



Local London Skills and Employment Overview 2022-2025

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This document should be read in conjunction with the [Technical Annex](#), which contains detailed data and indicators.

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Chapter 1 – Introduction to Local London

Local London is a sub-regional partnership of eight local authorities: Barking & Dagenham, Bexley, Enfield, Greenwich, Havering, Newham, Redbridge, and Waltham Forest that was formed in 2016. Local London also works with the London Borough of Bromley on careers, skills and employment programmes. The London Borough of Bromley joined the Local London partnership after this report was written.

The Skills and Employment Board

The Local London sub-regional partnership developed its first Skills Strategy in 2017 alongside, and to reflect priorities in the Mayor of London's Skills for Londoners Strategy.

Local London has convened a sub-regional Skills and Employment Board since 2017, and the board was refreshed with a wider membership in 2019, including Lead Member engagement from Local London's partner authorities; representation from the GLA, AoC, HOLEX, Higher Education, and employers from priority sectors including Cultural & Creative Industries and Construction. Local London also has a seat on the Mayor of London's Skills for Londoners Board.

The purpose of the Board is to advise on actions to support the delivery of the Skills Strategy through an annual workplan; ensure alignment with the London Recovery Board's *Helping Londoners into Good Work Mission*, and monitor the delivery of Local London careers, skills and employment programmes.

The 2022-25 Overview

Consideration has been given to the way in which this overview can contribute to the future of skills and employment in our sub-region as the landscape of skills planning changes with the introduction of Local Skills Reports; the Skills and Post-16 Education Act that became Law in April 2022; the statutory roll-out of Local Skills Improvement Partnerships across the country and in London, and their development of employer-led Local Skills Plans.

For these reasons, we have used the Core DfE employment and skills data indicators required for Local Skills Reports, and we have also broadly followed the structure of the London Local Skills Report 2022, published by the GLA in early 2022. This approach will enable a direct narrative and comparison between the Local London Strategy and Regional Strategies and reports that use the same data measures and indicators.

We have also taken into account regional skills and employment priorities articulated in the London Recovery Framework, with particular reference to the Good Work for All Londoners Mission, which includes the Adult Education Roadmap and the No Wrong Door Initiative.

Between March and June 2022, we consulted on skills and we have been developing this document to incorporate consultation responses. It is following this that we have produced two documents: The Overview and a [Technical Annex](#) with detailed charts and data.

The Local London Data Warehouse

We recognise that data presented in a report is only ever a snapshot in time, and that we need to be able to access data on key indicators on an on-going basis in order to measure change and progress.

Local London has developed the Local London Data Warehouse with data dashboards for skills, employment, business and economy, green economy and transport, and a dashboard for skills report indicators to provide on-going access to interactive data dashboards. The dashboards are searchable by Local London borough, and also provide comparisons at London and national level.

The [Local London Data Warehouse](#) uses publicly available data in all of the dashboards and is fully accessible via our Local London website. The detailed data that underpins this report is available in the Technical Annexe to this report and in the Data Warehouse.

Definitions and Skills Planning

It is helpful in the context of this report to provide a working definition of skills, as it is a term that is used in a number of different ways and with different meanings.

The DfE Skills report (Hoffman et al, DfE, 2022)¹ uses a common definition of skills as ‘the ability to carry out the tasks and duties of a given job’. However, the authors make the point that “skill has become an umbrella term and it is sometimes associated with occupational classification of the jobs (such as SOC – which is an imperfect measure of skills) or confused with qualifications (which are usually obtained prior to labour market entry – and are different than skills

These are important points because skills are not just the acquisition of a qualification. Skills are better described as broadly the level of information acquired resulting from the acquisition of knowledge (generally measured through qualifications), plus the level of experience in doing the job (applying the knowledge in employment), and the quality of work /level of experience (acquired through previous employment).

It is also important to understand what is being measured in ‘Skills’ data. Skills levels are generally referring to qualification levels in the population and Skills Shortages/gaps are generally referring to the inability of employers to recruit sufficient qualified and experienced people for specific job roles. Core or essential skills (sometimes referred to as soft skills) are necessary for all job roles, and the level at which core skills need to be applied depends on the level or nature of the job role.

It is not straightforward for education and training providers to provide qualifications that meet skills gaps, because gaps are often for qualified and experienced people. It is therefore not something that can necessarily be achieved through the acquisition of qualifications or through short-term solutions. Skills planning in the sub-region needs to support employers to articulate their skills needs and shortages, and a plan of how those needs can be met through a combination of training and employment pathways, including core of soft skills, needs to be developed. This will ensure that there is a pipeline of skilled people being prepared to take up key job roles in the future, including progression in employment, and on-going training towards higher skilled levels.

¹ [Hofman et al](#) (DfE,2022)

Chapter 2 – Strategic Objectives and Priorities

We have delivered impact against the objectives set out in our 2017 strategy, and the six objectives for 2022-25 reflect both the on-going needs and priorities, learning from the last five years, and our ambition for the future.

	Focus	Objective
1	Careers	Broaden routes into careers and industries for young people and adults; increasing diversity in industries and sectors; promoting access and career progression, particularly for under-represented groups, and people facing barriers to careers and career progression; promoting social mobility, aspiration and entrepreneurship.
2	Good Work	Increase the supply of good work that pays the London Living Wage as a minimum, and work with sectors to change low wage and unfair work practices, encourage and support employers to achieve accreditation to the London Living Wage and Good Work Standard, increase wages, improve employment conditions and reduce in-work poverty.
3	Employers and Sectors	Support and champion growth in all sectors, priority employment sectors and cross-cutting sectors including Green and Digital (cross-cutting sectors); Construction, Cultural and Creative Industries, Health and Care, working with employers and stakeholders to identify sector needs that support conditions for good growth, and future and emerging sector opportunities
4	Skills	Work with employment sectors, training providers and other partners to understand current and future skills needs, and support local residents to develop industry-relevant, core, and transferable skills that are relevant to current and future employer and industry needs, including re-skilling and up-skilling, particularly those with lower-level skills or those facing barriers
5	Partnership	Develop a collaborative, integrated careers, employment support and employer-involved training and skills system across the sub-region that ensures clear routes to training and support and progression into good work. Promote a system that is clear and accessible, understood and valued by residents, practitioners and employers and is responsive to changing needs over time and forward-looking
6	Policy Influence	Use policy influence to ensure that the diverse needs of our increasing and changing population and businesses are recognised by national and regional government and agencies, and that sufficient funding is secured to enable all residents to access training, and advice and support to progress into careers and good work, and to progress and up-skill in work.

