



## The Skills Pledge

Take it or leave it?

[www.csgconsult.com](http://www.csgconsult.com)

Ridgeview Estate and Winery  
4th July 2007



Cullen  
Scholefield  
Human Resource and  
Management Consultants

# The Background

- Sandy Leitch was commissioned in 2004 to undertake an independent review of the UK's long term skills needs
- Interim report published in December 2005 committing the Review to identify UK's optimal skills for 2020 to maximise economic growth, productivity and social justice
- Final report published in December 2006

# The Statistics

- **More than one third of adults do not hold the equivalent of a basic school leaving qualification**
- **5 million people have no qualifications at all**
- **1 in 6 people do not have the literacy skills expected of an 11 year old**

# By 2020

- 70% of the working population have already completed their compulsory education
- Half the working population will be over 25 years old
- Adults aged 50 - 60 years will account for 60% of the growth in the working population
- 30% of the working population will be over 50 compared with 25% today

# Leitch Targets for 2020

- **95% of adults to achieve basic skills of functional literacy and numeracy**
  - An increase from levels of 85% literacy and 79% numeracy in 2005
- **Exceeding 90% of adults qualified to at least Level 2**
  - An increase from 69% in 2005
  - A commitment to achieve 95% ASAP

# Leitch Targets for 2020

- **Shifting the balance of intermediate skills from Level 2 to Level 3**
  - **Improving the esteem, quantity and quality of intermediate skills**
  - **This means 1.9 million additional Level 3 attainments over the period and boosting the number of apprentices to 500,000 a year**

# Leitch Targets for 2020

- **Exceeding 40% of adults qualified to Level 4 and above**
  - **Up from 29% in 2005**
  - **A commitment to continue progression**

# What is a Skills Pledge?

- A voluntary, public commitment by the leadership of an organisation to support all its employees to develop their basic skills to at least Level 2
- The purpose is to ensure that all staff are skilled, competent and able to make a full contribution to the success of the organisation

# Skills Pledge - example

- **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 and organisation**

# Skills Pledge - example

- **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 organisation**

# Skills Pledge - example

- **Demonstrably raise our employees' skills and competencies to improve organisational performance through investing in economically valuable training and development**