

SAMPLE REPORT

The 5% Club

EMPLOYER AUDIT 2025

Prepared for



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Welcome to The 5% Club

EMPLOYER AUDIT 2025

Founded in 2013, **The 5% Club** is a uniquely employer-led charity dedicated to driving positive change in workplace learning and skills development. Our mission is simple yet ambitious: to inspire, educate, and retain people in ‘earn and learn’ roles – apprenticeships, sponsored studentships, and graduate programmes – so that the UK builds the skilled workforce it needs to thrive in an ever-changing global economy.

At the heart of our movement is a clear purpose: to encourage employers of all sizes and sectors to invest in skills, creating accessible and inclusive opportunities for all. Members of The 5% Club commit to aspiring towards at least 5% of their workforce in structured workplace learning within five years of joining. This pledge reflects a real dedication to people, business growth, and society.

Now, in the fifth year of our **Employer Audit**, our accredited membership scheme, we are proud to see this initiative become a flagship of our work – growing from 73 members in its first year to over 250 today. The Audit is now a trusted benchmark, helping employers measure and improve their ‘earn and learn’ activity while celebrating success through Bronze, Silver, Gold, and Platinum membership awards. These accreditations set our members apart, showcasing those who are truly committed to “investing in a generation.”

Since our launch, The 5% Club has grown to over a 1,200 organisations, supporting tens of thousands of learners across the UK. The Employer Audit continues to stand at the centre of this effort – highlighting best practice, raising ambition, and recognising excellence in workforce development.

To every employer engaging with this Audit, thank you. Your leadership shows what is possible when business steps up to invest in people. By working together, we can grow opportunity, transform lives, and build the skilled workforce our economy needs. I encourage all employers to join us in this mission – and to play your part in creating a stronger, fairer, and more competitive UK.



Mark Cameron OBE
Chief Executive Officer, The 5% Club



The 5% Club

EMPLOYER AUDIT 2025

Participating Employers



Introduction

Research Methodology



The 5% Club Employer Audit

The 5% Club Employer Audit is the major annual employer benchmarking programme that explores five aspects of employers' recruitment, training & developing, and employment of 'earn and learn' employees:

- the number of employees in **employment** on graduate programmes, apprenticeships, student degree placement schemes, and other 'earn and learn' training programmes
- the **breadth & balance** of employers' schemes and programmes
- employers' commitment to **inclusion & social mobility**
- the **quality** of employers' training & development schemes, including assurance, standards and completion rates for apprenticeships and graduate programmes
- employers' plans for **future growth** of 'earn and learn' opportunities

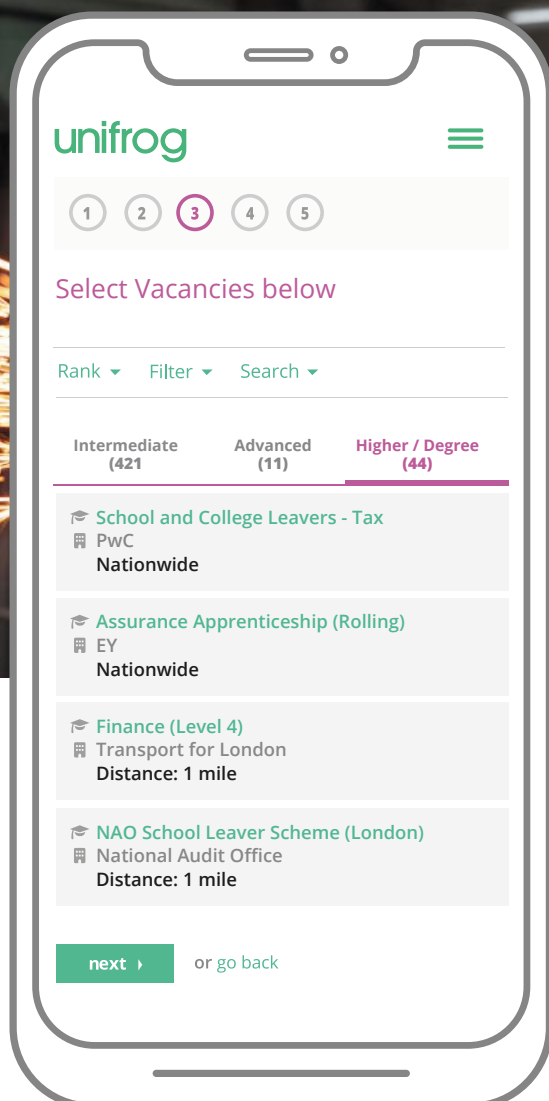
A total of 252 members of **The 5% Club** elected to participate in the Employer Audit in 2025, including 162 larger employers that have more than 250 employees and a further 90 employers that are small or medium-sized enterprises (SME).

