CML
 Commercial Property Maintenance Services (CPMS)
 Concept Group (Wigan)
 Consilium Technical Services
 Coyle Personnel
 CubicWorks
 CWG Group
 D2 Global
 Deploy Recruitment Group
 Ergro Group
 EvolveBG

H&O Electrical Services
 Harlow Timber Systems Eastern Services
 Henshall & Sheehy Support
 ITI Group
 Kaboodle
 Langstone Construction Group
 Ligentia
 Lionweld Kennedy Group
 LSTC Group
 Malakoff
 Mason Street Furniture
 McTaggart Construction
 MJ Abbott
 MJM Marine
 Morgan Lovell
 Multitech Site Services
 Munnely Support Services
 Mway Communications
 Nusteel Structures
 Ogilvie Construction
 Oxley Developments
 Plantforce
 Resonate
 RG Group
 SCL Interiors
 Sitewatch Group Ltd
 Southbourne Rubber
 Statom Group
 Wright Brothers Industrial Services

Gold Membership Large Members

Activate Learning
 Ainscough Crane Hire
 Amentum

Ansaldo Nuclear
 ARM
 BAM UK & Ireland
 Barking, Havering and Redbridge University Hospitals
 NHS Trust
 Bellway Homes
 Berkeley Group
 BGEN
 Billington Holdings
 Boeing
 Bromford Flagship
 Browne
 Caddick Construction
 Cambridgeshire County Council
 Capgemini
 Carey
 CGI
 City & Guilds
 CLdN Ports UK
 Costain
 Crest Nicholson
 Crown Worldwide Group
 Dalcour Maclaren
 Dodd Group
 Enigma Industrial Services
 Equans
 ESG
 Esh Group
 Forth Ports
 Gamma Telecoms
 Genuit Group
 Greensleeves care
 H I T Training
 Homes England
 Ibstock
 J McCann & Co
 Jackson Civil Engineering



Johnston Carmichael
 KAEFER UK&I
 Keepmoat
 Last Mile
 Leonardo
 Lockheed Martin UK
 Luton Council
 NHS Supply Chain
 MACE
 NHS Property Services
 Department for Education
 MBDA UK
 Northumbria Healthcare NHS
 Foundation Trust
 NRG Riverside
 Nuvia
 OCU Group
 Overbury
 Peel Ports Group
 Persimmon Homes
 QA
 R G Carter
 Ramboll UK
 Redrow
 Ridge and Partners
 Ringway Jacobs
 Rolls-Royce SMR
 Serco
 SGN
 Siemens Energy
 Siemens Mobility
 Siemens Plc
 SOCOTEC UK
 Speedy Hire
 Sunbelt Rentals UK
 Sureserve Compliance South
 Tara Group
 Tarmac

Transport for Greater
 Manchester
 Transport for Wales
 Trant Engineering
 TUI UK & I
 United Living
 VINCI Construction
 Vistry Group
 Vital Energi Utilities
 VIVO Defence Services
 VolkerWessels UK
 Volkswagen Group UK
 Witherslack Group

**Silver Membership
 SME Members**



30 Members were awarded Silver membership. On the path to 5% of their workforce on earn & learn schemes

Hill & Smith Infrastructure
 Karndean Designflooring
 Leek Building Society
 Lincad
 One Stop Hire
 Silver Membership – Large
 Members

Above
 B&Q Ltd
 Breedon Group
 Centrica
 Coca-Cola Europacific Partners
 Great Britain
 Coventry Building Society
 European Metal Recycling
 Historic Royal Palaces
 Kingspan Insulation
 Leidos
 Lloyd's
 M Group
 Marlborough Highways
 Mars
 Marston Holdings
 Mitie
 Network Rail
 Peabody Trust
 Royal National Orthopaedic
 Hospital NHS Trust
 RSPCA
 Sodexo
 South East Water
 Stonbury
 The Encon Group
 Thames Water

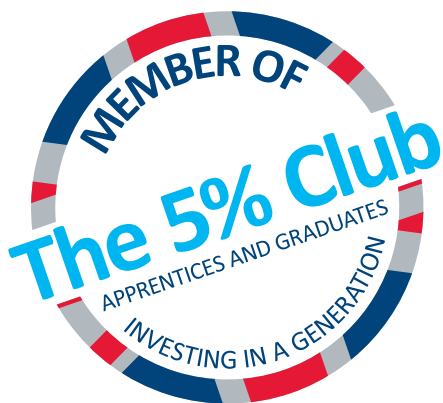


**Bronze Membership
 Large Members**



7 Members were awarded Bronze membership. On the path to 2.5% of their workforce on earn & learn schemes

Fortel Service Ltd
 Freightliner
 G4S Secure Solutions
 Holcim
 Morris & Spottiswood
 Reliable Contractors Limited
 VGC



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