



Skills Builder
PARTNERSHIP



Impact Report 2020



One day, everyone will build
the essential skills to succeed.



Welcome



Tom Ravenscroft
Founder & CEO
The Skills Builder Partnership

I'm pleased to be able to welcome you to the 2020 Impact Report of the Skills Builder Partnership.

Changing work in Education

It has certainly not been the year that we originally planned for across the Partnership. Like every organisation, our initial aspirations for the year have been battered by the stark reality of the move to home-schooling in March.

However, it has also been a year when we have seen the resilience and commitment across the Partnership.

We have worked with schools and colleges to provide a complete home learning curriculum for building essential skills. We also made all our tools and resources available to educators to support them to develop the best learning opportunities for their students.

Last year, we supported 437 schools and colleges to embed the best practice principles for building essential skills that we

have honed over the last decade. This included training more than 9,000 teachers, and reaching 176,000 students.

The Universal Framework and Employers

One of the biggest shifts for us this year has been the launch of the Skills Builder Universal Framework - a collaborative effort over 18 months, developed with the CBI, CIPD, Gatsby Foundation, Business in the Community, Careers & Enterprise Company and the EY Foundation.

It started from the original Skills Builder Framework, expanding on elements that were particularly relevant to the world of work, and neutralising the language to be suitable for everyone, everywhere.

This Universal Framework has supported us to extend how we work with businesses including Boots, KPMG, and Clarion Housing to support them to use the Skills Builder approach. We see a growing number of our

92 employer partners using the Framework in their outreach work, their recruitment processes, and how they train and develop their apprentices and wider staff teams.

Impact Organisations

We have continued to see strong growth in the number of impact organisations in the Partnership too – now up to 105 impact organisations. As numbers grow, we have been excited to see clusters of similar organisations growing, with an emphasis on sharing learning. The organisations in the Partnership gave 115,203 more individuals the chance to identify, review, and practice essential skills.

As we look to another challenging year, I'm encouraged by the momentum and energy across the Partnership. We see educators, employers, impact organisations, parents and carers, and individuals all working to achieve our collective mission: ensuring that one day, everyone will build the essential skills to succeed.

Our starting point is eight essential skills. These are those highly transferable skills that almost everyone needs to do almost anything. They support learning, working and wider life too.



We work with our partners to help everyone build the eight essential skills for success...



The receiving, retaining and processing of information or ideas



The oral transmission of information or ideas



The ability to find a solution to a situation or challenge



The use of imagination and the generation of new ideas



The ability to use tactics and strategies to overcome setbacks and achieve goals



The ability to set clear, tangible goals and devise a robust route to achieving them



Supporting, encouraging and developing others to achieve a shared goal



Working cooperatively with others towards achieving a shared goal

The Skills Builder Universal Framework breaks down each essential skill into teachable, measurable steps. We can use it to clarify what success looks like and map out the trajectory for growth. The Universal Framework builds off the original Skills Builder Framework, launched in 2017, which has already proved its worth with children and young people. Through a 9-month process of refinement and testing, it's been extended and improved to be truly universal – helping to join up how these skills are built in school or college to how they are recruited for and supported by employers.



The Skills Builder Principles are the crucial complement to the Framework: they are the 'how' to the 'what'. Each one echoes effective methods of building the core skills of literacy and numeracy, and together they represent our approach in a nutshell. They are:



Keep it simple



Start early, keep going



Measure it



Focus tightly



Keep practising



Bring it to life

in education

We work with



430+ schools and colleges

to embed the approach through

Training and strategy

Teaching resources

Employer links

at work

We work with



90+ employer partners

to embed the approach through

Education outreach

Recruitment

Staff training

and beyond

We work with



100+ impact organisations

to embed the approach through

Programme design

Impact measurement

Staff training

Together, the Skills Builder partners support individuals to build the essential skills to thrive throughout their lives.



