

What is the Skills Pledge?

The Skills Pledge is an opportunity for the leaders of a business or organisation to show their staff, customers and the public the importance they place on investing in the skills of their people.

Making the Skills Pledge is your public commitment to relevant employees to improve literacy and numeracy, and to 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 organisation.

The commitment is formally made when the Chief Executive, or other senior leader on behalf of the organisation, signs the Skills Pledge certificate. It's a promise that, through training, you'll work to boost the productivity of your business and realise the potential of your employees.

- The Skills Pledge is open to all employers of all sizes in the private, public and voluntary sectors.
- The Skills Pledge is voluntary - you fulfil it in your own time and your own way. And you're supported with impartial advice from the Government's Train to Gain service.
- Through Train to Gain, all kinds of training, from basic skills to the highest level of expertise can be accessed. It's flexible, and as individual as your business.
- Train to Gain Skills Brokers put together an action plan that's tailored to your needs. They will also let you know if you're eligible for funding, perhaps to cover training costs or contribute towards the wages of employees being away on courses, if your company has less than 50 employees.

The benefits

Since its launch, the Skills Pledge has helped thousands of companies get the skills they need to succeed. It's a great way to:

- Boost the productivity and capability of your employees
- Motivate and retain good people by supporting their development
- Get impartial expert advice, practical help and Government funding support
- Show your employees and customers that you're serious about skills

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How do I make the Skills Pledge?

Register your interest in making the Skills Pledge by calling:

08000 15 55 45

or register your details on:

www.traintogain.gov.uk/skillspledge

Exactly what would the commitment be?

This form of words is the minimum commitment we ask. Many companies and organisations choose to use the Skills Pledge as a starting point, going on to help employees gain wider skills and additional, higher-level qualifications.

On behalf of (company name/organisation name) I (insert name) am making a commitment that we shall:

- *Actively encourage and support our employees to gain the skills and qualifications that will meet the needs of our business and will support their future employability*
- *Further support our employees to acquire basic literacy and numeracy skills and work towards their first full Level 2 qualification*
- *Demonstrably raise our employees' skills and competencies to improve our organisational performance through investing in economically valuable training and development*

Signed.....

The Skills Pledge is not a contractual commitment. It is not legally binding on the company/organisation. It does not confer any additional legal rights or status on an individual. It does not affect employment contracts. Its value is a signal of voluntary commitment and partnership between management and employees to develop the skills of the staff and so support the success of the organisation.

Join other leading businesses in making your Skills Pledge

Working-based **Base Connections Telemarketing** was one of the first businesses to sign the Skills Pledge in the south east.

Director Julia Scott said, "Developing our people has significant benefits for the business. Our approach to training has a hugely beneficial impact on staff retention. In an industry where turnover rates can be as high as 100% annually, our turnover was only 19% last year."



Sheela Abedin,
Base Connections Telemarketing

Are you ready to make the Skills Pledge?

See back for the next steps