

Your Business, Their Future: Building a Legacy of Talent Through Skills Validation

SKILLS VALIDATION IMPLEMENTATION CHECKLIST

✓ **Audit what you count.** List every programme you run. If your only metric is headcount or attendance, you are measuring inputs, not outcomes.

✓ **Define your skills.** Pick the 3-5 essential skills your organisation hires for. Map them to a recognised framework (Skills Builder is referenced by DfE and gives you a universal language).

✓ **Rewrite the language.** Change "You attended our insight day" to "You demonstrated teamwork and problem-solving." Say it before, during, and after the programme.

✓ **Make it light touch.** Supply the attendee list to the platform and let it handle all verification, reporting, and credential issuance.

✓ **Start with one school.** Do not roll out everywhere, instead pick your best partner, explain the shift, and pilot. If you can remove their admin burden (Gatsby reporting, enrichment evidence), they will say yes.

✓ **Verify the badge.** Set a simple workflow: names sent → attendance confirmed → badge issued. Don't over-engineer it.

✓ **Report outcomes, not just inputs.** Add one line to your board report: "Skills outcomes evidenced." If you only report numbers engaged, you are telling a story about activity, not impact.

✓ **Connect to recruitment.** Before your next application window opens, make sure students have their evidence. Then ask them to reference it when they apply. If your hiring managers do not know the badge exists, they cannot use it.

✓ **Show the hidden roles.** Students think BA = pilots and SUEZ = bin collectors. Both have finance, data, engineering, and operations. Build a simple "Roles you have not thought of" resource.

✓ **Future-proof for policy.** Check your outreach against the DfE enrichment framework. Can schools use your programme as evidence of broader skills outcomes? If not, you are not inspection-ready.



THE TEST: Ask your last three work experience students, "What skills did you use with us?" If they cannot answer clearly, you have your business case.