OUR REACH IN 2019 - 20

437
schools and colleges

9,029
teachers

176,092
students



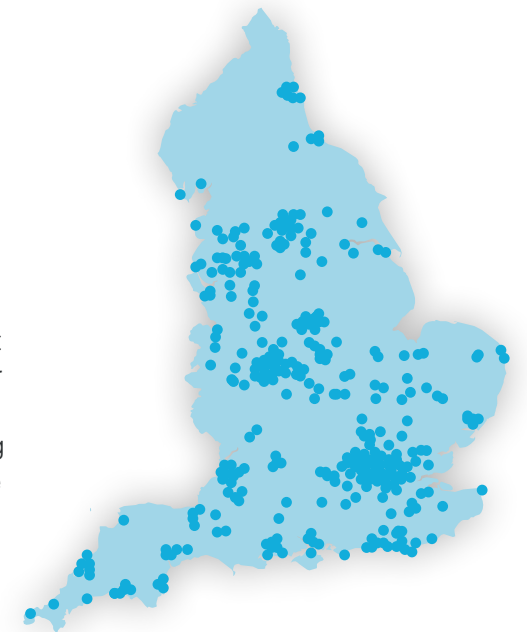
Educators



Educators: our focus

The Skills Builder Partnership was originally set up by teachers with a focus on ensuring that every child and young person built the essential skills to thrive. The reality was that all too often learners were missing out on this vital part of their education, particularly those from the most disadvantaged communities.

Our work aims to meet the challenge that 97% of educators think that essential skills are at least as important as academic achievement for future success, whilst 72% think they need to be doing more to build them (Sutton Trust, 2017). We work to ensure that alongside teaching critical knowledge and understanding of the world, essential skills are seen as a normal part of a good education – for everyone.



How we work with educators

We take a combined approach to building the capacity of primary, secondary, and special schools, and colleges, to develop the essential skills of their students. To do this, we offer three things:



Training and strategy

We train a Skills Leader to champion the programme, as well as training all the teachers, and working with senior leaders to embed best practices.



Teaching resources

We provide a complete approach to building essential skills, including short lessons, longer challenges, and other teaching materials.



Employer links

We link classroom learning to the world of work through stretching real-life projects, and giving learners an experience of the workplace.

The impact for educators

96%

of Skills Leaders

believe that our curriculum has had a medium or high impact on their school

82%

of staff

are more confident in building essential skills once they use our curriculum and online learning materials

4.4

out of 5

The average rating given by teachers of our training sessions



Educators: Innovation

Over the last year, we have had to work hard to innovate in order to support children and young people to build essential skills in the classroom, and then in the home environment as well:



The Skills Builder Hub

Launched in September 2019, the Skills Builder Hub provides a complete approach to building essential skills in the classroom and beyond. It allows teachers to assess the skills of their classes, gaining valuable insight. It then uses this to curate the most relevant curriculum from more than **300 Short Lessons**, **20 extended Projects**, and **15 Challenge Days**.

Last year, the Hub was used by more than **2,800 teachers**, in addition to the **9,000 teachers** we directly supported.

skillsbuilder.org/hub



Home Learning Platform

In response to the Covid crisis, in April 2020 we launched the Home Learning Hub to support parents and their children to continue to build their essential skills at home.

Over the lockdown period, we had more than **19,000 users** of these materials.

Our Online Teacher Training was used by a further **3,400 teachers**. We're intending to continue to build and develop this platform and its resources further into 2020-21.

skillsbuilder.org/homelearning

Users from

15
countries

are accessing the
Skills Builder Hub

Top 5 countries outside the UK:



Czech Republic



Portugal



India



Canada



Australia

Measuring the impact

With the launch of the Skills Builder Hub this year, for the first time we have been able to collect skills assessment data of a much wider group of learners. The data shared here is based on the assessments of teachers of 16,054 students across the year in mainstream schools.

It should be noted that because of the lockdown from March 2020, it was not possible to collect progress data over the whole year, and so these figures should be treated with caution. However, they are consistent with trends of the last four years, and so we are confident in the picture they paint:

The challenge

We see a consistent pattern with previous years: learners make decent progress through primary school, but often struggle to maintain that progress through secondary school. Without additional support, individuals struggle to reach the skill levels to thrive beyond formal education.