Strategic Priorities

Objective	Priority
<p>1 Careers</p> <p>Broaden routes into careers and industries for young people and adults.</p>	<p>Increase employer contact for young people. Increase the number of sector skills and employment academies; Use research through Integration Hubs and Academies on diversity in sectors and understanding barriers to industries and jobs; increase technical routes and apprenticeships; work with employers to raise awareness and champion support and change. Support upskilling and re-skilling, particularly in relation to green and digital cross-cutting sectors and sectors at higher risk of job losses through de-carbonisation. Improve career progression for adults, aspiration and entrepreneurship.</p>
<p>2 Good Work</p> <p>Increase the supply of good work that pays the London Living Wage as a minimum to reduce economic inequality and in-work poverty.</p>	<p>Work with employers in key sectors to change low wage and unstable work practices and increase flexibility for employees. Promote the London Living Wage and recruit employers to the Mayor of London's Good Work Standard that provides accreditation and enables employers to demonstrate social value, as well as enabling them to recruit and retain the best skills and talent. Identify key employers in each sector and recruit them to raise awareness and lead sector practice in each local area. Use data to monitor.</p>
<p>3 Employers and Sectors</p> <p>Support and champion growth and priority employment sectors and cross-cutting sectors and create the conditions for good growth.</p>	<p>Focus on Green and Digital (cross-cutting sectors); Construction, Cultural and Creative Industries, and work with employers to develop a shared understanding of sector needs to support conditions for good growth. Work closely with SME business growth support programmes, employer representative bodies, and cutting-edge research to identify new markets and opportunities for new business growth and emerging sectors.</p>
<p>4 Skills</p> <p>Work with employment sectors, training providers and other partners to understand current and future skills needs to develop and maintain a skilled and diverse workforce.</p>	<p>Support local residents to develop industry-relevant, core and transferable skills that are relevant to current and future employer and industry needs, including re-skilling, up-skilling, ESOL and basic skills. Increase the number of sector skills and employment academies; Use research through Integration Hubs and Academies on diversity in sectors and understanding barriers to industries and jobs; increase technical routes and apprenticeships; work with employers to raise awareness and champion support and change.</p>
<p>5 Partnership</p> <p>Develop a collaborative, integrated careers employment support and employer-involved training and skills system across the sub-region.</p>	<p>Develop a collaborative, integrated skills system with clear routes to training and support that leads to progression into good work and in-work progression, that is clearly accessible, understood and valued by residents, practitioners and employers and is responsive to changing needs over time. The system will identify barriers to employment and progression for particular groups such as lone parents and mothers, and work to remove barriers and enable genuine access and participation. Recognise the value and role of community learning.</p>
<p>6 Policy Influence</p> <p>Use policy influence to ensure that the diverse needs of Local London's growing and changing population are recognised by national and regional agencies, and that sufficient funding is secured to enable all residents to access training, and advice and support to progress into careers and good work.</p>	<p>Influence policy and funding decisions by using our evidence base to highlight needs and opportunities in our sub-region. Securing increased funding for Local London's growing population and its changing needs is a key priority to ensure that all residents have equal and fair access to training, including ESOL and basic skills, digital and industry-relevant training and entrepreneurship.</p> <p>Influence future skills and employment planning at national and regional level to ensure that there is sufficient funding, places and infrastructure for training and employment support leading to good work so that the needs of all residents in our sub-region are met.</p> <p>Work pro-actively with national gov't and departments, the GLA, ERBs and industry to highlight the opportunities in Local London – both in terms of land and a young workforce so that we can make the step-change that will help Local London to achieve its economic potential, level-up with the London average, and support the economic growth of London as a region.</p>

Chapter 3 – Skills and Employment

strengths, challenges and needs

This chapter sets out some of the key characteristics of Local London’s labour market and skills, and includes a number of early considerations of the economic impact of the COVID-19 pandemic on the sub-region.

Summary of Skills & Employment Strengths

- Local London has comparative economic strengths in areas including Wholesale & Retail, Health & Care, Construction, Education and Transportation.
- Focused work is being undertaken to capitalise on potential growth sectors post-COVID-19, including the cross-cutting sectors of digital and green and sectors where there is significant potential for innovation and expansion, such as creative and cultural industries - with two new film studios opening in the sub-region.
- Emerging sectors such as green and digital have potential to broaden the local skills base, increase diversity, and enable construction for development and regeneration.
- Local London has highly rated further education and skills providers that work collaboratively to respond to funding opportunities, and develop new infrastructure and provision such as the Local London Mayoral Sector Skills Academy for Green & Digital, a partnership of eight colleges across the sub-region led by London South East Colleges, and the New City College Construction Campus at Rainham in Havering.
- An increasing share of Local London’s labour force was employed in professional and associate professional occupations in 2021 compared to 2017.
- A growing share of Local London residents have higher level qualifications, and Local London as a sub-region has a higher percentage of the population with NVQ4 equivalent qualifications than the national average.
- Two of the twelve national Institutes of Technology are located in Local London: The London City Institute of Technology in the Royal Docks and the East London Institute of Technology at Barking & Dagenham College, as well as four of the six Mayor of London Construction Academies, nine universities and the new UEL Pearl Research Centre in Barking & Dagenham.
- Local London includes London’s Enterprise Zone in the Royal Docks, and two of the country’s production corridors cross our sub-region; The M11/Stansted Innovation Corridor and the Thames Estuary Production Corridor, which will provide significant opportunities for growth, and a boost for local and regional economies.
- Local London has seen strong working age population growth over recent decades – and we have a growing young population ready to join the workforce.
- A significant proportion of Local London’s workforce work in the Central Activity Zone in central London, and the City of London and Canary Wharf financial districts, so Local London residents are a key component of London’s workforce.

- The sub-region saw significant improvements in headline labour market indicators up to 2016, with employment rates almost closing the gap between Local London and London averages in that year.

Summary of Key Skills and Employment Challenges

- The Local London area lags the rest of the capital on skills, limiting the opportunities of residents and reducing the desirability of the sub-region as a location for business.
- Whilst Local London as a sub-region has an increasing percentage of the population with NVQ4 equivalent qualifications, four of our boroughs have the lowest NVQ4 qualification levels in London and seven are below the London average.
- Young people's attainment is driving the increase in qualification levels, whilst the qualification levels of adults are lagging behind, limiting their progression and future earning potential.
- Local London faces persistent inequalities in skills and labour market outcomes, with some groups – e.g. people from ethnic groups, disabled Londoners and those with lower qualifications – facing greater challenges finding jobs and progressing in work.
- These challenges have been highlighted and, in some cases, exacerbated by the economic impacts of the pandemic, with (for example) the steepest rise in the claimant rate in the capital in several Local London boroughs.
- Although job vacancies are increasing, a significant proportion is low-quality work, with low-pay and insecure employment conditions. There is insufficient supply of good work in Local London and London, including jobs paying the London Living Wage.
- A significant proportion of Local London residents who are in work are experiencing in-work poverty, which is being exacerbated by the cost-of-living crisis in 2022. This is evidenced by the high universal credit claimant rate that has not reduced significantly since the spike in claims during the pandemic.
- Similar to London, there is also variation in education outcomes between Local London boroughs, and low take-up of apprenticeships relative to population, primarily due to low apprenticeship wage levels and a lack of Intermediate level apprenticeships available, which impacts the ability of 16 and 17-year-olds to progress into apprenticeships.
- There are continued challenges meeting employer skills requirements in London and in Local London, with increasing recruitment difficulties and risks to labour supply in relation to COVID-19 and EU exit.
- Many of our residents work in the central activity zone, so working collaboratively across London is crucial to understanding employer skills requirements across the region. The introduction of Local Skills Improvement Plans in 2022/23 will help to identify employer needs more clearly and target 16+ and 19+ training to meet skills requirements.
- The population in London is increasing and projected to increase significantly, with much of the growth in Local London boroughs. The sub-region also has significant population churn in some boroughs, so there are challenges in meeting the needs of incoming populations who generally have significant language and skills requirements and need targeted support to enter the labour market and sustain employment.

Local London commissioned a [report by Localis](#) in October 2021, which sets out the role of east and north east London in local, regional and national growth as part of the government's levelling up agenda.

The report makes an important point, that realising the benefits of levelling up requires a well-funded skills strategy aligned with the widervision for London, but still responsive to the challenges faced by Local London residents.