Participating employers completed a questionnaire in June or July 2025 about their 'earn and learn' programmes and employees, and then took part in a short follow-up verification interview or email correspondence with a researcher.

This report features the results of the research with the larger employers that took part in the Employer Audit in 2025.

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2.2 million
active users



4,000+
schools

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Section 1

Employment



Introduction

Every employer that joins **The 5% Club** makes the commitment that 5% of their workforce will be in 'earn and learn' positions within five years.

A key part of the Employer Audit is therefore to examine how many employees were in 'earn and learn' roles, in relation to the size of their UK workforce. Participating employers were asked to declare the total number of apprentices, graduate trainees, degree placement students and other 'earn and learn' employees that they employed in July 2025, along with the total number of UK employees at their organisation.

This data has been used to calculate the percentage of 'earn and learn' employees at each employer and, from this assessment, employers have been awarded either **Bronze, Silver, Gold** or **Platinum** membership of The 5% Club for 2025-2026.

Employers that have reached or exceeded the target that 5% of their UK workforce are 'earn as you learn' employees are awarded Gold membership. Silver membership is for employers that are halfway to their 5% target, and employers on the early stages of their journey towards their 5% target are awarded Bronze. For its tenth anniversary in 2023, The 5% Club introduced its highest-level of membership yet – employers that have achieved the 5% target in the two previous Employer Audits and now have at least 10% of their employees in 'earn and learn' roles, are awarded Platinum.

In total, the 162 larger employers participating in **The 5% Club Employer Audit** in 2025 have a combined UK workforce of 797,100 employees. Of these, 68,540 employees were in 'earn and learn' roles in July 2025, equivalent to 8.6% of their UK workforce – the largest proportion reported by the Employer Audit so far, and well above the target pledged by members of The 5% Club.

Employers Participating in The 5% Club Employer Audit 2025

Data from the Employer Audit shows the size of the organisations taking part in this year’s benchmarking research and the number of ‘earn and learn’ employees they employ.

Four-fifths of employers participating in the Employer Audit have 5,000 employees or fewer, seventeen organisations employ up to 10,000 staff, and there are fourteen employers with a workforce of more than 10,000 employees (see *Chart 1.1*).

One individual employer included within this year’s research has over 200,000 employees and the next-largest organisations have 43,100 and 42,600 employees respectively, whereas the nineteen smallest employers have fewer than 500 staff (see *Chart 1.2*). The median size of workforce for Employer Audit participants is 1,760 employees.

A total of 65 employers taking part in the Employer Audit have up to 100 employees in ‘earn and learn’ positions, a further 73 employers have between 100 and 500 ‘earn and learn’ roles, but only 24 organisations have more than 500 employees on ‘earn and learn’ programmes (see *Chart 1.1*). The largest number of ‘earn and learn’ positions at a single employer is 25,000 employees and there are three other major employers who have over 1,500 ‘earn and learn’ employees each.

By contrast, eleven employers have fewer than 25 trainees in ‘earn and learn’ roles and the smallest has just seven trainees (see *Chart 1.3*). The median number of employees in ‘earn and learn’ positions at employers featured in the Employer Audit is 140 trainees.