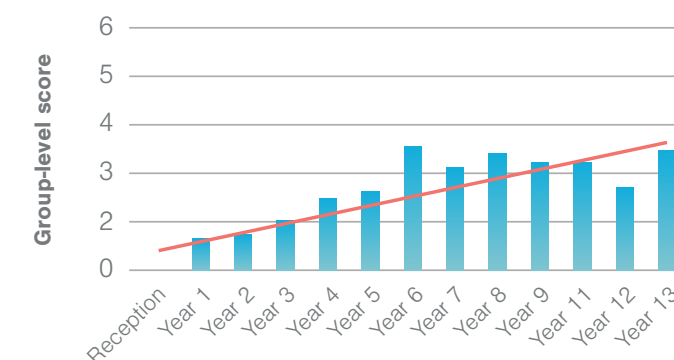
Progress is possible

The challenges of the school year mean that most of this data covers only a 5-6 month period. However, we saw that it is possible for older students to make accelerated progress, and to quickly close the gap between their skill levels and employer expectations. This is hugely encouraging for those individuals.

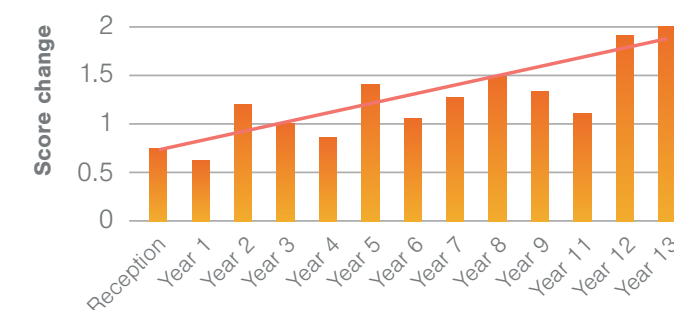
Looking forward

While there is progress across all year groups over the course of the year, building essential skills to a high level cannot be a quick fix, and needs continued investment over several years.

Average skill score at start of year



Average steps of progress



Average skill score at end of year





Windy Arbor Primary School



Skills displays

Windy Arbor has fully embraced the Skills Builder approach, and is making further plans to enhance their provision. It's crucial to have everyone on the same page when it comes to essential skills, so in order to raise awareness, displays feature across the school. Children take ownership of the displays and use them to track progress. Early Years have trialled using stickers to celebrate skill use. There is a focus skill every fortnight, also displayed.

The school has embedded skills education from Nursery to Year 6. They also have an Autism Resource Centre, which works with essential skills. Younger students are introduced to the language

Provision for all ages

Curriculum planning

and learning is scaffolded through modelling and practise. By Year 6 students are more independent in skills learning and start to plan their own next steps.

Opportunities to practise skills are built into planning: in early implementation, a document was shared with staff outlining opportunities available to integrate skills education into everyday learning.

Students get involved with rich project-based learning, all framed by essential skills. A recent project involved designing a library on a bus! Students were encouraged to use Creativity skills at their step level to create their 'Dream Space'.

Extended projects

Pioneer House High School



Integrating language

Pioneer House High School in Manchester is a special school for students with Complex Cognitive Difficulties. Each individual's essential skills must be developed so that they achieve their potential.

The school is fully committed to offering comprehensive essential skills education. Across the school, innovative practice and planning is in place. Senior Leadership have identified skills education as a strategic priority in in Key Stage 3, 4 and 5.

At Pioneer House, the school have built skills language across learning, as a normal part of lessons. Students are set targets for skills which are

Reward systems

Skills targets

included in their Education, Health and Care Plans. Students are rewarded for working on target skills through stickers to be collected.

Each student has their own individualised programme, and essential skills are a central part. Students, teachers and parents are involved in setting and reviewing skills-based targets.

Various tools help students on work experience reflect on using skills: a map linking placements with skills; pocket-sized cards to record success; workbooks; passports, and more. Providers are also encouraged to draw attention to essential skills.

Work experience

Hornsey School for Girls



Early adopters

Hornsey School for Girls is a great example of a school implementing change by empowering an early group of teachers to find innovative ways to teach essential skills. The school is now at a 'tipping point', where others are starting to adopt this good practice.

Essential skills education has been integrated into tutor time, where staff deliver the PSHE curriculum and explore skills. Teachers use short lessons from the Skills Builder Hub. Wall displays are prominent around the school, and some teachers are starting to highlight and reward students applying skills.

The Skills Leader is using a 'ripple strategy' to

Skills in tutor time

Sharing best practice

encourage teachers to teach skills across a wider range of year groups. This involves a group of 'early adopters' in various departments sharing success and advocacy. Through this strategy, essential skills education is becoming the norm in the school- and now more teachers are starting to assess the skills.