Summary of Skills and Employment Needs

- At regional level, London employers have significant requirements for higher-level skills to maintain the capital's position as a high-skilled economy and labour market.
- At sub-regional level, there are higher levels of people with elementary level skills than the London average, working in elementary occupations that are typically low-paid and insecure, leading to in-work poverty and hardship. We need to work with employers to increase the supply of good work paying at least the London Living Wage and adopting the Mayor's Good Work Standard.
- There is also a need to increase 16-24+ education and training places for the growing Local London population, to ensure fairness and equity of access across London, and to ensure that people in Local London do not face barriers to employment because they are unable to access English language, literacy and numeracy provision that will enable them to obtain work.
- London and Local London has changing skills requirements due to technological change, including automation, and economic changes related to COVID-19.
- Given the need to meet net-zero commitments, there is an urgent need to increase education provision in areas that are relevant for green and digital jobs, as well as a need to retrain and upskill those in work.
- There are significant numbers of jobs in carbon-heavy sectors in Local London that are at risk, so there is an urgent need to work with employers and employees to re-train the existing workforce to remain employable and for small and medium businesses to be viable and remain competitive.
- There is also a need to support Londoners, including those from disadvantaged groups, to access jobs and apprenticeships in priority sectors to address employment gaps and support growth.
- There is a need for better integration between employers, employment support providers and other support agencies, and increased awareness of pathways into growth sectors and higher paid roles where those from disadvantaged groups are under-represented.

Key Skills & Employment Strengths, Opportunities, Progress and Achievements

Growth Sectors and Opportunities

Local London includes London's Enterprise Zone in the Royal Docks in Newham. The Royal Docks is London's only Enterprise Zone — one of only 48 in the country. Enterprise Zones are part of the government's industrial strategy and are designated areas that provide tax breaks and other business incentives. They are engines of the UK's economy, aiming to attract substantial foreign investment into the country.

Case Study: The Royal Docks Enterprise Zone and Institutes of Technology

The Royal Docks Enterprise Zone is overseen by the London Economic Action Partnership (LEAP). It covers 125 hectares and includes strategically important land owned by the Mayor of London. When fully operational, 35,000 jobs and 4,000 homes are forecast within the zone, and 60,000 jobs and 25,500 homes in the wider area.

The area has already enjoyed substantial public and private sector investment since it was established as an Enterprise Zone in 2013, which is likely to reach more than £8bn by 2037/38, including £600m of TfL investment in the DLR network.

The London City Institute of Technology which opened in 2022 is located in the zone. The IoT is a collaboration between Queen Mary University of London, Newham College and a wide range of employers. It will specialise in delivering higher technical education and apprenticeships with a focus on STEM subjects, such as engineering, digital and construction. With £28m in funding from the Department for Education and the Greater London Authority, the Institute will play a vital role in delivering the technical skills that employers need to survive, and to create secure, high-quality roles.

It is one of two Institutes of Technology in Local London. The East London Institute of Technology is a collaboration between Barking & Dagenham College and Coventry University, London, with a focus on construction, engineering and creative technologies.

Two of the country's economic corridors cross Local London. The Thames Estuary and the M11/Stansted Innovation Corridor. Both of these, together with the Royal Docks Enterprise Zone offer significant innovation, investment and employment opportunities for Local London's growth.

Local London already has strengths in Wholesale and Retail and Construction, both of which have high GVA and in Professional, Technical and Scientific sectors. With a growing young workforce and high-level training linked to technical jobs, we are well placed to support the emerging opportunities from the two economic corridors and the London Enterprise Zone.

Case Study: Thames Estuary Hydrogen Route Map

The Thames Estuary is the most exciting growth region in the UK with the potential to generate £190 billion for the UK economy by 2050. The Thames Estuary Growth Board is a strategic investment partner to Government, and Local London has board membership.

The Thames Estuary has the capability to turbo-charge the Government's ambition to become a global player in hydrogen energy and its net zero goal.

A hydrogen ecosystem in the Estuary would have far reaching, positive implications for the region and the UK. The Estuary would set the UK on its path to zero carbon by 2050 reducing carbon emissions by up to 5.9 million tons per year.

Across the region itself, it would unlock incredible benefits for people and local economies supporting its levelling up through 9,000 new jobs and generating £3.8 billion by 2050. The transition away from fossil fuels will help address issues of poor air quality and improve health and wellbeing. It would also set a course for the Estuary to become a global leader in research and development trialling cutting-edge technologies and innovation. The vision is articulated in the Thames Estuary [Hydrogen Route Map](#).

Occupations

Local London's employment by occupation is somewhat polarised, with the largest group of people employed in Professional Occupations, and the second largest group employed in Elementary Occupations. The growing numbers employed in Professional, Associate Professional and Technical, and Managers, Directors and Senior Officials occupational categories are clearly a strength, but the high numbers employed in Elementary Occupations are a concern, as they are primarily low-skilled, low-wage jobs.

People who are resident in Local London work not only in the sub-region but provide a significant proportion of the workforce in the Central Activity Zone in Central London, and also work in the financial districts in the City of London and Canary Wharf. As the large capital projects in the Thames Estuary production corridor come to fruition in the next decade, they will need to draw on a workforce from across east and south-east London, Essex and Kent.

A proportion of the Local London workforce will be drawn to these new jobs in the Estuary in a similar way to the draw of the Ford Dagenham plant in its heyday, when it employed over 80,000 people. Some of the Estuary projects are projected to employ thousands of people on each project, including the Thames Estuary Freeport and a proposed Hydrogen plant.

These projects not only have direct employment opportunities, but indirect opportunities via the supply chain. If the employment opportunities are harnessed and planned for, they will make a significant contribution to economic growth, not only in the immediate area that the projects are located in, but in the additional expenditure in the local economies where workers live.

Using economic modelling to identify and target economic growth opportunities

An example of how Local London uses economic modelling to identify and target economic opportunity is the EMSI/Lightcast economic modelling tool. The data shows that the creation of 500 jobs in construction of residential and non-residential buildings in Local London would generate an additional £31.6M initial, £10.8M direct, £5.8M indirect, and £2.6M induced in the sub-regional economy. It would also create an additional 998 jobs in the supply chain and local economy, with 702 of those jobs created in the wider construction industry.

This highlights the importance of strategic planning of employment in relation to new job opportunities and emerging sectors.

Green Local London

For these reasons, Local London has been developing a Green Jobs and Skills Partnership. We wanted to understand the opportunities presented by this emerging cross-cutting sector; to understand the opportunities presented by the move towards net zero, and also the consequences for high-carbon sectors and businesses across our sub-region. We wanted to develop a partnership of local authorities, employers, training providers, and other stakeholders to better understand and plan for change.

In June 2021, our Local London Leaders agreed to form Green Local London - an initiative to focus our efforts on green jobs and skills, with the potential to extend to other aspects of the green economy.

We started by jointly commissioning research with the other three sub-regional partnerships from WPI Economics and the Institute of Employment Studies (IES). The research provided a pan-London summary report and a sub-regional report for Local London, which was published in November 2021.

We launched the report to local authorities and education and training providers in February 2022, when we also launched the Local London Green Jobs and Skills Partnership – a call to action to employers and education and training providers to work with our sub-regional partnership. Local London and its partners are continuing to disseminate the findings of the research and broker conversations with employers.

Green jobs today in Local London

Research commissioned by Local London from WPI Economics and the Institute of Employment Studies (IES) found that overall, Local London had just over 1 in 10 of the capital's green jobs in 2020. This represents 4.6% of Local London's total jobs.

- Power represents nearly half (46%) of all green jobs and 2.1% of Local London's jobs. Nearly 1 in 5 (18%) of London's power jobs are in Local London.
- Homes and buildings accounts for a third (33%) of all green jobs and 1.5% of all jobs in our sub-region. Nearly 1 in 5 of all homes and buildings jobs (19%) are in Local London.
- A quarter (25%) of all London's jobs in reduce reuse, recycle are in Local London. This sector accounts for just under 0.5% of jobs in Local London and just over 10% of its green jobs.

In total, research in the [Green Jobs and Skills Report](#) estimates that the 11 green economy sectors account for almost £5 billion in Local London, with power accounting for just over half of this total.

