

Local Skills Improvement Plan (LSIP)

2026 - 2029

Local London Annex



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1. INTRODUCTION

Local London is the capital's largest and fastest-growing sub-regional partnership - home to 2.7 million people, 40% of London's land, and half of its developable space. It comprises the boroughs of Barking and Dagenham, Bexley, Bromley, Enfield, Greenwich, Havering, Newham, Redbridge and Waltham Forest.

Covering parts of both the UK Innovation Corridor - which links life sciences in Cambridge to London - and the Thames Freeport Enterprise Zone, Local London is at the convergence of several of the UK's biggest economic corridors.

The sub-region's economy contributes over £60 billion annually to the UK economy, with business growth and employment rates outpacing the rest of London and the UK.

Local London is a gateway for London and the UK to global trade, with two deep-water ports, unmatched potential for riverside development, and strategic links to the wider South-East and Europe.

Since the pandemic, business growth has surged and employment has risen at almost twice the UK rate. This positions Local London as a growth accelerator, benefiting both London and the wider UK.

Three years ago, we published the Local London [annex](#) to London's Local Skills Improvement Plan (LSIP), at a time when our local communities were still emerging from COVID-19, still feeling the impact of Brexit and at the peak of a cost-of-living crisis that was negatively affecting both residents and businesses.

Much has happened since then as we have looked to respond to London's LSIP findings and ensure that our education and training provision is closely aligned with the needs of employers.

In September 2025, in partnership with the [Centre for London](#), we published our new [Vision for Growth](#), centred on the four key missions of attracting investment, unlocking infrastructure, supporting business and enterprise and boosting work and skills. Our mission to boost work and skills, commits us to delivering an inclusive, joined up skills and employment offer for residents and businesses.

Working in partnership with businesses, educators, health services and learners, the 2026 London LSIP forms an important part of that offer, setting out a clear articulation of employers' skills needs, whilst also setting out the changes that need to be made to ensure that training and skills are responsive to employer needs.

Working with GLA Economics, using a range of datasets, and through engagement with our employers and other key stakeholders, our refreshed sub-regional annex to the London LSIP, sets out our commitment to delivering an employer-aligned system. The focus is to address the needs of residents furthest from the labour market, improve learner access to education, skills progression and work experience, and to support a talent pipeline fit for the needs of our local economy, both now and in the future.



*CEME Business
Campus, Havering*



2. EXECUTIVE SUMMARY

Local London has seen strong employment growth over the last decade, but this has mostly been concentrated in low productivity sectors, and the sub-region still has an employment rate lower than the London and UK average.

Within the Local London sub-region, we will continue to focus upon the priority sectors previously identified in the LSIP published in 2023:

- Construction
- Creative
- Health and Social Care
- Logistics
- Manufacturing

Cross cutting priorities include:

- Digital and AI skills
- Green skills
- Behavioural, soft and employability skills
- Boosting youth employment
- Integrating skills, work and health interventions
- Boosting access to flexible training and skills

Three of our priority sectors align with the London LSIP priority sectors - built environment, creative, and health and social care - and will be the focus of the Local London sectoral hub, with an additional focus on green and digital as important cross cutting themes.



Waltham Forest College

The Local London Employer Sectoral Hub will deliver local coordination and stronger navigation of employment and skills services to support employers from key sectors to meet their skills and talent needs.

Furthermore, we will engage with local employers and skills providers on the London Growth Plan priority sectors covering:

- Experience Economy
- Financial and Professional Services
- International Education
- Frontier Innovation

Actions to respond to our sub-regional challenges will evolve over the course of this LSIP. In the short and medium term, we are committed to:

- **Strengthen strategic coordination and engagement with employers, particularly SMEs, across the skills, health and work system** making it easier for them to navigate access to the support they need.
- **Produce and make available, easily accessible Labour Market Intelligence and insights on skills and jobs demand** that are understood by all.
- Work with Local London's network of local employers and businesses, to **increase access to quality work experience in priority sectors and embed employability support and work readiness in education**.
- **Targeted support to increase both participation and completion rates in education among local residents**, paying special attention to improving access for those less engaged in STEM and key frontier innovation subjects, including AI and green skills working with schools, FE and HE.
- **Strengthen the all-age careers offer and widen awareness** of pathways into work in priority sectors including via technical routes and apprenticeships.
- **Work with employers and education providers to promote education pathways and opportunities in key sectors to underrepresented groups** including those with protected characteristics and health conditions, parents, carers and people from ethnic minorities.