As well as practising skills in the formal curriculum, teachers are committed to building skills into their extra-curricular programme, so students can understand the skills' use in many different contexts. This includes sports, culture and careers education. A wide range of visits, special projects and school visitors related to work is provided, all linked to skills.

Linking to careers

Newcastle College



Regular reflection

Newcastle College has been working to embed the Skills Builder approach across college life. As part of the students' Personal and Social Development programme, the Skills Builder Framework underpins the skills and behaviours that all Level 1, 2 and 3 students work to develop.

Learners and tutors have regular opportunities to reflect on skills, considering areas of strength and development while linking them to work experience and employer engagement. Students log their progress over the year to build up a comprehensive record of examples, clearly demonstrating their skill development.

Recording examples

Sharing externally

In addition, through a wider employability working group in the North East, the college was able to share their work, encouraging other colleges to adopt the approach. Through this group, Sunderland, Hartlepool, and Northumberland Colleges have collaborated and developed a coordinated approach.

Essential skills are embedded in teaching and learning policies, as a regular agenda item in staff and parent meetings, in displays across sites, and through a rewards system to recognise achievement. Within each college, the curriculum and pastoral teams work together to ensure consistency in both language and approach.

Consistent approach

OUR REACH IN 2019 - 20

92
employer partners

859
employer volunteers

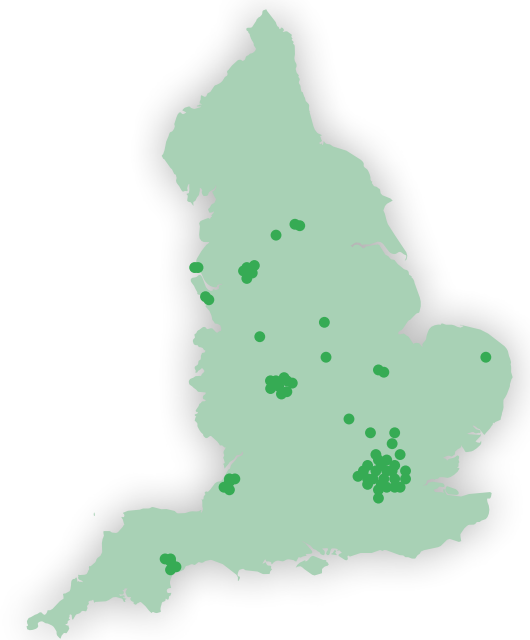


Employers

Employers: our focus

The Skills Builder Partnership has long benefitted from the engagement of employer partners. Until the last year, most of that work was based on supporting schools and colleges to build the essential skills of their learners. Over the last year, employers have increasingly been using the updated Skills Builder Universal Framework to embed the Skills Builder approach into their businesses. In using the approach, employers are looking to:

- Ensure objectivity and transparency in recruitment, supporting diversity and social mobility
- Support the transition from education into employment
- Engage all staff to develop the essential skills to thrive, alongside their technical skills



How we work with employers

Our approach with employers is focused on collaborating to build capacity by embedding the Skills Builder approach across three broad areas:



Education outreach

Employer partners might run workshops in schools and colleges, host learners in their workplace, or sponsor schools or colleges to take part in Skills Builder programmes.



Recruitment

Employer partners use the Universal Framework to design specific, objective exercises to uncover essential skills. They also share their approach, to build transparency.



Staff training

The approach can also support the training of apprentices or individuals much further into their careers. Skills assessment tools and learning materials are often used here.

The impact for employers

92%

of Skills Leaders

believe employer engagement has positive impact on their learners

85%

of employer partners

rated their experience as 5 / 5

85%

of employer partners

believe that hosting learners on Skills Builder workplace visits support their volunteering culture



KPMG

A whole-business approach to essential skills



At KPMG, social mobility is seen as integral to future success. The business was quick to recognise the potential of a common language for talking about essential skills and delivering real impact.

Supporting apprenticeship standards

To support apprentices, KPMG used the Skills Builder Universal Framework to design a tailored development programme.

They mapped apprenticeship standards to the Framework to identify target skills and develop sessions to be interactive and engaging. This was shared with performance managers to support development conversations around essential skills.

Apprentices were really engaged with the virtual sessions, and reported feeling more empowered and informed. They felt 'more confident to contribute effectively in team discussions and encourage others to share ideas', that their 'teamworking skills had

improved' and that they had 'increased awareness on what steps they need to take to improve'.