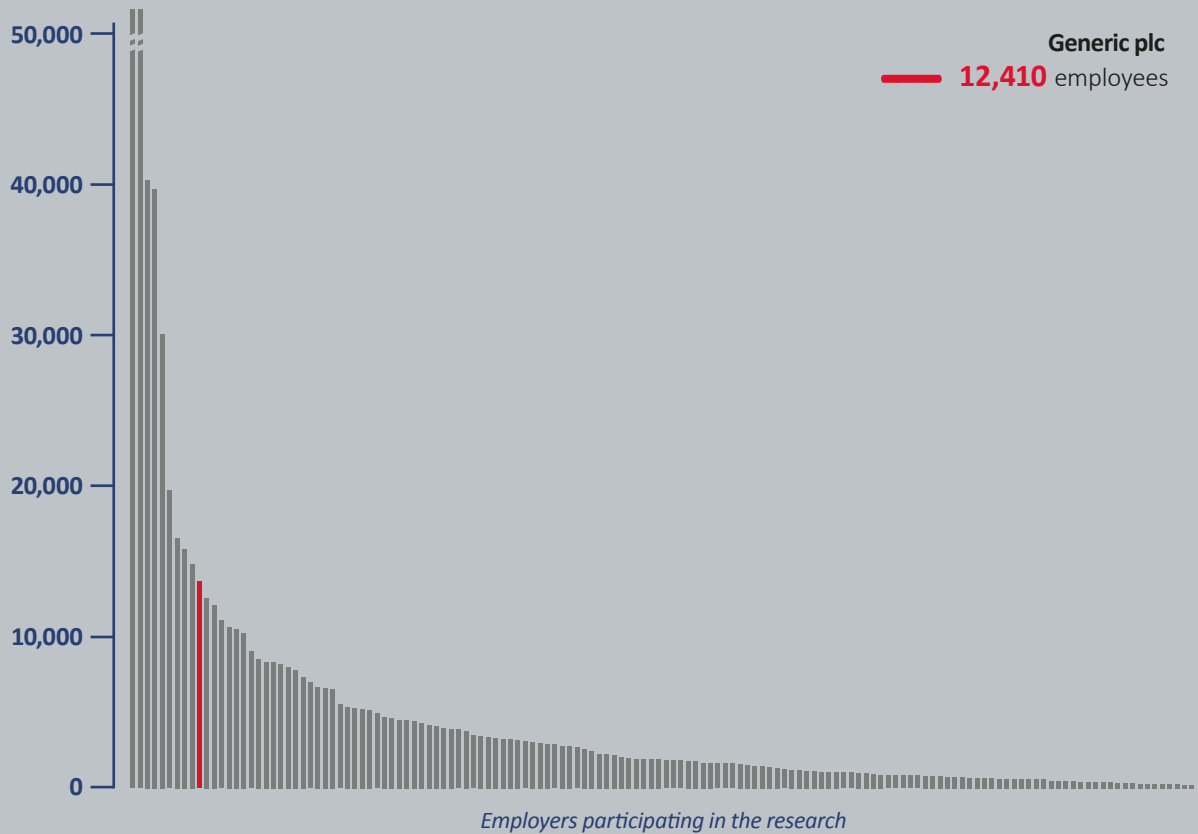
Generic plc has a total UK workforce of 12,410 staff, placing it in the upper third of employers participating in the Employer Audit in 2025 (see *Chart 1.2*). It has 720 employees in ‘earn and learn’ roles, which is in the upper third of the organisations included within this year’s research (see *Chart 1.3*).

