

We have prepared a general form of words which is the minimum commitment asked of all companies/organisation leaders making the Skills Pledge:

*On behalf of [company/organisation name], I, as Chief Executive/Chief Operating Officers [ or other board member] make a commitment that we shall:*

*Actively encourage and support our employees to gain the skills and qualifications that will support their future employability and meet the needs of our business/organisation;*

*Actively encourage and support our employees to acquire basic literacy and numeracy skills, and with Government support work towards their first Level 2 qualification in an area that is relevant to our business/organisation,*

*Demonstrably raise our employees' skills and competencies to improve company/organisation performance through investing in economically valuable training and development.*

*Signed...*

If companies/organisations want to go beyond this, and extend the commitment to help staff gain wider skills and additional qualifications as well, that is very welcome. But that is a matter for each company/organisation to decide for itself.

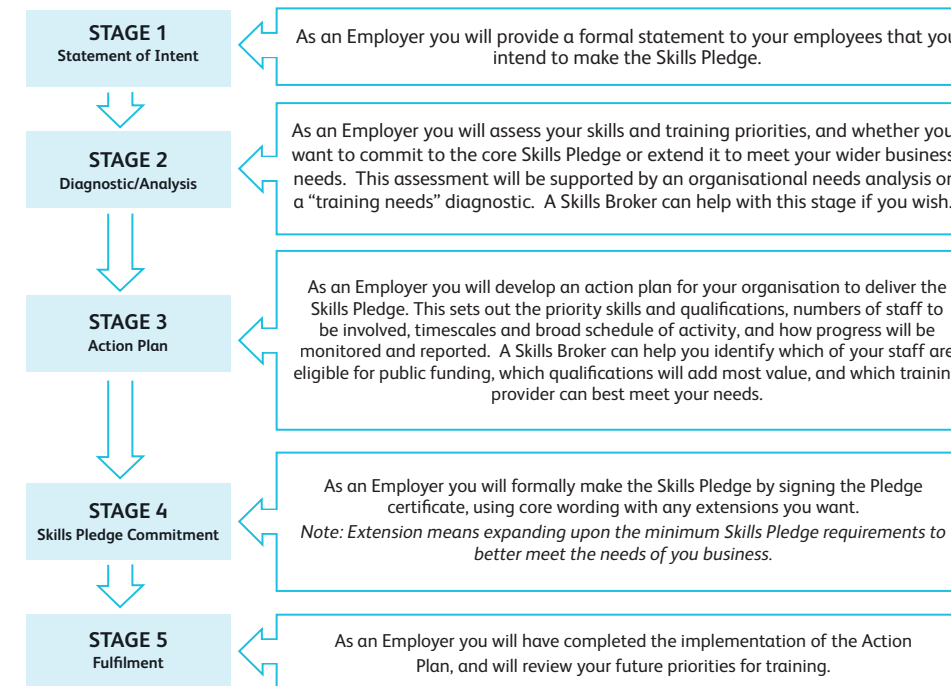
## THE 5 STAGES OF THE SKILLS PLEDGE

Employers who have committed to the Skills Pledge can be guided by a Train to Gain Skills Broker, who will provide support and guidance on the pledge commitment and

implementation/action plan. They work with employers to help identify skills needs, design a training package to meet those needs and identify and access government funding.

Employers who prefer to make the pledge without a Skills Broker can use our self-help form.

### The 5 Stages of the Skills Pledge



To find out more or register an interest

Call 08000 15 55 45 or visit [www.traintogain.gov.uk/skillspledge](http://www.traintogain.gov.uk/skillspledge)

You can arrange to see a Skills Broker or use our self-help form.

Our  
future.  
It's in  
our hands.

**MAKE THE SKILLS PLEDGE**  
GIVE YOUR WORKFORCE THE SKILLS THEY NEED

>lsc

Learning and  
Skills Council

# THE SKILLS PLEDGE

## BACKGROUND

The Leitch Review of Skills was commissioned by the Government in 2004 to consider the UK's long-term skills needs. The Review found that the UK's skills base is weak, when compared to other countries, which holds back productivity and growth.

If the UK economy is to compete with other advanced economies, and the new emerging economies such as India and China, we will have to invest more in skills. Without a better skilled and qualified workforce, we will not improve our productivity, and therefore we will not sustain the living standards and quality of public services we all want.

There is a direct relationship between skills, productivity and employment and unless we substantially improve the UK's skills base, UK businesses will find it increasingly difficult to compete with international competitors. The UK will need to become more aggressively competitive in the global economy and this will require

a commitment to investing in improving the skills of our workforce.

The Leitch Review recommended that organisations should be encouraged to make a pledge to train their staff to a minimum full Level 2 (equivalent to five good GCSEs).

**“Launch a new ‘Pledge’ for employers to voluntarily commit to train all eligible employees up to Level 2 in the workplace. In 2010, review progress of employer delivery. If the improvement rate is insufficient, introduce a statutory entitlement to workplace training at Level 2 in consultation with employers and unions.”**

*Leitch Review of Skills  
– Prosperity for all in the global economy – world class skills.  
December 2006*

## WHAT IS THE SKILLS PLEDGE?

**The Skills Pledge is a voluntary, public commitment by the leader of a company or organisation to support the skills development of all its employees to develop their basic skills, including literacy and numeracy, and work towards relevant, valuable qualifications to at least Level 2 (equivalent to 5 good GCSEs).**



The purpose is to ensure that all staff are skilled, competent and able to make a full contribution to the success of the company/organisation.



For those employees who do not already have a full Level 2 qualification, the Government will provide funding to help them gain literacy and numeracy skills as well as their first full Level 2 qualification.

It is open to all employers of all sizes in the private, public and voluntary sectors.

The Skills Pledge recognises that everyone – the employee, the organisation and the Government – will need to invest more in skills.

## THE BENEFITS FOR EMPLOYERS

The business benefits from committing to workforce development are numerous and include:

- high levels of return on investment from increased productivity
- improved staff retention, attendance and sickness rates
- lower recruitment costs
- fewer accidents and less wastage
- higher staff morale from the recognition of the investment in their skills by you their employer.

## THE BENEFITS FOR EMPLOYEES

The Skills Pledge offers an opportunity for many more employees to achieve a Level 2 qualification as well as an accreditation in Skills for Life.

The Government's premise is that achievement at Level 2 is essential grounding for all employees and that it will support progression to higher-level skills in many more workplaces.