As part of the Level 3 Apprenticeship End Point Assessment, apprentices worked on a project and present back to their tuition provider. They emphasised how valuable the Framework was in supporting them working towards this project – from practicing decision making to engaging an audience.

With remote working over the past few months, apprentices have also found it beneficial to improve Speaking skills – equipping them with tools and techniques to be more confident contributing in teams virtually whilst working from home.

Supporting social mobility and outreach activities

KPMG recognises that essential skills are also critical in supporting communities to thrive. The Framework offers a structured, common language to support their outreach efforts into education.

Their flagship employability programme WorkReady has worked with **10,000 students** since its inception in 2013. Delivered in social mobility coldspots, it educates students about the changing world of work, and the importance of digital fluency, adaptability and essential skills.

Schools get a tailored WorkReady evaluation report, including follow-up resources for teachers, and volunteers deliver assemblies on the importance of skills. The Framework is at the heart of WorkReady – allowing KPMG to measure and develop essential skills by engaging young people with business.

Of 2,000 students supported by KPMG WorkReady in 2020 - 21...

85%

reported increased understanding of what employers are looking for

80%

reported improvements in Problem Solving skills

87%

reported clearer understanding of how the world of work is changing



Employer partners

We are grateful for the support of all of our employer partners.

Employers play a vital role in supporting learners and educators to make the connection between how they build essential skills in the classroom, and how they are applied in the working world.

This year, the launch of the Skills Builder Universal Framework was made possible by 15 employer partners putting the approach into action, in partnership with Business in the Community.

Embedding in businesses`

Over the coming year, we are looking to partner with a lot more employers to embed the Skills Builder approach into their work.

This will include supporting individuals before employment, into employment and through their employment.

Funding partners

Employer partners also play a vital role in financially supporting our programmes in schools and colleges. It's only through that support that we're able to build the essential skills of thousands of learners.





Boots



Recruitment & training

As a Skills Builder Trailblazer company, Boots UK leads by example, incorporating essential skills in apprenticeship recruitment, and learning and development resources. They've included information for candidates, parents and teachers on their new apprenticeship hub on Boots.jobs. They have also used essential skills in their Optician Apprenticeship job description, as well as updating recruitment and engagement packs. Essential skills have been built into staff surveys, and assessor-tutors are bringing essential skills to life in curriculum design. They're also aligning the Framework with the Boots Academy offer, developing bite-sized learning to meet different needs at core, advanced and mastery levels.

Tideway



Training & outreach

The team at Tideway began to explore how the Skills Builder Universal Framework could help their staff to develop essential skills, after successfully embedding the Skills Builder approach into their outreach activities. They identified how the Framework can be used to accelerate staff development through volunteering opportunities. By mapping their existing volunteering activities against the skills steps, the team at Tideway were able to understand which volunteering programmes were developing which skills. Their method was then to use this insight to target specific volunteering opportunities to staff who have an interest in building particular essential skills.

Heathrow



Education outreach

Through their Employment and Skills Academy, Heathrow provides services to help individuals in the local community into work and support their onward development. They intend to use the Skills Builder Universal Framework to enhance the support they offer job-seekers through their Academy programmes. Their plan is to benchmark against the Framework, giving them a way to track their essential skills development. The team are also exploring how to use the Framework to introduce a greater level of transparency into the recruitment and development of their line managers by integrating essential skills into the *Let's Go* first line management programme for security officers.

Jacobs



Training & outreach

Jacobs used the Skills Builder Universal Framework in two ways: supporting in-work career progression routes for employees involved in a multi-year regeneration programme and optimising existing volunteering activities to build essential skills in the community. They sought to build essential skills in the community through their STEM ambassador programme. Through this programme, Jacobs employees act as inspirational role models and educate young people on the various pathways into STEM careers. They redesigned their programme to support young people to engage with the essential skills they need to pursue jobs in the sector.

Clarion Housing Group



Apprenticeships

Clarion Housing Group are now using the Skills Builder Universal Framework to help develop essential skills in the business. The Framework has been used to design a programme to help new apprentices, who are working towards a Level 3 Apprenticeship in Business Administration, to explore essential skills and pass their end point assessment. Across three online workshops, apprentices explore how they use their essential skills in their work and take part in exercises to build the essential skills of teamwork and creativity. Over a period of three months, the programme will also support apprentices to find opportunities for deliberate practice and reflection on all eight essential skills.

