

About Babington

Babington helps organisations and individuals unlock potential and perform at their very best.

We help organisations solve challenges around talent acquisition, upskilling, and reskilling to support growth and drive performance.

We help individuals develop skills and realise their dream careers – from entry level all the way up to the top of their profession.

Our clients include:



40

Over forty years' experience delivering high-impact learning programmes

93%

Learner rating across key learning programme workshops

2

Ofsted grade 2 provider with outstanding features in multiple areas

9000

Learners currently on programme across all specialisms

90

Over ninety learning programmes to choose from across nine key specialisms

The challenge

The difficulties of recruiting, developing, and retaining a highly skilled workforce have become even more acute over the last two years.



Executives say over half their workforce needs upskilling or replacing in the next five years



Between January and March this year there were 63% more job vacancies advertised than in the same period in 2020



The total UK productivity uplift estimated by the OECD if employees' skills were appropriately matched to their current jobs



5 months

The average time to fill some roles in the IT and digital sectors

The World Economic Forum's Future of Jobs report predicts that the following **skills** will be in **highest demand** by 2025:

- + Data Science & Cloud Computing Artificial intelligence (AI) & machine learning
- + Digital Marketing & Strategy
- + Process Automation
- + Business development
- + Digital Transformation
- + Information & Cyber Security
- + Software & Application Development (UX/UI, blockchain programming)
- + Internet of Things

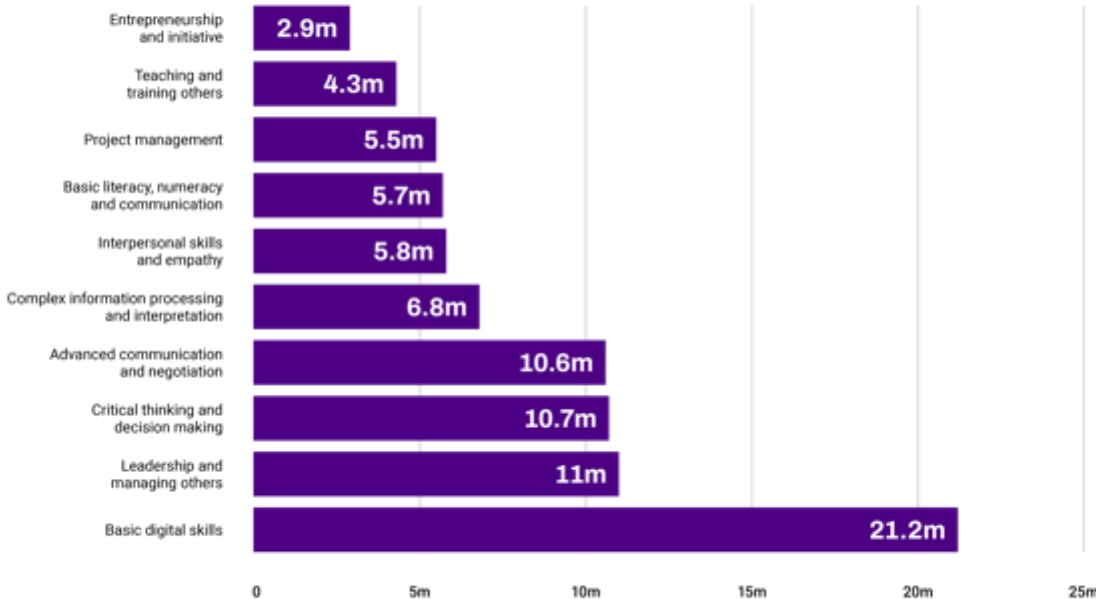
But it isn't just technical skills



Without concerted action by employers, two-thirds of the UK workforce could lack basic digital skills by 2030, while more than ten million people could be underskilled in leadership, communication, and decision making.

McKinsey

PROJECTED NUMBER OF UNDER-SKILLED WORKERS IN TOP 10 WORKPLACE SKILLS BY 2030



93%

of business leaders consider 'resilience' as the capability that the world in 'the new normal' cannot do without

91%

of leaders prioritised emotional intelligence (EQ) as being crucial in times of uncertainty or crisis

86%

cited empathy as crucial to forming high performing teams and as a cornerstone of positive workplace culture

Higher proficiency in these 'power skills' is already associated with a higher likelihood of employment, higher incomes, and job satisfaction at an individual level.

Are learning leaders ready?

If workers and organisations alike are to realise the full benefits of reskilling over the next decade, **more than 90 percent of the UK workforce will need to be trained, and up to a third will need to be transitioned into new roles.**

63%

Of learning leaders believe the L&D function is not equipped to meet the future needs of the business.

30%

Say they have limited or no understanding of how learners prefer to learn – with learning experience and adoption suffering as a result.

20%

Despite the crucial need to upskill and reskill, well over half of organisations saw their training budgets reduced by an average of 20% in the wake of the pandemic.



With a clear need to upskill and reskill across technical, leadership and ‘power’ skills, but very real considerations around practicality, resource and budgets, how can organisations think smarter about their approach to skills development?

The solution

THE MISSING PIECE: FUNDED LEARNING

1 **Upskilling and reskilling**

Funded learning isn't just for entry-level talent.

2 **More for less**

For many businesses, funded learning effectively costs nothing, or a fraction of the cost of commercial learning.

3 **Bridging the gap**

Funded learning is not yet an integral part of learning strategy. Neither is the current expectation of technology and learning pedigree in apprenticeships on par with commercial L&D.

