A Strategic Checklist for Employers

Should You Upskill or Hire?
Assess Your Business Need

- ☐ Do you want to retain top talent?
- ☐ Do you need quick results from training?
- ☐ Is your team open to learning and development?
- ☐ Are you facing high turnover or low engagement?
- ☐ Do you need to fill an immediate skills gap?
- ☐ Is your team struggling with digital transformation?

- ☐ You need new energy/ideas?
- ☐ Are you looking to boost innovation and fresh thinking?
- ☐ Do you want to shape future leaders?
- ☐ Are you expanding or restructuring?
- ☐ Are you struggling to find culturally aligned hires?
- ☐ Are you aiming to future-proof your workforce?

If you ticked more boxes on the left...

Option 1: Upskill Existing Employees

Upskilling is a fast, cost-effective way to strengthen your business. It avoids recruitment costs, integrates new skills quickly, and boosts morale—all while improving retention and closing key skills gaps. With both apprenticeships and online courses available, it's also an accessible way to future-proof your workforce.

If you ticked more boxes on the right...

Option 2: Hire New Talent

Hiring apprentices is a smart move for your business. They bring fresh thinking, help build your future talent pipeline, and benefit from tailored training that aligns with your business. With access to government incentives and reduced NI contributions for under 25s, it's a cost-effective way to grow a skilled, diverse, and inclusive team.

If you ticked boxes from both sides...

Option 3: Hybrid Strategy - The Best of Both

- Upskill current staff to boost productivity and retention
- Hire apprentices to fill gaps and inject innovation
- Use free recruitment and training support to reduce costs
- Build a flexible, future-ready workforce

Read the full blog

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