High Street, Bexley

3. THE LSIP PURPOSE

3.1 Local Skills Improvement Plan 2023-26

Since the publication of the first London LSIP in September 2023, Local London has been working with local stakeholders to ensure that the findings of the LSIP are reflected in local education and skills provision, and we have engaged with local providers to ensure that this is reflected in their annual accountability statements.

Across Local London, great progress has been made against the actions set in the 2023 LSIP, but the wider skills system remains complex and difficult for residents and employers to navigate. Stakeholders stressed the need to simplify pathways by improving referral systems, reducing administrative barriers and creating clearer linkages between the sector based work academy programme (SWAPs), Skills Bootcamps, adult education and employer-led provision.

A strong theme emerging from employers and stakeholders is the urgent need for closer integration between skills, employment and health services to address growing levels of mental health need, caring responsibilities and wider social challenges. Stakeholders are clear that these issues must be embedded into the LSIP's purpose, with the aim of building a more joined-up, preventative and person-centred system.



3.2 Employment Context

Local London's employment rate (74%) is currently below both that of London (75.5%) and the UK as a whole (75.8%), this is within the context of a government target of 80%, more concerning, the employment rate has been trending

downwards. The employment rate varies significantly across the sub-region, ranging from a high in Bexley (82%) to a low in Newham (68%).

Employment rate, 16-64



Whilst, Local London has seen strong employment growth over the last decade, with an increase of 9.1% since 2010 – almost twice the UK rate and faster than the rest of London – these gains have been concentrated in lower productivity sectors. In 2024, over two in five (40.8%) of Local London’s businesses were in construction, retail or accommodation and food.

Recent figures estimate that 94,100 residents were unemployed across the sub-region, an unemployment rate of 6.5%, considerably higher than the national average of 4.1%. Again, this varies across the sub-region, ranging from an unemployment rate of 9% in Greenwich to a low of 3% in Bexley.