Green Skills today in Local London

- Workers in green jobs in Local London are predominantly in higher level managerial, professional and associate professional occupations.
- 62% are in these three occupational groups, which compares with 53% of green workers across the country as a whole.
- There is variation by sector, with jobs in power and green finance/consultancy sectors being predominantly professional and associate professional, while the largest group in sectors related to homes, buildings and infrastructure and reduce, reuse recycle is skilled craft workers eg electricians, plumbers etc.

Projections of green jobs in Local London

- The total number of jobs in the central scenario is projected to rise from 32,000 to 110,000 in 2050, representing a 3-fold increase. Within this scenario, three sectors account for almost 8 in 10 of Local London's total number of green jobs by 2050.
- Power (41,800) representing 38% of total green jobs.
- Homes and Buildings (27,400) representing 24.9% of total green jobs.
- Low Carbon Transport (16,100) representing 14.6% of total green jobs.

Overall, there will be a small positive impact of a change to net zero policies on Local London, increasing net employment by around 6,700 jobs in 2030 and around 3,900 jobs in 2050.

Opportunities from net zero

Under the central scenario from the WPI economics/IES research, the fastest growth rate is projected for skilled craft workers (113% increase to 2030), and this occupation group is also expected to experience the largest increase in the number of workers (8,300 increase). Under the high growth scenario, skilled craft workers will increase by nearly 20,000, or 263%.

In addition to the growth in numbers, there will be a need to replace workers who retire or leave the labour market. It is estimate that this replacement demand represents one third of the current employment level, with only minor variation across the occupational groups.

Re-skilling sectors exposed to decarbonisation

A significant proportion of skilled craft workers are employed in the construction industry, and this industry typically also has an older workforce.

However, the research also identified that 84,000 of Local London's 586,000 jobs were in sectors exposed to decarbonisation in 2019. This represents 12% of employment, which is a higher proportion than the London-wide average of 7% employment in these sectors. 58% of these jobs are in the construction sector, and a third of the jobs are in land transport.

There will therefore be a need to re-skill/up-skill people who are in sectors exposed to decarbonisation, such as in construction. Re-skilling the existing workforce provides an opportunity for businesses to be more competitive in the future and for the workforce to have up to date skills that help them to remain in employment.

The Local London Green Jobs and Skills Partnership

- The research findings indicated that there was a need for action to pull partners together – both to maximise the opportunity for employment growth, but also to plan for the future employment of the construction workforce which is at risk of significant job losses/skills deficit as it is a higher-carbon industry.
- In June 2021 Local London Leaders and Chief Executives agreed to form the Green Local London partnership, and Cllr Rokhsana Fiaz, Mayor of Newham, and London Councils Executive Member for Skills and Employment is our Lead for Green Local London
- The partnership centres on one aspect of the green economy: green jobs and skills, as it is a cross-cutting priority for all employment sectors. The partnership also has a focus on short-term, medium-term and longer-term goals, as the immediate need for training and re-skilling is in the construction industry. In the medium-term over the next two-three years, the focus will be on increasing jobs in the green power sector and low-carbon transport sectors, and a focus for growing Local London's share of green finance in the longer-term.

A call to Action

The Local London Green Jobs and Skills Partnership issued a call to action to employers, and further and higher education providers to work together with us and our partner local authorities on a green jobs and skills plan for the sub-region.

Our call to action highlighted that:

- Employers need more certainty of demand from local authorities and businesses in order to invest in skills training and development for their employees and invest in new green jobs.
- Education and training providers need more certainty of employer demand and timescales in order to provide increased investment in green skills development. Qualifications are lagging behind the sectors, and providers will need to invest significantly in capital, staff training, and recruitment, and in the development of qualifications and apprenticeships
- We also risk a situation where employers will not have upskilled their workforces sufficiently, and the skills of existing workers become obsolete, risking unemployment. If that happens, contracts will go to businesses outside Local London and our economy will suffer as a result

Local London has been working with partners to broker the right conversations, and build relationships between local authorities, employers and education and training providers to build a Green Jobs and Skills Plan for Local London.

Case Study: Local London Green and Digital Mayor's Skills Academy

Newham College initiated collaboration between FE and Sixth Form Colleges across the sub-region to submit a partnership bid for a Green and Digital Sector Academy to the GLA. The bid was led by London South East Colleges, and following a successful outcome the Local London Green & Digital Sector Skills Academy is being established.

The partnership has also led to a similar collaborative bid to the DfE Strategic Development Fund.

London South East Colleges is leading on the establishment of a Local London Green & Tech Jobs and Skills Partnership Advisory Board of employers, local authorities, colleges and universities, which will develop a sub-regional green and technical jobs and skills action plan, which will in turn inform the sub-regional Local Skills Improvement Plan.

Young People

Local London has seen strong working age population growth over recent decades – and we have a growing young population ready to join the workforce.

The number of 16 to 18 and 19 to 24-year-olds in Local London is projected to increase by 2030. There will be a need for additional 16-18 and 19+ training places to ensure that there are sufficient places available. The growth in the young population also provides an opportunity to prepare them for careers in growth industries and sectors to ensure a skilled workforce is available to support sector growth.

Sustained destinations after Key Stage 4 across Local London are high at 94.56% and only marginally lower than the London average of 94.60% in 2020. This shows that the vast majority of young people in Local London progress into education or training destinations at age 16.

At age 18, 2020 data shows that across Local London over 73% of 18-year-olds that progressed from 16-18 education continued in education at age 18. 6.5% progressed to Apprenticeships, which is much higher than the London average of 5.09%. The percentage of young people in work at age 18 was similar to the London average of just over 20%.

The 2021 Government White Paper 'Skills for jobs: lifelong learning for opportunity and growth', which became the Post-16 Skills and Education Act in April 2022, signalled the roll-out of Careers Hubs across the country.

The White Paper recognized the importance of high-quality careers education and exposure to employers in preparing young people to make considered study and career choices. It also recognized the importance of supporting careers leaders in schools and colleges to deliver high-quality careers programmes and make links with employers.

Careers Hubs support schools and colleges to deliver world-class careers education in their area. They connect senior business volunteers with secondary schools and colleges, including special schools and alternative provision. The education providers benefit from 1:1 support, including advice on how to make connections with employers and develop a careers programme that will deliver the national Gatsby Benchmarks and provide more high-quality training for School and College Careers Leaders.

Careers Hubs

Local London has been running the Enterprise Adviser Network in the eight Local London boroughs and Bromley since 2019, and the EAN became a Careers Hub in October 2021. The Hub is part of a national network-led and part-funded by the DfE's careers arm, the Careers and Enterprise Company (CEC), and in London the four sub-regional Hubs are led and part-funded by the Mayor of London.

Case Study: Local London Careers Hub-East

Local London has been managing and delivering the Enterprise Adviser Network across our eight boroughs and Bromley since 2019. In 2021, we were successful in our bid to the GLA to run the Careers Hub in Local London and Bromley.

We currently have 190 out of 209 schools and colleges in our network, and we have over 180 employers volunteering as Enterprise Advisers in our schools. In 2021 special schools were admitted into careers hubs. The Local London Careers Hub is implementing a careers programme for young people with special educational needs and disabilities (SEND) in both our mainstream schools and colleges as well as in alternative provision and special schools.

Local London School and College performance against the eight Gatsby career benchmarks is improving year on year, and as well as our CPD programme for school and college careers leaders we were able to sign up over 30 careers leaders for fully funded Level 6 professional careers qualifications funded this year.

We also launched our [Careers Hub website](#), to enable careers leader to book careers activities for their school or college, and re-vamped our START careers websites for young people that provide careers resources to help them to make informed choices at age 16 and 18 and develop and articulate their soft skills.