Untapped potential; Unlimited opportunity

£1bn

Each year, around £1bn in levy funding goes unspent (£1.99bn since the end of 2020)

24%

In a recent study, almost a quarter of large organisations didn't use any of their levy

72%

Of the 72% of organisations that had levy to 'spare', less than half transferred any to others

1 in 3

One in three business leaders cite a lack of understanding as the #1 barrier to apprenticeship adoption

FUNDED LEARNING CAN DO ALL OF THESE THINGS

- ✓ Hiring, retention, talent pipelines.
- ✓ Upskilling, reskilling, talent mobility.
- ✓ Mitigate cost pressure and make budgets work harder.
- ✓ Deliver excellent and impactful learning experiences: Content, Tech, Context

**Let's make funded learning
really work for you.**

APPRENTICESHIPS

- + Talent attraction
- + Career development
- + Retention and engagement
- + Rounded individuals
- + Sustainable talent pipelines

BOOTCAMPS

- + Upskilling at pace
- + Closing digital skills gaps
- + Building data literacy

EMPLOYABILITY AND AEB

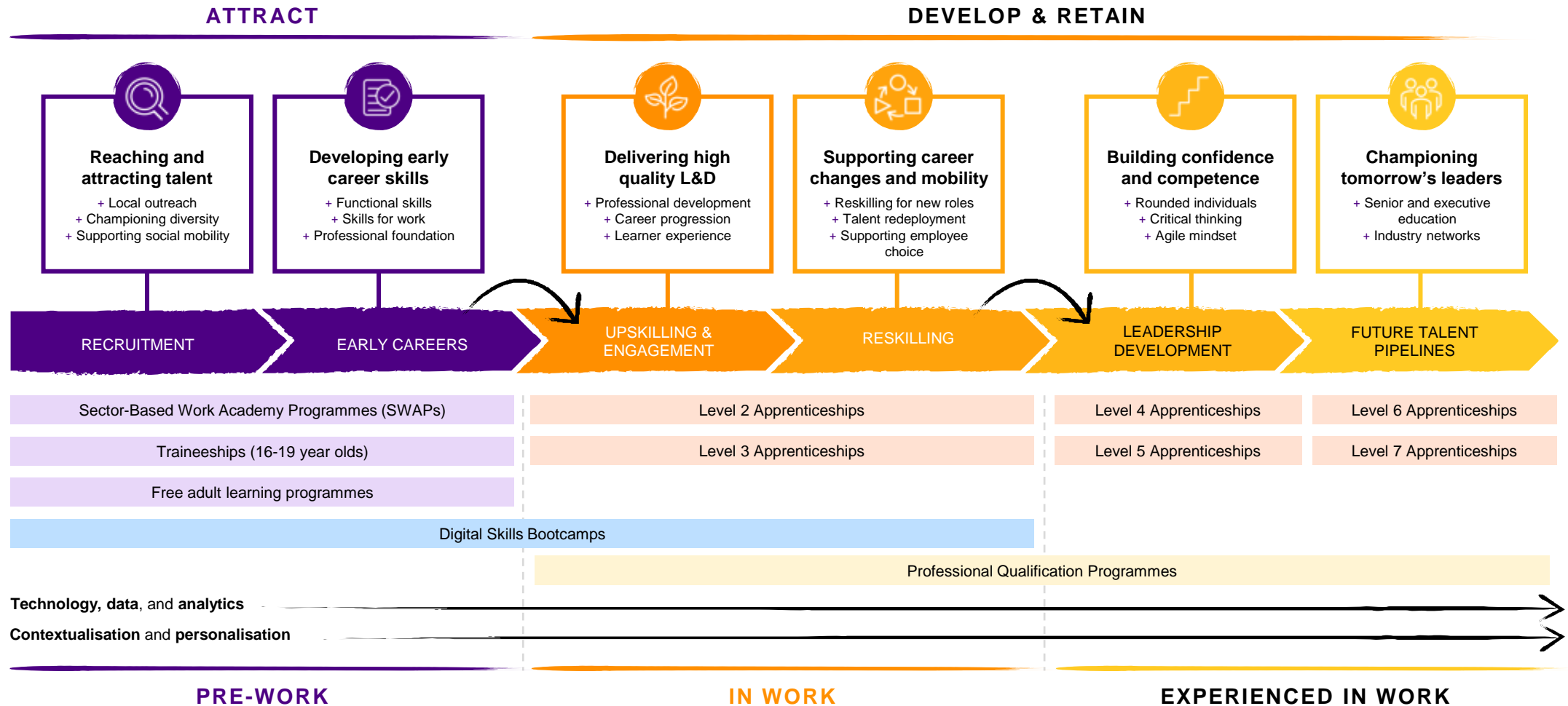
- + Diverse hiring
- + Social mobility
- + Basic functional skills
- + Career skills for life
- + Early career development

PROFESSIONAL QUALS

- + Professional development
- + Certification
- + Rapid learning

Where can funded learning support the talent lifecycle?

■ AEB
 ■ BOOTCAMPS
 ■ APPRENTICESHIPS
 ■ PROFESSIONAL QUALIFICATIONS



Questions organisations should be asking

As we shift funded learning from 'alternative' to integral, business leaders should be asking:

1. Where are my most pressing skills challenges?
2. Are skills clusters such as digital, leadership, and power skills high on our agenda?
3. Are we **familiar** with the **funded routes** available to us?
4. Do we already leverage funded learning within our business?
5. How **effectively** is that funded learning working with our **wider skills development** initiatives to develop the talent pipelines of tomorrow?
6. Are we **asking the right questions** of our learning partners to craft meaningful and impactful learning experiences?





THE BABINGTON PLEDGE

1. A belief that a **unified talent strategy** is greater than the sum of its parts
2. A commitment to driving **excellence** in the design and delivery of **apprenticeships** and **funded learning**
3. An unstinting focus on **simplicity** - removing complexity across learning and funds administration

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Find out more at


babington.co.uk


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