East London Business Alliance



Education outreach

Through the introduction of a new career planning element, ELBA have successfully integrated the Skills Builder Universal Framework into their Future Fit programme: an employability curriculum to support adults at risk of job displacement from technological advances and automation. They also mapped the Framework to their Everyone's Business programme: a support curriculum to engage young people at risk of youth violence. It's now easier to see progression across the programme. They designed a new benchmarking feature into the Everyone's Business programme: as participants progress, they benchmark themselves against the Framework and set themselves targets.

Asda



Education outreach

Asda have integrated the Skills Builder Universal Framework into their intranet so that all colleagues will have access to information about the Skills Builder approach, as well as links and videos on the 'Your Development' page. They have educated the team who run their STEM sessions in schools about the Framework so that they can use it when they start talking to students again from the new term. They are also making reference to the Framework to their retail apprentices, as well as providing links to resources for individuals to develop their skills so that they can access the framework for their training.

City Year



Personal development

City Year are using the Skills Builder Universal Framework to enhance the benefits for volunteers on their leadership development programme. To do this they decided to use the Framework as a curriculum to underpin a personal development planning cycle for volunteers. They set out to start this development cycle with baseline assessment of volunteers at the beginning of the programme and several reviews throughout the year. Volunteers have received introductory workshops to understand the concept of developing essential skills. These were designed to support mentors to self-reflect on their profile of essential skills and begin to build two target skills relevant to their volunteering role.



OUR REACH IN 2019 - 20

105

impact organisations

115,203

individuals reached



Impact Organisations

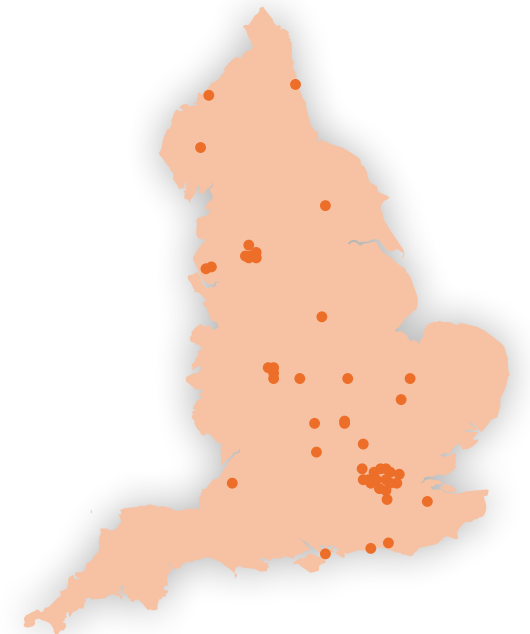
Impact organisations: Our approach



Impact organisations: our focus

The mission of the Skills Builder Partnership is to ensure that one day, everyone builds the essential skills to succeed. We know that we certainly can't do that alone. Instead, we support impact organisations to align and multiply their efforts, by using the Skills Builder Universal Framework as a common language and shared set of outcomes. For any individual, they are able to have a single, simple understanding of their developing skill set, and see how myriad different experiences support its development.

We know that for skills to become automatic and transferable, they need to be honed and practiced in as many settings as possible: the alignment of so many impact organisations makes that possible. It also provides a forum for us to collectively learn and share what works in building skills.



How we work with organisations

We work with impact organisations to build their capacity to fully adopt and embed the Skills Builder approach in their work in three main areas:



Programme design

We support partners to review existing work to build essential skills. This can lead to adaptations to existing programmes, or new content, to ensure Skills Builder alignment.



Impact measurement

Partners benefit from using skills measurement tools and best practice we have seen. They can also benchmark impact against peer organisations to learn more.



Staff training

Finally, we train the teams and volunteers of partners to most effectively use the Skills Builder approach, as well as the learning tools and resources we have built.

