

The Rt Hon Rachel Reeves MP
Chancellor of the Exchequer
HM Treasury
One Horse Guards Road
SW1A 2HQ

Monday 4th August 2025

Dear Chancellor of the Exchequer,

In your Spring Statement, you rightly warned that nearly one million 16–24-year-olds not in education, employment, or training represents “*an entire generation*” at risk of being written off.

We recognise and share your clear and vital focus on driving robust economic growth and ensuring more people nationwide can access secure, well-paid work. We believe the business community is uniquely positioned to partner with you to deliver your vision of economic growth, opportunity and social justice.

Fundamental to this is the principle, powerfully articulated by organisations like *The Jobs Foundation*, that dynamic businesses are the primary engine of job creation and economic opportunity. Their work demonstrates how empowering businesses, through investment, innovation, and expansion, directly translates into increased employment and prosperity. The analysis in *The Jobs Foundation's 'Two Million Jobs* report, for example, compellingly illustrates the significant potential for job creation within the UK economy – a potential that stands ready to be unlocked to provide meaningful employment for individuals and strengthen communities nationwide.

However, current policy frameworks limit businesses' ability to create opportunities to get our young people working. Employer investment in training has declined over the past decade, and while recent reforms are welcome, they fall short of what is needed.

Existing support mechanisms, while welcome, do not yet provide the universal, accessible incentive needed to stimulate investment on the scale required to close skills gaps, boost productivity, and create sufficient pathways into employment, particularly for those furthest from the labour market like the long-term unemployed and young people not currently engaged in work or education.

To make real progress on tackling the NEET crisis, we urge you to introduce a form of **Skills Tax Relief**, as cited by a range of businesses and organisations such as the Centre for Social Justice, Make UK, and the Learning and Work Institute.

A direct and accessible Skills Tax Relief would act as a fiscal incentive enabling businesses to invest in training young people. Whilst there are a number of options for implementing a Skills Tax Relief, this would help employers cover the costs of their spending on accredited training like apprenticeships, vocational courses, and boot camps, helping make training young people more affordable.

Skills Tax Relief - focused around the government's key skills priorities, would build on the existing Corporation Tax relief for training and be applied across all businesses, including SMEs:

- Stimulate wider investment in skills and workforce development.
- Boost productivity and address labour shortages.
- Support regional growth and levelling up.
- Enhance social mobility and help young people into sustainable employment.

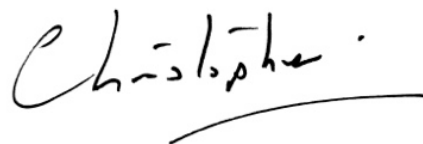
Economic modelling suggests this would be fiscally positive over time and a significant step towards reducing the number of young people out of work or training.

We would ask you to please consider introducing a robust Skills Tax Relief in your future fiscal planning. We would welcome the opportunity to discuss this vital proposal with you and treasury officials in greater detail and explore how it can be most effectively implemented to partner with businesses in building a more prosperous and inclusive UK.