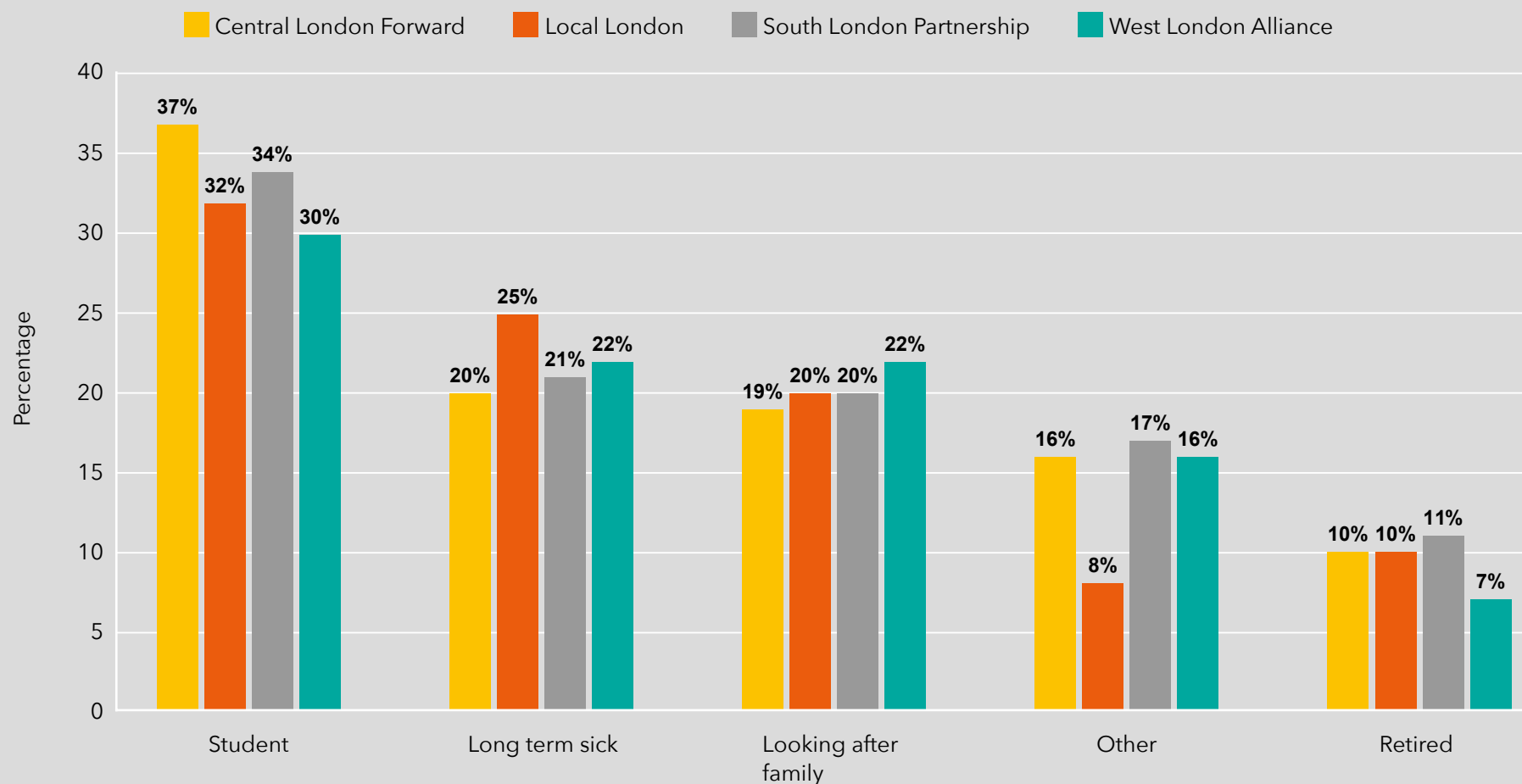
Unemployment rate, 16+



Economic inactivity (which refers to individuals of working age who are neither employed nor actively seeking employment) has remained fairly stable since 2000 and at 21% is only slightly above the national figure of 20.9%. However, nearly a quarter of the sub-region's ethnic minority population were economically inactive in 2024.

The reasons for economic inactivity are varied, however, the sub-region has more people who are long-term sick and more people looking after family members than other parts of London.

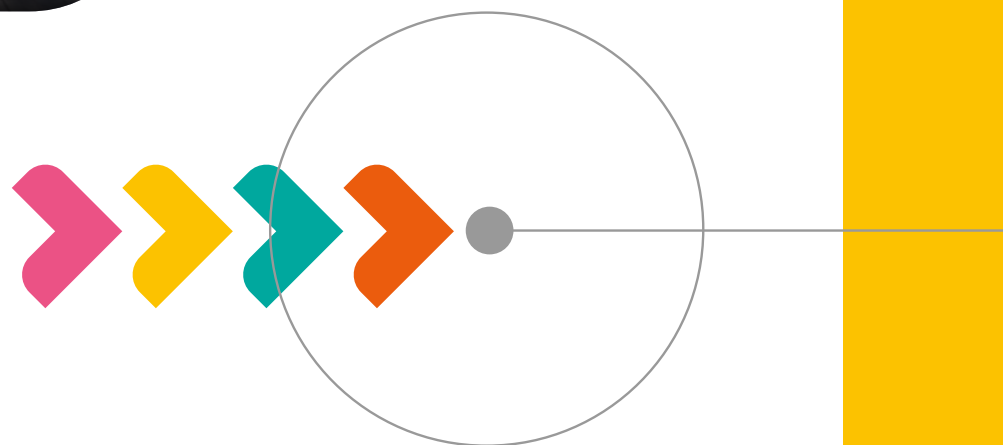
Reason for economic inactivity by sub-regional partnership, Jan - Dec 2024





3.3 Employment needs and projections

Employment projections will be covered at a sector level, however, in terms of occupational projections, a significant rise in higher-level occupations is anticipated, reflecting shifts in workforce demand and the growing importance of advanced skills. Professional occupations, for example, are expected to see the largest rise, increasing from 1.5m in 2025 to 2.1m in 2035.



4. LOCAL LONDON LANDSCAPE

4.1 Local London potential

Local London is an area of enormous potential. It represents 40% of the capital's total land area, making us the largest of the four sub-regions, and has the most undeveloped, vacant and previously-developed land.

However, despite economic output growth, productivity growth has slowed, trailing both London and UK averages, this highlights significant untapped potential in Local London.

With a population that exceeds that of Birmingham, Manchester and Liverpool combined, set to exceed 3 million by 2050, our young diverse workforce and unmatched developable land can make this part of London a major engine of inclusive growth for both the capital and the country.



4.2 Priority Sectors

In 2023, we identified 5 priority sectors for the Local London sub-region, based upon total employment size across the area and growth potential. These were:

- Construction
- Creative and Digital
- Health and Social Care
- Manufacturing
- Transport and Logistics

These remain our priority sectors in this refreshed plan, whilst recognising that there are other sectors of growing size and significance to both the sub-region and London more widely. Three of our priority sectors are also priorities within the London LSIP, with manufacturing and logistics being specific to the Local London sub-region.