The impact for organisations

92%

of organisations

rated their experience as at least 4 / 5

92%

of Skills Leaders

were highly satisfied with the training and support they received

4.1

out of 5

Score for 'being part of the Partnership helps us to achieve our mission'



The Skills Builder Universal Framework is being embedded into the work of a wide range of impact organisations, helping to reinforce essential skills language across contexts. Impact organisations of all shapes and sizes are integrating skills approach into their everyday work



Focus: The Sports Cluster, with Harlequins Foundation



We've been collaborating with Harlequins Foundation to transform essential skills through sport. Pioneered with a group of sports experts, the new Sports Toolkit features advice and case studies for all sports settings, while the Coaching Handbook presents practical ideas for building essential skills with learners. The pilot stage reached **600 learners**, and over **60 coaches** and staff from **25 sports organisations** were trained to embed the Framework. Organisations received support to develop essential skills across a range of areas: professional development, impact measurement, school partnerships, volunteering and mentoring.

"This gives us a framework for people to better understand what we want to achieve as an organisation, to support everyone to develop essential skills through sport." - Harlequins Foundation

As part of this project, we worked with **London Youth** on **Active Talent**, featuring 15 sports organisations across London. The programme supports young people to build Leadership skills and employability alongside sports initiatives. The Framework helps participants reflect on essential skills and set goals.



97%
of young people

reported growing understanding of using sport to positively interact with different people

955
hours

invested on personal development since the beginning of the project

87%
of young people

reported developing their Leadership skills in mid-point survey

Building a global network of impact organisations

In 2019-20 we expanded our work with organisations around the world. A wide range have been using our approach to embed essential skills into everyday practice. Here is an example of one of international partners:

Teach a Man to Fish



Teach a Man to Fish is an organisation based in the UK and works with schools across Africa, Latin America and Asia to set up school businesses. Their mission is to 'empower young people with the skills they need to succeed in school, work, and in life'. Teaching business knowledge as part of their 'School Enterprise Challenge' goes hand-in-hand with the development of essential skills.

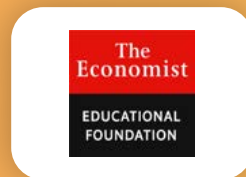
They use the Skills Builder Universal Framework to

measure Speaking, Problem Solving, Leadership and Teamwork, assessing at the beginning and end of the year. Teachers delivering the 'School Enterprise Challenge' observe learners' skill progress.

So far, they've been able to show that each year, learners that participate in a business programme show clear improvement against non-participating peers – across all of their programmes in Honduras, Nicaragua, Rwanda, Uganda and South Africa.



The Economist Educational Foundation



Aligning content

Impact measurement

Resource creation

Staff training

The Economist Educational Foundation enables discussion about the news in, and between, schools with the belief that that news literacy requires essential skills to evaluate different perspectives, develop sound opinions and share effectively.

The team used the Skills Builder approach to: make better links between news literacy and essential life skills through a shared language; feed into, and benefit from, an evolving and broad impact measurement approach; better support teachers with skills resources and detail; and form stronger links with educators and employers. With our support they reviewed their own content and reassessed the

steps, language and structure which strengthened training and assessment by fully adopting four of the essential skills in the Skills Builder Universal Framework. Essential skills are embedded into the Burnet News Club, free resources and teacher training.

68%
parents & teachers
saw a change in
student news literacy

76%
of students
said it helped them
develop their skills

National Citizen Service Trust



Common language

Aligning content

Resource creation

Self-reflection

NCS Trust works to help young people achieve their potential and build bridges between communities. Their network uses design resources created by NCS to build activity programmes and have appropriate outcomes mapped to the Skills Builder Universal Framework. Embedding essential skills helps young people use consistent language when talking about their experiences.

NCS Trust has integrated essential skills into a number of areas, including programme planning, as well as mapping content on the Staying Connected Hub to essential skills. We have collaborated to create a journal to support young people to record

skills development. As part of the school and college support offer, the education engagement team has built a set of teaching resources to be delivered remotely. This was at the request of the ARK Alumni network for Year 11 leavers, and some resources were built in conjunction with Skills Builder. NCS are also starting to revamp old reflection tools, mapping the skills to core activities and topics.

Partners have already begun to adopt skills in programme design, and reflections are shared with young people to reinforce skills language. The Skills Journal has already been accessed 1200 times since being on the Staying Connected Hub.



British Council



Sharing best practice

Aligning content

International reach

Policy change

The British Council is a charity focusing on international cultural and educational opportunities. It works in over 100 countries: promoting a wider knowledge of the United Kingdom and the English language; encouraging cultural, scientific, technological and educational co-operation with the United Kingdom.