Chart 1.1 Employers Participating in The 5% Club Employer Audit 2025



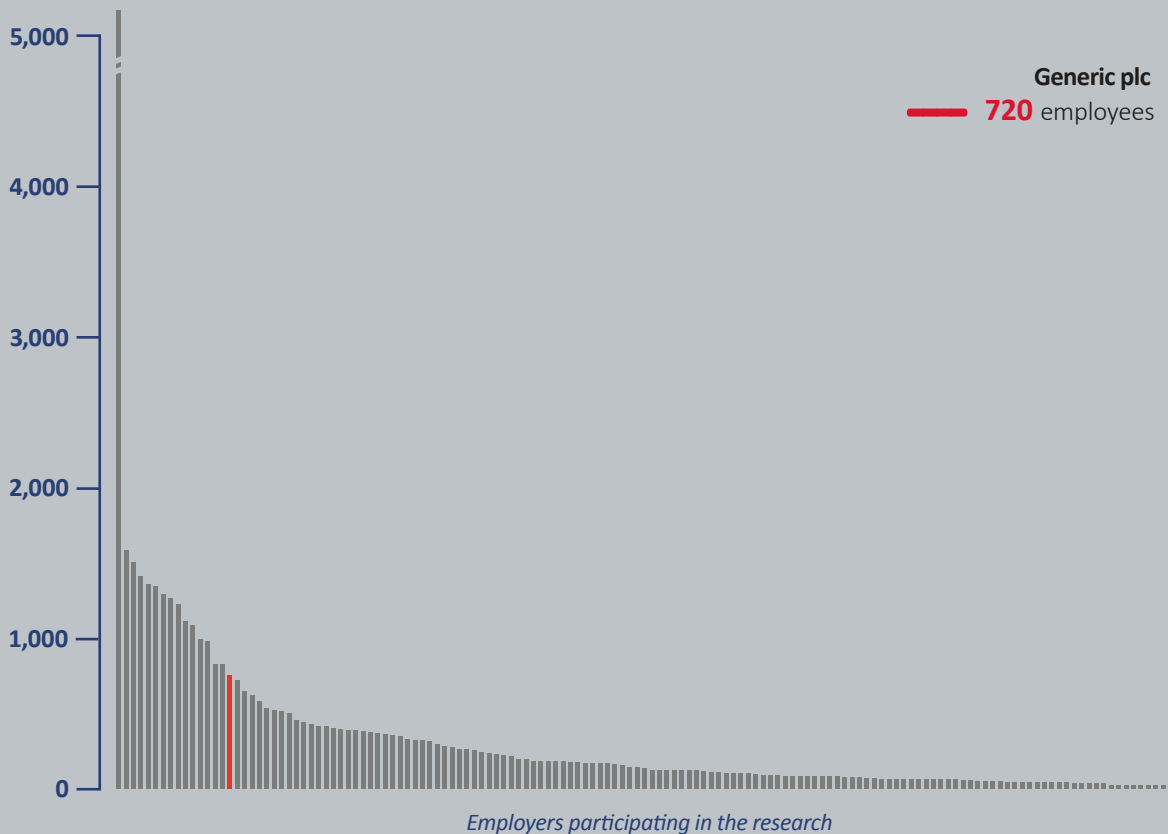
Source - The 5% Club Employer Audit 2025

Chart 1.2 Total Number of Employees at Employers Participating in the Audit



Source - The 5% Club Employer Audit 2025

Chart 1.3 'Earn and Learn' Employees at Employers Participating in the Audit



Source - The 5% Club Employer Audit 2025

Employees in ‘Earn and Learn’ Positions in 2025

When the data from the Employer Audit showing the overall size of employers’ UK workforces is combined with the total number of apprentices, graduates, degree placement students and other ‘earn and learn’ roles at an organisation, it provides the final percentage of ‘earn and learn’ employees for each employer.

The results show that at over a third of those participating in this year’s Employer Audit, ‘earn and learn’ employees make up an impressive 10% of the workforce or more (see *Chart 1.4*).

Two-thirds of these employers – a total of 42 organisations – had previously reached the target that 5% of their UK workforce should be in ‘earn and learn’ positions in the Employer Audits in the previous two years, so have therefore been awarded Platinum membership of The 5% Club for 2025-2026 (see *Chart 1.5*).

At a further 68 employers, between 5% and 10% of employees are on apprenticeships, graduate programmes, or are students on degree course placements. As a result, a total of 89 employers have been awarded Gold membership for 2025-2026.