16-18 Education and Training

Local London has a broad 16-18 education and training offer, enabling a wide choice of options for young people completing KS4.

There has been an increase in the number of school sixth forms in the past five years, and we have a large concentration of sixth form colleges, a wide FE offer and specialist training and apprenticeship provision. Young people also travel outside of Local London, often to adjacent boroughs on easy travel to study routes, and good public transport enables young people to access specialist provision in other areas of London.

The growth in school sixth forms has increased A-level places in Local London, but there is still a need to increase the number of Level 3 technical and occupational courses and Advanced Apprenticeships to ensure that there are clear routes for young people who do not follow are or not best placed to study A-levels.

FE providers have started to deliver T-levels and are working collaboratively as a group of FE colleges and sixth form colleges to develop routes into new and emerging sectors and cross-cutting sectors such as green, digital and technical. Institutes of Technology are also developing routes to higher level study and jobs. Providers are increasingly taking a sector-specific approach to working with employers through Mayor's Construction Academies, Mayor's Sector Skills Academies, and through the DfE Strategic Development Fund which is a partnership between thirteen FE and sixth form colleges across Local London.

Local London has developed a series of START web careers platforms to enable young people to access local information about the labour market, post-16 and post-18 providers, searchable course information, and a wide range of careers information and resources. Sector specific

There are eight platforms – one for each of our Local London boroughs:

www.careershub-east.london/page/barking-dagenham

www.careershub-east.london/page/bexley

www.careershub-east.london/page/enfield

www.careershub-east.london/page/greenwich

www.careershub-east.london/page/havering

www.careershub-east.london/page/newham

www.careershub-east.london/page/redbridge

www.careershub-east.london/page/waltham-forest

The sites are continually updated and developed, and we are building more employer content on the sites as well as a SEND microsite for our Careers Hub schools and colleges to use with SEND students.

Integrated Adult and Community Education

Adult & Community Education (ACE) is a significant strength in Local London. ACE Services have been collaborating as the Local London ACE Heads Strategy Group (formerly ACL group) since 2017.

They share good practice, share CPD, and have developed a shared ESOL platform across the sub-region that is leading to increased collaborative working between services in different boroughs, sharing and maximising resources, and developing practice that enables a consistent approach for adults accessing learning.

ACE provision is funded via the AEB funding stream and is primarily delivered via local authority ACE services. It is a vital component of adult education, as it involves significant outreach work in the community and it is delivered in community settings, including schools, where family learning is delivered.

Its community role is vital in reaching people who are furthest from the labour market, often engaging them in courses in a wide variety of disciplines that can lead them to further courses, or to self-employment. ACE courses are also widely acknowledged to have significant social and health benefits to participants. A significant proportion of ACE provision is ESOL which is essential for employability. ACE providers responded quickly during the pandemic, developing more on-line provision, but are still seeing fewer learners returning to the classroom than pre-pandemic.

Case Study: Waltham Forest Family Learning

"I never miss a class because I enjoy learning so much...[I have learnt] to read lots of different materials and write short sentences, to complete a simple form, to type and send an email. To ask for help with a task if I get stuck and not to worry about...I feel more confident and believe in myself. I am now able study on my own at home. On the computer website I sound out and read words and sentences before listening to the answer. I'm able to help my son sound out words and read, using his iPad. It will help him get ready for primary school." Chantel, pre-entry English course.

Case Study: Waltham Forest Adult Learning Art, English and Maths

Bjar is a Kurdish refugee who has been in the UK for 6 years.

He is a very accomplished and enthusiastic artist. He draws and paints and has recently shared his knowledge and skills, taking workshops as a volunteer. His confidence and sense of achievement has soared, and he now enjoys public speaking at talks for young people who are new to the UK, sharing his knowledge and supporting them to make their own artwork. He is applying for an access course and is awaiting his entrance exam results.

Courses attended: Experience Printmaking, Start Oils, Drawing Techniques, Portrait Drawing, Online Contemporary Art, English, Maths.

Case Study: Waltham Forest Adult Learning Service (ALS) Business, accounting, finance and enterprise

“The support and resources were brilliant! I tried studying AAT elsewhere and it left me feeling overwhelmed and unsupported. The ALS really helps and supports you to achieve your qualification. [I am] absolutely chuffed to pieces to have achieved distinctions on all required assessments resulting in an overall distinction. A week later, I was over the moon to have been offered an amazing position as a general manager in an accounts department!” Melanie, AAT Accounting learner.

Further education

Adult Education is funded via the AEB funding stream and is delivered in further education colleges and ACE services. The majority of Further Education is delivered in FE and sixth form colleges, with the latter focused on delivering 16-18 education and FE colleges delivering a mix of 16-18 and adult education from entry level to Level 4 and above. As a funding stream, AEB is strongly focused on progression between levels and the aim is to upskill adults aged 19+ and help them to progress into work or in work.

Our FE colleges have developed strong routes into industries and sectors, and Newham College is an excellent example of a college that has become part of the National Skills Academy for Rail’s National Training Partnership. The college works closely with the industry and is able to fast-track trainees for a range of technical roles in the industry in months rather than years of study.

Case Study: Newham College, Career transition into track engineering

After forty years in the travel industry, Shirley was determined that redundancy was not going to end her career. At 59 years she became the eldest student in her class to complete the four months of study for an NVQ qualification in track engineering. She calls the experience “the best years of my life”. Newham College’s tutors helped her overcome a fear of taking tests, coaching and mentoring every step and encouraging her to succeed in an unconventional challenge so late in life.

Shirley began working straight after leaving school. “After redundancy I was willing to take a chance” and Newham College was her first experience of student life. She did not consider being the only female on her course a disadvantage and describes her younger, male colleagues as ‘amazing and inspiring’. She regularly hears passengers on Network Rail comment on “how unusual it is to see a female engineer on the tracks!”

The careers progression pathway at Newham College included a visit by Network Rail. They were looking to build a team and Shirley was fast-tracked into the system. She is now working for the Network Vegetation Team, part of Transport for London. She is ready to take on further education if it will help her new career. ‘Ongoing testing is required for operating on the railways’ she says and, after her experience at Newham College, she relishes these challenges.

Her current work in Network Vegetation is testament to how different a path Shirley has taken. The training and experiences at Newham are reasons why, as a woman approaching sixty, she is now equipped to take on other, similar challenges.

There are multiple examples of these industry partnerships across our colleges. Barts Health NHS Trust has opened a new training facility for healthcare and life sciences in partnership with Newham College in East London.

The facility – known as the [Barts Health Futures hub](#) – is operating out of the Stratford campus of Newham College. By bringing together healthcare professionals, patients, innovators, industrialists and researchers, the hub aims to increase employment opportunities for young local people in healthcare and life sciences roles.

Barts Health was awarded funding from the Skills for Londoners Capital Fund from The Greater London Authority to run the learning hub, which offers careers advice, pre-employment training and access to apprenticeships in a range of healthcare and life sciences careers.

Higher Education

With over 40 universities in London, young people and adults have access to a wide range of higher education opportunities. In Local London, there are nine universities either located in or with campuses in our sub-region, and several more due to open campuses in the next few years.

FE colleges also offer higher education, often in specialist routes such as counselling psychology or health.

A growing share of Local London residents have higher level qualifications, and Local London has a higher percentage of the population with NVQ4 equivalent qualifications than the national averages, but lower than the London averages. There is also a disparity in the proportion of the population with NVQ4 or equivalent qualifications across our boroughs.

The increasing employer requirements for higher technical skills will increase demand for undergraduate and postgraduate technical degree provision, and this will be a particular focus for our two Institutes of Technology. There is also an opportunity for FE and HE providers to work together to increase non-traditional routes into higher level pathways.