Many of our priority sectors, such as health and social care, employ significant numbers in all of our boroughs, whilst others are clustered, such as manufacturing, being largely focused in areas including Barking and Dagenham (car manufacturing) and Bexley and Enfield (food and drink).

Local london industries map

Manufacturing, construction and production

- | | | |
|---|-----------------------------------|-----------------------------------|
| 1 great cambridge road & martinbridge industrial estate | 4 harold hill industrial estate | 7 dagenham dock & thames freeport |
| 2 montagu industrial estate | 5 royal docks enterprise zone | 8 west thamesmead & plumstead |
| 3 blackhorse road | 6 barking riverside & thames road | 9 belvedere industrial area |

Utilities, infrastructure and logistics

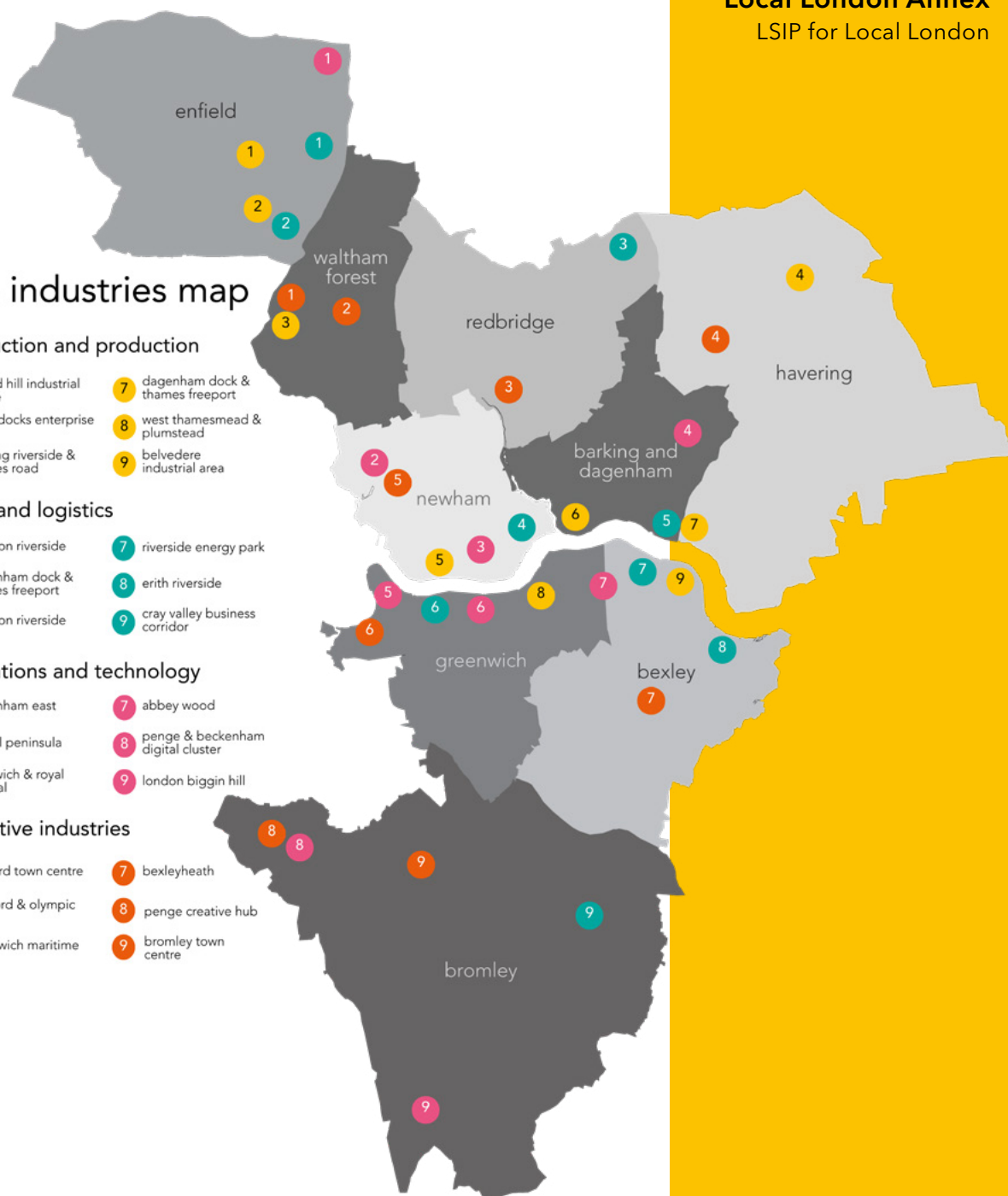
- | | | |
|-------------------------------|-----------------------------------|---------------------------------|
| 1 brimsdown industrial estate | 4 becton riverside | 7 riverside energy park |
| 2 edmonton ecopark | 5 dagenham dock & thames freeport | 8 erith riverside |
| 3 hainault business park | 6 charlton riverside | 9 cray valley business corridor |