At 24 organisations participating in this year’s Employer Audit, the proportion of ‘earn and learn’ employees was 2.5% or higher, but less than 5%, and these employers have been awarded Silver membership of The 5% Club for 2025-2026.

For the remaining seven ‘early talent’ employers, the percentage of employees working on ‘earn and learn’ programmes is currently below 2.5% and these organisations have been awarded Bronze membership of The 5% Club for 2025-2026.

At **Generic plc**, a total of 720 employees are in ‘earn and learn’ positions, from its total UK workforce of 12,410 employees. This means that 5.8% of employees at the organisation are in ‘earn and learn’ roles (see *Chart 1.4*) and Generic plc has therefore been awarded **Gold** membership of The 5% Club for 2025-2026

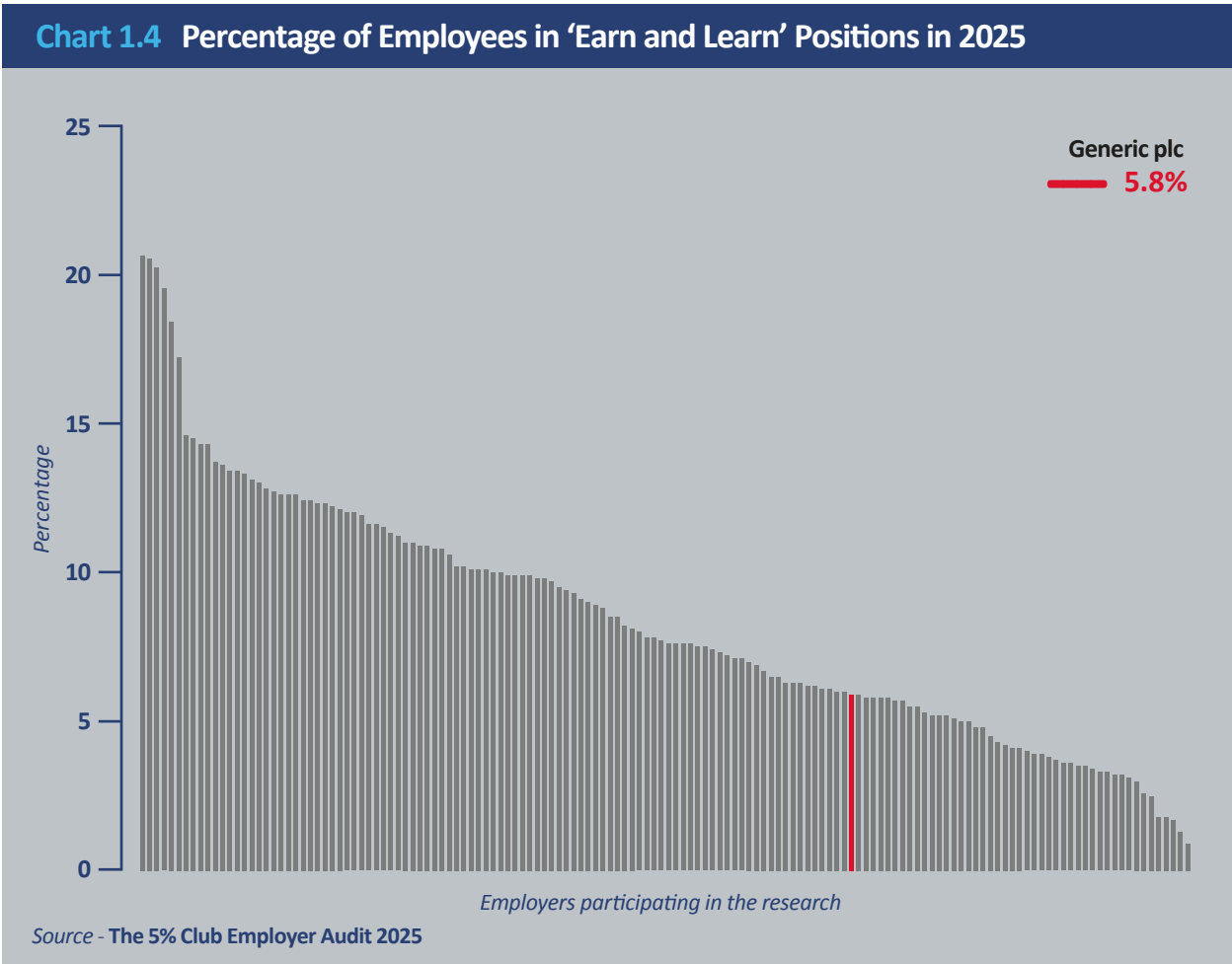


Chart 1.5 Platinum, Gold, Silver & Bronze Membership of The 5% Club 2025-2026



- adi Group
- AECOM
- Bagnalls
- Bell Group
- Bethell Group
- Capgemini
- Costain
- CPI
- Croudace Homes
- Currie & Brown
- Galliford Try
- Gemini Accident Repair Centres
- GRAHAM
- Heidelberg Materials
- Hill Group
- Jackson Civil Engineering
- JN Bentley
- Kier Group
- Kilbridge Construction Services
- MBDA UK
- McLaughlin & Harvey
- Ministry of Defence
- Morgan Sindall Infrastructure
- Mott MacDonald
- Murphy
- Pennon Group
- Ramboll UK
- Redrow
- RS Group
- Seddon Construction
- SSEN Transmission
- Tarmac
- William Hare
- Willmott Dixon
- WSP



- Ainscough Crane Hire
- Amey
- Aptus Utilities
- B&Q
- Balfour Beatty
- BAM UK & Ireland
- Barking Havering and Redbridge University Hospitals NHS Trust
- Bellway Homes
- Berkeley Group
- BGEN
- Billington Holdings
- Boeing
- Caddick Construction