Case Study: New Beginnings at University of East London

UEL has been offering the New Beginnings course for over 25 years. It's a unique course that offers access to a number of degree programmes for mature learners and those without formal qualifications. It is a short course that helps learners to develop the skills and confidence necessary for them to study for a degree. Many participants have not studied since school, and would struggle with academic study without the support and preparation that New Beginnings provides.

The course is designed to accommodate busy schedules and is taught online and at the University's modern campuses. Learners receive lots of support including, academic writing, IT and library support as well as access to UEL's facilities. Learners with disabilities or care needs are offered additional support.

On successfully passing the New Beginnings course learners are able to progress onto selected degrees at UEL. Thousands of learners have progressed into degree study from New Beginnings, and a high proportion complete their studies and achieve degrees.

Employment

The sub-region saw significant improvements in headline labour market indicators up to 2016 with employment rates almost closing the gap between Local London and London averages in that year.

The pandemic had a significant impact on employment, but there has been a marked improvement in the employment rate and the availability of work in 2022.

Programmes to increase labour market engagement and boost economic activity have the potential to alleviate income inequality and boost the overall contribution to the national economy.

Our partner local authorities work closely with local employers both through maximising Section 106 opportunities and social value opportunities and better understanding opportunities at regional level through Anchor Institutions.

Case Studies: Local London Employment Support

Work and Health Programme

Local London has been managing the DWP and ESF funded Work and Health Programme across our eight boroughs and Bromley since 2018. It is a voluntary programme delivered by our sub-contractor, Maximus UK, and 85% of people on the programme have long-term health conditions or disabilities that present a barrier to sustained employment. We have supported 5,000 people into work from the programme which is voluntary, and provides up to 21 months support. It has just been funded for a further two years by DWP.

JETS

The DWP introduced the voluntary JETS scheme in late 2021 due to the sharp rise in unemployment due to the pandemic. It provides employment support to people who are 13 weeks to 6 months unemployed and claiming Universal Credit.

Local London manage the scheme, and we used what we had learnt from the Work and Health Programme and added additional support for participants on mental health resilience and debt and financial advice, which Maximus made a core part of the scheme. The final participants will complete the scheme in March 2023, and over 18,600 people have taken part in the scheme to date, and over 7,500 people who have completed JETS have started new jobs.

Local London Works

Our local authority job brokerage services operate in high street locations and know their local areas and local employment markets really well. They work closely with their local authority adult education services and local colleges and training providers to refer people to gain qualifications to help them progress into work and in work, and they have seen demand for their services increase significantly during the pandemic, with some seeing a 50% increase in demand.

Local London secured £2M funding for a Local London Works programme to be delivered by our employment brokerages to support more people to access training and to move towards work, with a particular focus on those furthest from the labour market and people who are economically inactive.

Case Study: Local London Employment Support

Integration Hub

Maximus UK, who deliver our Work and Health Programme and JETS, are already co-locating with Job Centre Plus across Local London boroughs and Bromley. Our local authority employment brokerages are also co-locating with Job Centre Plus, so we have the foundations for a more integrated employment support service across Local London.

Through funding from the Mayor of London and the Community Renewal Fund, Local London has launched an Integration Hub, as part of the Mayor's No Wrong Door initiative to help Londoners to access pathways to work more easily, to integrate support across providers, and to raise awareness in communities of the support available.

Work Connections

We have also launched our Work Connections portal to ensure that there is one place that people and advisers can find information about what support is available and who to contact. The Local London [Work Connections](#) website brings together adult education, employment support, careers, labour market information, and live job information into one place.

Skills and Employment Challenges and Needs

Supporting people into employment so that they benefit from growth that is genuinely inclusive is one of the core aims of Local London.

Through partnership working over the last five years, we have developed a detailed understanding of what works for different groups of people in our sub-region and the challenges and barriers facing our residents.

The Labour Market

The labour market in London and Local London is far more volatile than before the pandemic. Recent increases in job availability is unlikely to continue due to the impact of the cost of living crisis on businesses.

If there are significant job losses in both businesses and their supply chain, the impact will be felt across our local economies, with people having less money to spend in their local high streets, leisure and food outlets.

The pandemic gave us an insight into the impact on employment of business closures and redundancies. The pandemic's impact marginalised many vulnerable residents causing further strain on already struggling public services, and worsened long-standing issues such as unemployment, low wages, low skills levels and in-work poverty.

The proportion of Local London workers furloughed during the pandemic, and those who lost their jobs entirely was higher in Local London than the national - and in some cases the London - average.

This was partly due to the number of people working in Local London and the Central Activity Zone in general retail and hospitality roles which ended during the first lockdown.

This gives us an insight into the potential impact and volatility in the employment market that we could see over the next year and longer. The challenge will be to develop employment support provision that can respond flexibly to an unstable labour market.

Employers

There are many challenges facing employers that are all linked to rising costs and difficulties in finding employees with the right skills: High inflation rates and the cost-of-living crisis; Covid-19 burnout and the subsequent rise in resignations; changing skills needs; and changing ways in which we work all pose difficulties for employers.

Hiring people with the right skills has never been more important. Without staff with the right skills, we could see many more businesses struggling to survive. Many employers are finding that education leavers do not have the core/soft skills they need.

Challenges such as the growing need to digitise and reach net zero are likely to require technologies that aren't currently readily available, preventing employers from effectively planning their future skills needs.

Skills Gaps and retaining the workforce

According to the [CBI, in 2021](#) surveyed businesses rated soft skills and behaviours as the most important factor in hiring school and college leavers. However, 31% were not confident they were able to access leavers with these skills. This will only have become worse since 2019, as lost learning during the national lockdown greatly impacted young people's social and interpersonal skills.

Recent surveys reported in the national press, indicate that there has been a significant rise in the number of workers who want to or are actively looking for a new job or have left the workforce, and employers currently face the challenge of retaining their skilled workers.

Supporting micro and SME businesses across Local London is crucial – there are not many large businesses in terms of employee numbers – so supporting them to recruit locally and/or to upskill their staff is key to both retaining workers and ensuring that their skills meet the future needs of businesses.

Whilst some employers in Local London have reported skills gaps, in areas such as care workers qualified to Level 3, colleges and training providers and employment support providers are aware of clusters of vacancies and are working with employers to prepare people to fill vacancies and to access fast-track training to fill vacancies quickly.

Employment Support

In an increasingly competitive labour market, it is challenging for people who have been unemployed to be seen as the 'best' candidates by employers. Employment support providers such as Maximus, who deliver the Local London Work and Health Programme, work closely with employers to understand their recruitment needs. They will provide the required number of job-ready candidates for employers, so that the employer does not need to go through a recruitment advertising process. Maximus will also fund training for employment 'tickets' that help candidates to be genuinely job ready, such as CSCS cards that construction workers have to have in order to work on sites, Security Industry certification, Food and Hygiene certification etc, so that candidates can present themselves to employers as ready to work immediately. In this way, employers are supported to fill vacancies more quickly.

Good Work

Supporting people into work is however not going to help them to become more economically stable and resilient if a significant proportion of the work available is low-waged, inflexible and offers poor or unstable employment conditions.

Local London has been working closely with the Mayor of London's Good Work for All Londoners Economic Recovery Mission.

One of Local London's main aims is to increase the quality and supply of 'Good Work' for our residents. Good Work is defined as paying a minimum of the London Living Wage and offering fair employment conditions.

We want to encourage more businesses to pay the minimum of the London Living Wage, and to sign up to the Mayor's Good Work standard to become an accredited employer. The businesses already signed up to the Standard cover a wide range of sectors including retail, construction, transport, local government, design, media, charities, law, finance, football and social care.