A key focus is on supporting teacher training and development around the world through their Connecting Classrooms project. Over the last few years, we've been working together to integrate Skills Builder into their approach, with a particular focus on how to ensure progression in the eight essential skills

in the Skills Builder Universal Framework.

Since being piloted in South Africa in 2019, the resulting course has started to be run more broadly, and has resulted in a growing number of teachers bringing skills into their classrooms. More recently, we've been exploring how to support interested countries to enact policy changes that support the development of essential skills at a national level.

This has been a powerful partnership because it has enabled so much shared learning about the approach in different settings, as well as further scaling what works.

The Careers & Enterprise Company



Impact measurement

Resource creation

Common language

Sharing best practice

The Careers & Enterprise Company works to ensure that every young person in England has access to high-quality careers education. It does this by championing the Gatsby Benchmarks as a best-practice model for schools and colleges to meet when developing their careers strategies. They also support the training of Careers Leaders on the ground in schools and colleges, as well as building critical networks.

Over the last two years, we have been working together closely to encourage and support schools and colleges across the country to adopt the Skills Builder approach.

This has included developing a tool that teachers and learners can use to review progress in building their essential skills, known as the Future Skills Tool. We have also worked to introduce the Skills Builder Framework into the Compass+ tools that schools use to manage careers programmes. Over the last year, we were one of the recipients of the Primary Fund, testing out what works in primary schools through extensive work in 90 schools across the country.

Through our work together, we're moving closer to ensuring that every child and young person leaves education with both the careers knowledge and insights, and also the essential skills to thrive.

Thanks

The Skills Builder Partnership is a not-for-profit social enterprise. While we work to generate income through our work with partners to support our sustainability, we would not be able to operate without the generous support of our funders.

Over the last year, the support of our funders has directly supported the delivery of our programmes in schools and colleges, who would not otherwise be able to participate.

Funding support has also enabled us to invest in growing the partnership of impact organisations – a piece of work that started out as an innovation a couple of years ago, and which is now a critical foundation of the Partnership.

We have also been able to invest in new innovations like the Skills Builder Hub, the Home Learning Platform, and our systems to be able to manage and develop the Partnership.

Finally, the support of our funders has made possible some of the critical innovations that we have made this year, including the development, testing and launch of the Universal Framework.

Huge thanks to all of our funders for the last year. Many have been long-term funders over the last decade, and we honestly couldn't have the impact we seek without that support.

We also appreciate the generosity and flexibility that has been shown through the Covid crisis, and how that has helped us to respond in a timely and impactful way.

Thank you.



A new challenge

This has been a very challenging year for many of us, and many original plans have had to be reviewed and revised in the light of ever-changing circumstances.

What has become clear, though, is that the mission of the Partnership is more important than ever. It is clear that for children and young people in school or college, facing huge disruptions to how they learnt and to their wider lives has meant drawing more on skills like Aiming High and Staying Positive.

There has also been a loss of traditional opportunities to build essential skills through work experience, internships or business engagement.

Out in the job market, the sharp downturn in the economy has made it much harder to find and secure work. Individuals have had to hone their essential skills simply to be able to navigate the world of work, let alone to gain and thrive in a role.

A greater urgency

Against this backdrop, we are working to accelerate the work on our 2019-22 strategy. In education, we will be running our new Accelerator programme over the coming year, which aims to embed our best practice principles in schools and colleges across the country. We will continue to offer free access to the Skills Builder Hub for individual teachers to build their students' essential skills, as well as offering an affordable digital offer for schools and colleges to take on.

With impact organisations, the next stage of our work will see us working with clusters of organisations who are focused on particular themes, like sports, careers, STEM, or the arts. In this way, we hope that the Skills Builder approach can become the norm in these settings.

For employers, we have exciting plans for the coming year as we support the government's new Kickstart scheme to give thousands of young people the work experience they need to start their careers. We're also planning to work with a growing number of employer partners to use Skills Builder to enhance their outreach activity, how they recruit, and how they train and develop their staff.

For individuals, we will be launching new tools in the late Autumn to help individuals to benchmark their own skills and then to access top-quality learning materials to boost those skills further.

Collective impact

Ultimately, the power of the Skills Builder Partnership is in using alignment, capacity building, and shared learning to drive real change and impact.

Together, we can meet the challenges ahead of us, and make the next year another step towards ensuring that everyone builds the essential skills to succeed.



Skills Builder
PARTNERSHIP

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