

## **Note to accompany management reports**

Government Skills has published two substantial evaluation reports in 2026 assessing the effectiveness and delivery of select management training programmes, as part of our commitment to ensuring that our programmes are evidence-based. These two reports cover four programmes:

- **Achieving Your Potential** (programme started 2025, designed by Government Skills)
- **Senior Practitioner** (started 2024, designed by Government Skills)
- **Foundation** (started 2022, designed by an external supplier)
- **Practitioner** (started 2022, designed by an external supplier)

While evaluating all these programmes was important, it was particularly essential to evaluate long-standing legacy programmes (Foundation and Practitioner) as these had not been previously evaluated.

The reports provide a comprehensive assessment of these programmes using a variety of data collection approaches, including pre-post surveys, interviews, focus groups, and observations. The evaluation for Achieving Your Potential also incorporated a Randomised Control Trial for robust assessment.

## **Next Steps and Commitment**

In line with our commitment to an evidence-based approach for Learning & Development interventions across the Civil Service, Government Skills is reviewing the recommendations from these evaluation reports. We will implement changes on an iterative basis to ensure our training provision is effective and high-quality, namely:

- Achieving Your Potential will be updated and will launch in full in mid-2026, in line with report recommendations, including that the programme should be expanded and scaled up
- Foundation is being optimised (as recommended in the evaluation report) and is due to relaunch in late 2026
- Practitioner is being fundamentally restructured (as recommended in the evaluation report) and is due to relaunch in early 2027
- Senior Practitioner is being revised in line with the evaluation report and is due to relaunch in early 2027