- Cambridgeshire County Council
- CGI
- CLdN Ports
- CML
- Coca-Cola Europacific Partners Great Britain
- Collins Aerospace
- Crosscountry
- Dalcour Maclaren
- Department for Education
- Digital Catapult
- Enigma Industrial Services
- ESG
- Esh Group
- FM Conway
- Genuit Group
- Grant Thornton
- H I T Training
- HF Group
- Ibstock
- Ipsium
- ISG
- John Sisk & Son

- Sureserve Compliance South
- KAEFER
- Keepmoat
- Keltbray
- Laing O'Rourke
- Last Mile
- Leonardo
- Lockheed Martin
- Mace
- McCann
- MGL Group
- NHS Supply Chain (SCCL)
- Octavius
- OCU Group
- Overbury
- Peel Ports Group
- Persimmon Homes
- Places for People
- QA
- QinetiQ
- R G Carter
- Ridge and Partners
- Ringway Jacobs
- Rolls-Royce SMR
- RSPCA
- SE Trains Ltd
- Serco
- Severfield
- Siemens Mobility
- Siemens plc
- SOCOTEC UK
- South East Water
- Swift Group
- Tara Group
- The Shepley Group
- Tilbury Douglas
- Transport for Greater Manchester
- Transport for Wales
- United Living
- VINCI Construction
- Vistry Group
- VIVO Defence Services
- VolkerWessels UK
- Womble Bond Dickinson



- Aggregate Industries
- Above Utilities
- Breedon Group
- Bromford
- Coventry Building Society
- Crest Nicholson
- Fortel Group
- Forth Ports
- Gamma Telecoms
- Greensleeves Care
- GXO Logistics
- Leidos
- M Group Services
- Marlborough Highways
- Marston Holdings
- Mitie
- Network Rail
- NHS Property Services
- Northumbria Healthcare NHS Foundation Trust
- Sodexo
- Speedy Hire
- Sunbelt Rentals UK
- Thames Water
- The Encon Group
- TUI UK & I



- Centrica
- Danny Sullivan Group
- G4S Secure Solutions
- The Co-op
- VGC Group

Source - The 5% Club Employer Audit 2024



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