Yours sincerely,



Georgiana Bristol
The Jobs Foundation



Christopher Nieper OBE
Christopher Nieper Foundation

Daniel Acutt
Tema

Angus Allan
BritSwitch Ltd

Professor Paul Baines
Leicester University

Timothy Barnes FRSA
The Centre for Entrepreneurs

Tony Booth
1319 Taxis

Simon Boyd
REIDsteel

Dr Maurizio Bragagni OBE
Tratos Group

Jonathon Brill
Eduvate

David Burnside
New Century Media

Baroness Joanne Cash

Flo Chimonyo
First Class Care Services

Michael J Cole
Anglia Holdings Ltd

Damon de Laszlo CBE DL
Harwin

Tim Doggett
Chemical Business Association

Christine Emmett
UK Afghanistan Veterans' Community

Richard Finchett
Toyota Motor Manufacturing Ltd UK

Edward Freeman
Rare Origins

Lyndsey Gallagher
Gallagher Group

Melanie Goodman
Trevisan Consulting

Barry Hearn
Matchroom Sport

Alex Adamo
The Commercialiser

Paul Andrews
Family Business United

Greig Baker
Baker Kell Cumming Ltd

Nigel Baxter
The RH Group Ltd

Thomas Borwick
College Green Group

Fiona Bradley
Sage Qualifications

Andrew Brannon
Icon Technology Systems

Beverley Brooks
The Recruitment Junction

Leanne Cahill

Julian Cazalet
Greenham Trust

Victor Chua
Mansfield Advisors

Jackie Collins
Employer Links Ltd

Stuart Deignan
Getronics

Sushil Dokwal FCCA
CDOKS' (UK) Ltd

David Evans
Collinson Group

Kiran Fothergill
Pickerings Lifts

Steve Freer
Tempus Novo

Pencka Gancheva
Apollo Management

Cheryl Hadland
Hadland Care Group

Ian Herbert
Comply 365

John Adewole
IFB Gaming

Ian Armitage
Charity Down Farm

Lord Anthony Bamford
JCB

Jacques Bingham
Harbright

Bruce Bossom
Orion Capital Managers

Jeremy Bradshaw
Argo Capital Management

Richard Briance
PMB Capital

Leah Brown
The WayFinders Group

Stefano Campana
Bell Capital Ltd

Mike Cherry
MHC Industrials Ltd

Tim Clark
Tim Clark Education

Dru Danford
Panmure Liberum

Neil Dickinson
PL Property

Richard Dutton
Elias Partnership

Stuart Fearn MBE
OneBanx

Michael Freeman

Shane Frith
Wona Digital

Charlie Gilkes
Inception Group

Ed Hall
Qualification Check

Laurel Herman
Positive Presence

Daniel Hodson
The Independence Consortium

Chris Hossack
Lexton Consulting

Christopher Ives
Windsor Partners

Brian Kingham
Reliance Group

Simon Alexander Legge
Lily B Co Ltd

Alisa Lockwood

John Lynch
All Jobs Online

Chris McShane
Learning 3D Ltd

Professor Kath Mitchell CBE
University of Derby

Nicola Newman
Dorset Chamber

Obinna Okoro
Rosand Group

Roy Perlson
Jobago

Charlie Pragnell
Pragnell

Sean Ramsden OBE
Ramsden International

Steve Rigby
Rigby Group

Peter Rufus
Helpful Hounds

Joe Sayer
Waymaker

Lucy Standing
Bravestarts

Peter Timotheou
Tims Dairy Ltd

Ashley Unitt
Light 79

Laurence Hollingworth
Molten Ventures

Iain Hunter
The Worldwide Partners

Phil Jenkins
Centrus Financial Advisors

Anton Kooll
StartUp to ScaleUp Club

Ronel Lehmann
Finito Education Ltd

Michael Lorimer
DCS Group

Emilio Malik
Tahina

Lord Jonathan Mendelsohn

Richard Morris
Bournemouth Sign Co.

William O'Brien
Corporate Development Ltd

Sir David Ord
The Bristol Port Company

Chis Piper
Barnesgate Solutions

Mark Pursey
BTP Advisers

Alison Rankin Frost
Beechlands Enterprises Ltd

Jamie Ritblat
Delancey

Akshay Ruparelia
1 Club

Bernard Sparkes
TAPinto

Christian Sweeting
Latis Design

James Tumbridge
Keystone Law

Anastasia Volkova
Purple Squirrel

David B. Horne
Add then Multiply

David Inkles
Westray Recruitment Group

Veera Johnson
Johnson Capital Advisory

Kay Kukoyi
Purposeful Group

Emily Lewis
Imagination PR

Andrew Lynas
Lynas Food Service

John McDonald
Eagles Wings Consultancy Ltd

Sam Merullo
UpsideDown.VC

Jon Moulton CBE
Better Capital

Jason Oakley
Afin

Steven Perez
Global Brands Ltd

Teresa Potocka
Sensethefuture Pictures

Rosie Radwell
Marsham Court Hotel

Darren Rickards
Marlborough Knightsbridge Management

Graham Robb
Recognition PR

Charles Russam
Working Free Ltd

Michael Spencer
IPGL

Khalid Talukda
DKK Partners

Nick Turner
Stratforma

Jim Ward
Hammond Chemicals

Claire Watkin
The Fine Bedding Company

Mark Wheatley
Delano Wheatley Consulting

John Winter
Ruxley Ventures

Mark Wayne Smith

Andy Wigmore
Wigmore Media

Patric Wong
Pow Consulting

Fergus Wells
Fluorocarbon

Mark Wilson
Headpoint Advisors

Ashleigh Wright
Westray Recruitment Group