Innovation, communications and technology

- | | | |
|-------------------------------------|----------------------------|-------------------------------------|
| 1 innova park & innovation corridor | 4 dagenham east | 7 abbey wood |
| 2 olympic park innovation district | 5 digital peninsula | 8 penge & beckenham digital cluster |
| 3 royal docks digital district | 6 woolwich & royal arsenal | 9 london biggin hill |

Retail, culture and creative industries

- | | | |
|--|----------------------------|-----------------------|
| 1 blackhorse road creative enterprise zone | 4 romford town centre | 7 bexleyheath |
| 2 walthamstow central | 5 stratford & olympic park | 8 penge creative hub |
| 3 ilford town centre | 6 greenwich maritime | 9 bromley town centre |



4.3 Employment Market Overview

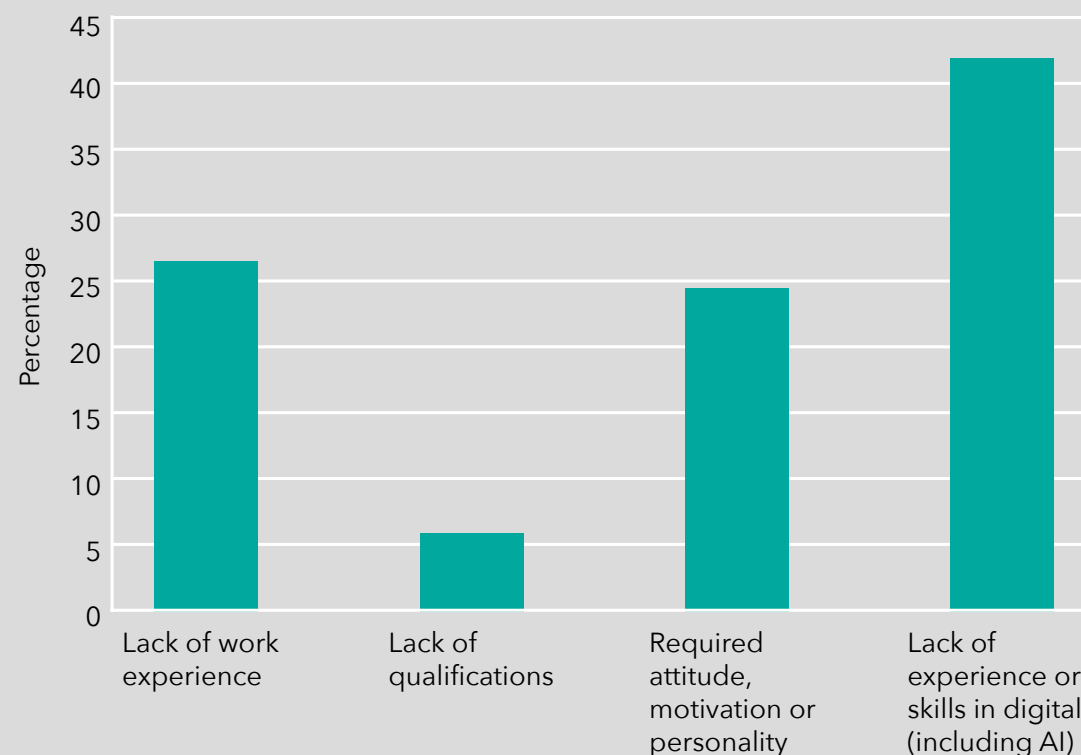
In a recent survey of 2,043 London business leaders, conducted by Survation on behalf of Business London, 80% of those who responded from the Local London sub-region reported having current job vacancies.

Of those who reported having open vacancies, 29% of Local London respondents said they were struggling to fill those vacancies, which was the lowest of the 4 London sub-regions, with 70% saying that they were not struggling to fill vacancies.

The Employers who responded to the survey said that they found it most difficult to recruit to: Professional and high skilled specialists (37%), Technical and skilled support roles (19%) and Managers (13%). The roles that were considered least difficult to recruit to were 'elementary roles' e.g. entry-level, administration (5%).

