

A recent Government report revealed that highly paid or highly skilled workers benefit most from adult training. While those participating in training has generally declined in recent years, it's those from disadvantaged backgrounds who tend to miss out on opportunities.

The result is a negative impact on social mobility, with increasing numbers of low-skilled workers unable to develop their employability and earning potential. With over half of sixteen-year-olds failing to demonstrate the skills needed to succeed in the future workplace, better access to workforce training is needed.

Thankfully efforts are underway to reverse this negative trend.

Many large regional employers offer apprenticeships and other training and progression routes to those from underprivileged backgrounds. At housing association Home Group, for example, all 200 apprentices are selected from tenants of Home Group or other housing associations. Local employers like KPMG and HMRC were also included in last year's Social Mobility Index, a benchmarking initiative that ranks employers who promote talent from all backgrounds.

Finalists in this year's Excellence in Employability & Diversity category will demonstrate a proactive approach to employing and developing a diverse and inclusive workforce, delivering value and impact across their organisations.