Inequalities

Economic inequality is another key focus for Local London. The wage gap between the top and bottom earners is pronounced in Local London, with the bottom 25% of Enfield residents earning on average £545 less a week than the top 25% of earners.

Residents in the highest earning borough in London – Kensington and Chelsea- earn a third more than residents in Barking and Dagenham (£976 per week compared to £643 per week in 2021).

There is growth in higher-paid jobs and sectors in Local London, but those in lower paid jobs and sectors where there are significant numbers of jobs in our sub-region are earning well below the London Living Wage. The lowest wages are in the food and beverage service activities sector, which has over 39,000 jobs in Local London, paying an average of £17,366 pa. compared to the London Living Wage equivalent of £22-£23K pa.

Average wages for full-time workers increased in 2021 across seven of our eight boroughs, however three of the five boroughs in London with the lowest gross weekly wages for full time workers were in Local London.

Data on Household Income, which is a key UKSPF measure, shows that four Local London boroughs had the lowest gross household income in London in 2019, and Kensington and Chelsea had gross domestic household income (GDHI) that was nearly five times higher than the borough with the lowest GDHI in London, Barking and Dagenham.

The pandemic highlighted and exacerbated inequalities in the London and Local London labour market. People in elementary or low-skilled roles were more likely to lose their jobs or be in unstable and low paid employment. People from Black and ethnic minorities, women, young people and older people had disproportionately higher rates of unemployment during the pandemic.

Data on Green Jobs has also shown that the current workforce in this cross-cutting growth sector lacks diversity and most jobs require higher skills levels and experience.

There is both a challenge and an opportunity to raise aspirations of local people, develop a more diverse workforce and support their progression into more stable and better paid jobs; to work with employers to promote diversity in recruitment; and to develop pathways for under-represented groups into new careers through initiatives such as Sector Skills Academies and the Integration Hub.

Pathways need to be developed from entry level jobs to enable in-work progression for people that want to progress, and genuinely accessible pathways to progression including adult education need to be developed with employers and sectors to create and retain a skilled workforce and provide opportunity for local people.

Core and Essential Skills

People with good transferable skills are more employable and these skills are in demand from employers. A key challenge over the next 3 years is to provide equal access for individuals of all ages to opportunities to develop their transferable 'essential' skills (Listening, Speaking, Teamwork, Leadership, Aiming High, Staying Positive, Problem Solving and Creativity).

Data from the [Skillsbuilder](#) essential skills [tracker report](#) reveal that the self-management skills of Aiming High and Staying Positive, as well as Listening and Teamwork are weaker in individuals in London when compared to the national average, suggesting that individuals in London have had fewer opportunities to develop these skills: the skill score increases amongst individuals who had greater opportunities at school or in employment, but who are otherwise similar (skill score is on average 1 and 1.5 steps higher for individuals who had multiple specific opportunities to build essential skills in education and employment respectively, compared to those who had none).

A key challenge for Local London education and training providers and employment support providers is how to increase and integrate these skills into current provision.

Funded Adult Education Places

We need to ensure funding is available for those wanting to learn. Local London's population is increasing, and adult education places are funded retrospectively on the number of places taken up in the previous year.

Adults face a range of barriers into education, including time, cost and culture around being too old to learn, and we need to work on removing those barriers.

The pandemic has meant that fewer learners have returned to the classroom, so the number of funded places for adults is likely to be reduced. There is a need for a more responsive funding system that takes account of fluctuations in recruitment due to external factors and recognizes that providers face on-going costs for premises and staff that need to be maintained, otherwise the infrastructure starts to decline. The funding system also needs to be linked to population and skills levels, as population projections for many of our Local London boroughs show increases to 2030, and inward migration creates on-going and increasing needs for ESOL provision and basic skills.

Qualification Levels

Qualification levels have improved over the last five years but are still below the London average. The majority of improvement is in young people's achievement, with adult qualification levels lagging behind.

Data on the achievement of Level 2 and Level 3 by age 19 shows that several London boroughs have the lowest percentages in London against these measures.

Four of our boroughs have the lowest NVQ4+ levels in London (Barking & Dagenham, Havering, Bexley and Enfield), and seven are below the London average.

Three of our boroughs have the lowest NVQ3+ levels in London and 7 are below the London average.

Two of our boroughs have the lowest NVQ2+ levels in London and 7 are below the London average.

Barking and Dagenham also has the highest % in London of people with no qualifications (11.9%), and several of our boroughs also have high levels of people with 'other' qualifications, which are often overseas qualifications).

There is an on-going need to increase skills and qualification levels in Local London to close the gap with London averages.

A common feature in Local London is the outward migration of people who are in employment and aspire to live outside of London or in less densely populated areas of London. Many people who rent housing in Local London cannot afford to purchase property in London, so move out to adjacent counties to access affordable housing. They are increasingly also being driven out by high rents in London.

Inward migration has always been a feature of many of our Local London boroughs, due to availability of cheaper rented housing and concentration of migrant communities in east London. This population churn has the associated impact of continual and growing demand for ESOL provision and basic skills, which dominate the delivery of adult education provision.

Further education providers face demand from significant numbers of learners each year with no literacy or numeracy at all and are below Entry Level 3. It is vital that this provision is funded to ensure that these residents are not left behind.

Apprenticeships

The availability of apprenticeships was significantly impacted by the pandemic. Apprenticeship opportunities are opening up again, but employers find the Levy too complicated, and many do not offer apprenticeships or spend their Levy.

Take up of apprenticeships is also impacted by the wages offered. National apprenticeship minimum wage levels are low, particularly for those living and working in London. If employers offer only the minimum wage levels, there are significant numbers of apprenticeship vacancies that are not taken up.

There has been an increase in the number of Advanced and Degree Apprenticeships available since the introduction of the Levy in 2018, but many of them are offered to existing employees as a way of employers spending their Levy, rather than as Apprenticeship vacancies. Whilst it is encouraging that employers are investing their Levy in upskilling their own workforce, they are required to spend a proportion of their levy on hiring new apprentices.

The introduction of Apprenticeship Standards in 2018 onwards reduced the availability of Level 2 apprenticeships – a crucial first step for 16- and 17-year-olds. The maximum funding that providers could receive for the training element of Level 2 apprenticeships was so low that many did not offer them as it was not economically viable, thereby cutting off a large proportion of apprenticeship opportunities for young people aged 16 and 17.

The Kickstart campaign which the government implemented during the pandemic, which offered work placements to young people only had a take-up rate nationally of about 50% because it was too complicated for many employers, or they did not meet the eligibility criteria.

There is a need to develop a sub-regional apprenticeship strategy as part of the work with employers on paying the London Living Wage, so that there is a strong apprenticeship vacancy offer for young people and adults that pays at least the London Living Wage and offers pathways into careers and career progression.

Adult Education Provision

Over 65,000 learners were enrolled on adult education provision across Local London in the six months from September 2021-Jan 2022. This only represents a part year of data, and enrolments in Jan/Feb 2022 and April will have increased the numbers significantly.

High population density in some of our boroughs means that some Local London boroughs have larger populations than some English cities.

Providers face a significant challenge in meeting demand from those with very low skills and qualification levels when they have limited funded places.

A significant proportion of Adult Education delivery is in Preparation for Life and Work, which includes ESOL, and the majority of provision being delivered is below Level 2.

Many providers have developed pathways at Level 2, 3 and 4, but number of learners are small.

We need to continue our focus on improving achievement rates in English and maths; ESOL needs remain high, and it is important to identify innovative ways to deliver ESOL for residents and linked to employment opportunities (ESOL for work).

Reaching those who are hardest to reach – and who have always been hard to reach is challenging. Skills provision must be both flexible and affordable (fully funded wherever possible) for these residents.

