



The 5% Club FAQs

1. What is The 5% Club?

The **5% Club** members strive to achieve 5% of their workforce consisting of apprentices, sponsored students and/or graduates on formalised training schemes within five years.

2. Who are its members and who can join?

Founding members are QinetiQ, Babcock International, the UK arm of global giant EADS, Atkins, MBDA and Renishaw. We also have supporters including the CBI and the Government and we are actively recruiting and encouraging new membership from public and private companies in the UK across a number of sectors.

3. Why has the Club been launched? And why now when businesses are struggling coming out of recession?

This is an industry-led campaign, with industry setting itself a target to reach 5% of its workforce consisting of apprentices, sponsored students and/or graduates within a 5 year time frame. We are establishing this metric as an indicator to be reported the Corporate Responsibility Section of their Annual Report and Accounts or equivalent.

As part of planning for economic growth as a country, we have to make sure we have the right pipeline of talent and skills to deliver. There's lots of good work being undertaken: through the Apprenticeship Ambassadors Network and work undertaken by the Royal Academy of Engineering, for example, but this is a commitment by industry – which ultimately creates the jobs – giving them an opportunity to play a specific part on the demand side.

4. What is the commitment required by companies?

This is an industry-led campaign, with industry setting itself a target to reach 5% of its UK

workforce over the next five years to be graduates, apprentices or sponsored students, and report publicly on progress in their Annual Report or equivalent. As part of planning for economic growth as a country, we have to make sure we have the right pipeline of talent and skills to deliver.

5. How will progress be tracked?

By member companies reporting on their commitment in the Corporate Responsibility section of their Annual Report and Accounts or equivalent.

6. What does success look like for The Club?

Initially gaining support from a number of public or private companies in the UK, providing the right training platform for our young people to develop the skills and talents that are needed to improve companies operationally and efficiently and in the long term, improve economic prosperity.

7. What are the entry requirements for companies joining up?

There are no entry qualifications just a commitment to give this area focus and drive and to commit to reporting publicly on an annual basis.

8. How will this work with Government and other stakeholders in the field?

There's lots of good work going on in this field led by Government and organisations such as the CBI and work undertaken by the Royal Academy of Engineering and others. But this is about a commitment by industry, which ultimately creates jobs, giving them an opportunity to play a specific part on the demand side.