We need to create more quality, supported employment opportunities for those with complex needs – including those with learning disabilities and mental and physical health conditions.

Providers have also reported concerns and confusion from learners about which benefits they can claim whilst studying, and it is deterring some learners from study.

There is a need for increased co-operation between Job Centre Plus and adult education providers – both community based and colleges – to ensure that learning that can provide progression into work that is available to people claiming benefits is clearly understood by all parties.

Chapter 4 – Looking Forward

When the 2017 strategy was published Local London was in its infancy. Over the last five years we have established and developed our role as a sub-regional partner for regional and national government; a policy influencer, a partnership convener, and a delivery partner.

Through the 2022 consultation, our partners provided an assessment of the progress that has been made across Local London:

- There is more collaborative working across boroughs and stronger sub-regional partnership working.
- An increased understanding of employment growth sectors and strong emphasis on use of data to drive programmes.
- The Skills Landscape has improved with MCA Hubs in Local London and sector skills academies.
- College mergers that came out of post-16 area review led to more flexibility and range of course and better responses to skills deficit areas.
- We have a more responsive curriculum that better meets the needs of residents with lower skills and language barriers, especially during the covid-19 crisis where providers responded quickly to bringing provision online.
- Local London's bidding for additional funding and provision has brought more funding and projects into boroughs.
- Local London's management of Work and Health Programme, as well as JETS has benefitted boroughs in getting clearer outcomes, data and understanding of gaps in provision.
- There are stronger relationships with JCP partners that help to better facilitate the progression of residents into employment.
- Local London management of LEAN EAST and Careers Hubs has benefitted young people and schools with stronger employer engagement in careers provision and support for schools, and good working between Hub staff and local authorities.
- Stronger relationships and collaboration between Local London and the other sub-regional partnerships, DWP, DfE, and the GLA have helped to increase awareness of our area and have increased our influence and funding.

Our partners also told us what they wanted from the 2022-25 Local London Skills and Employment Strategy.

Governance and Partnership

- The new strategy should summarise what has been achieved so far and the future actions that will be taken through the governance structure.
- Not just another strategy. Clear, measurable action plan and objectives.
- Ambitious but clear and achievable targets that underpin all decision-making and provide goals for stakeholders to achieve.
- Engagement between stakeholders should emphasise long-term strategic plans, with discussions held alongside local authorities to understand the priorities and challenges facing all stakeholders so that a long-term skills-based solution can be developed. By doing so, Local London can help develop solutions that best meet their objectives and provide a more effective skills system that best meets the needs of the community and all stakeholders involved. Strengthen existing partnerships and collaboration.
- Coordinated Employer Engagement across the region and development of a Business or Good Employer Charter to ensure Good Work is clearly promoted across employers within Local London. A Local London benchmark may hold greater weight than an individual borough one and better encourage employers to sign up.
- Using the evidence base, data and local intelligence to evidence need and impact.
- Local London's strategy should influence London's strategy.

Working with Employers and Workforce Development

- Local London's strategy should continue to focus on increased workforce development partnerships between providers, employers and local authorities, these partnerships should include programmes that promote modular learning in the higher-level technical skills we need the most. This would help facilitate retraining and help reduce skills gaps in key and priority sectors.
- Local London should consider ways in which it can deliver additional employer-provider partnerships with clear pathways into employment and joining up the local skills and employment ecosystem to make navigation as easy as possible for residents.
- Local London should consider a more joined-up approach for workforce planning across multiple industries, facilitating research that enables education providers to design courses to meet future skills needs. Through the Mayoral Academy Programme, Green and Digital Mayoral Academy and LL green jobs and skills partnership. If successful, Local London will have an effective model to work with for other sectors. Focus on upskilling and retraining for existing staff to keep their skills relevant, particularly in sectors undergoing rapid change.
- Clear and comprehensive employer engagement offer that sees collaboration and not competition between Boroughs, DWP and Primes. Stronger understanding and data around business type/sector, who our Apprenticeship Levy paying employers are etc.

- Business/ Good Employer Charter for employers to encourage them to see the benefits of Good Work and real focus around expectations to pay the London Living Wage. Increase the quality and quantity of Good Work. Employer contributions through S106 or Social Value to supporting skills development in the region (banding contributions according to the size of the organisation).
- A pilot scheme to develop Peer Networks and sector specific brokerage (perhaps through the Academies programmes) which could benefit employers. An initiative of this nature could be about specialising in different level occupation. Free training courses for residents to access areas of skills needs.
- Support for employers to do more to hire people with flexible working needs, and people with special educational needs, health conditions and/or disabilities.
- Work with SMEs to understand their skills and staff development needs.

Local authorities, employment support and education and training providers

- In addition to engaging with education providers, Local London should consider connecting with youth and community services to provide greater access into employment. Local London could help develop connections between these services, employers and education providers to ensure that there is another way for people to receive careers IAG. MCAs linked to job centres
- Encourage boroughs to better integrate their employment and skills offers across Councils including links with Housing, Welfare Benefits, Children's Services, public health etc.
- Maximising the use of borough Apprenticeship Levy to delivery skills outcome to residents through LA commitment to employ local first for lower skills roles.
- Maximising Social Value and Procurement opportunities both within boroughs and with Anchor Institutions.
- Local London should focus on a long-term approach to skills and education, where providers, employers and local authorities are working towards the same goals.
- Avoid duplication – Careers Hub, National Careers Service, DWP, Primes, Borough Brokerages, College provision all offering IAG can become confusing for residents on who provides what support. Need to map out a clear offer that addresses gaps but avoids conflicting advice. Continued alignment with the Matrix standard.

Supporting Residents

- Understand how people feel this benefits them at the local level – how to strengthen the local offer
- Ensuring that residents understand growth sectors and where jobs are and being able to identify specific skills gap and vacancies within these sectors. Linking local skills to local training opportunities and pathways – especially in health and social care, construction, green economies and food industries
- Ensuring residents are aware of the employment opportunities and employment support available. This includes collaboration with DWP and Prime providers to ensure the 'No Wrong Door' approach works.

- There needs to be clearer stepping-stones and provision/experience routes for people of all ages to progress into good jobs. For disadvantaged learners or adults who have grown up in deprived areas, there are many jobs that seem out of reach to them. Even for areas that are geographically close to the centre of London may never consider joining the financial sector. This can be prevented through greater access to employers, firms looking to diversity their workforce.
- More explicit recognition of people's first steps into the FE and Skills system - and the value of Community Learning as the starting point. The importance of recognising people's starting points (from first engagement onwards).
- Measuring impact/added value by telling the stories of people transforming their lives.
- Considering the synergies between the Skills Roadmap and the Local London strategy.
- Strong focus on planning for future skills needs, green economy, digital and technical jobs and specific sector needs.

Summary

There has been clear progress across Local London over the last five years despite the challenges of the pandemic. There is however still entrenched deprivation that manifests itself in persistent unemployment, low skills levels and in-work poverty.

Through partnership and collaboration, Local London has been able to establish a strong governance structure and evidence base to support strategic planning and an integrated approach across the sub-region.

A great deal has been learnt and structures put in place through external funding streams that are showing significant results in employment support, careers provision, further and higher education and work with employment sectors.

The challenge is to build on what has been achieved, and if there were three key words that summarise this approach, they would be: partnership, collaboration and integration.

This overview clearly sets out the opportunities, strengths, achievements, and challenges for all stakeholders. It also sets out a clear set of objectives and strategic priorities that can only be delivered if we all work in partnership, collaborate on delivery and integrate provision.

We ask all of our partners in the sub-region and London to work with us to deliver the objectives in our plan and to integrate them into their planning so that we have a genuinely sub-regional strategy that is owned by all stakeholders and that we all have a stake in delivering.