52% of the businesses in the Local London sub-region reported having open vacancies that they were struggling to fill due to a low number of suitable applicants with the required skills, this is the highest percentage among the four sub-regions. With a lack of experience or skills in digital (including Artificial Intelligence (AI)) being the most common reason.

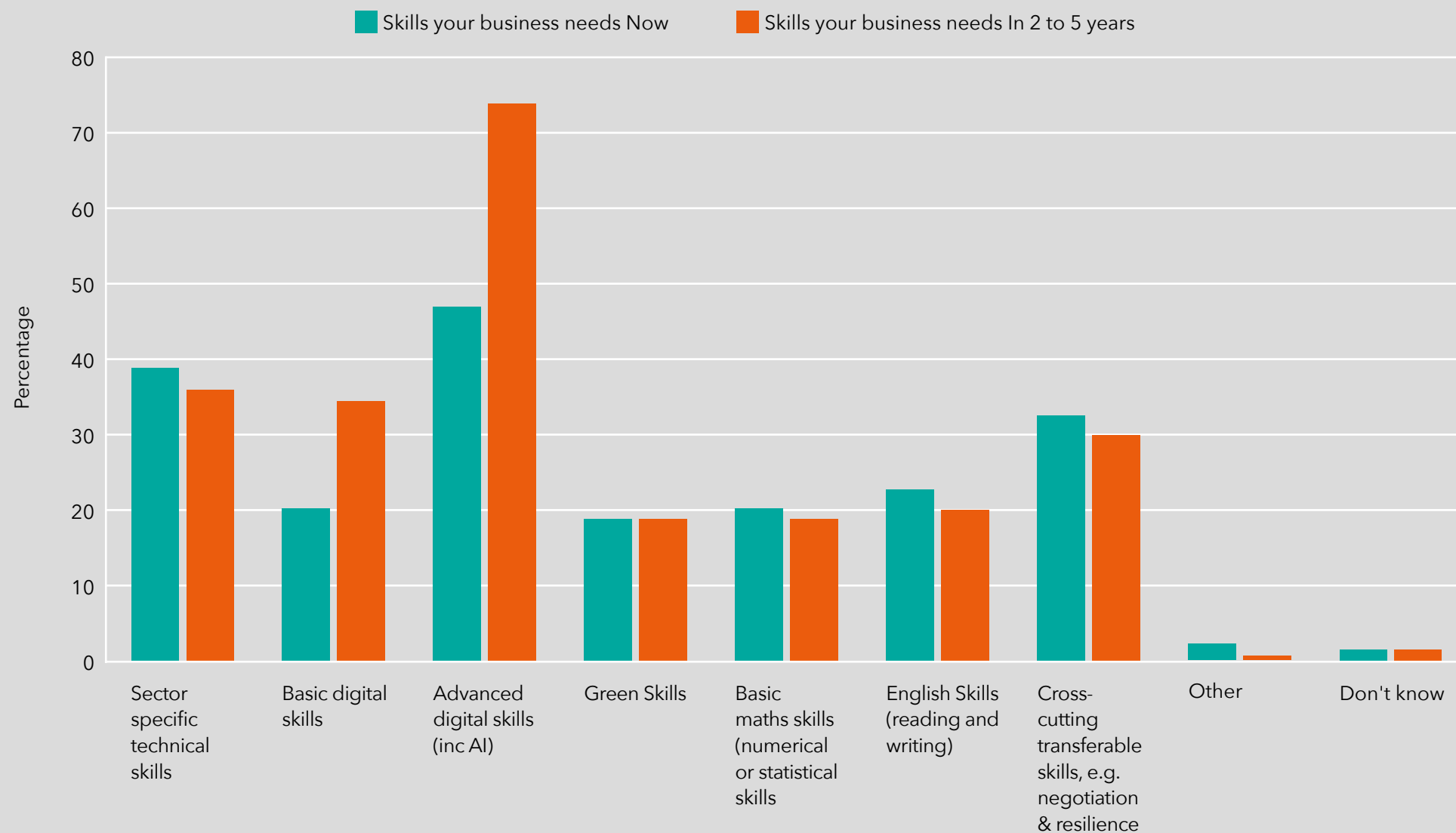
Reason applicants not suitable for role?



48% of Local London's business leaders thought that their existing workforce had the skills and capabilities to meet the business needs. However, 52% thought that their existing workforce had some gaps or significant gaps in skills and capability.

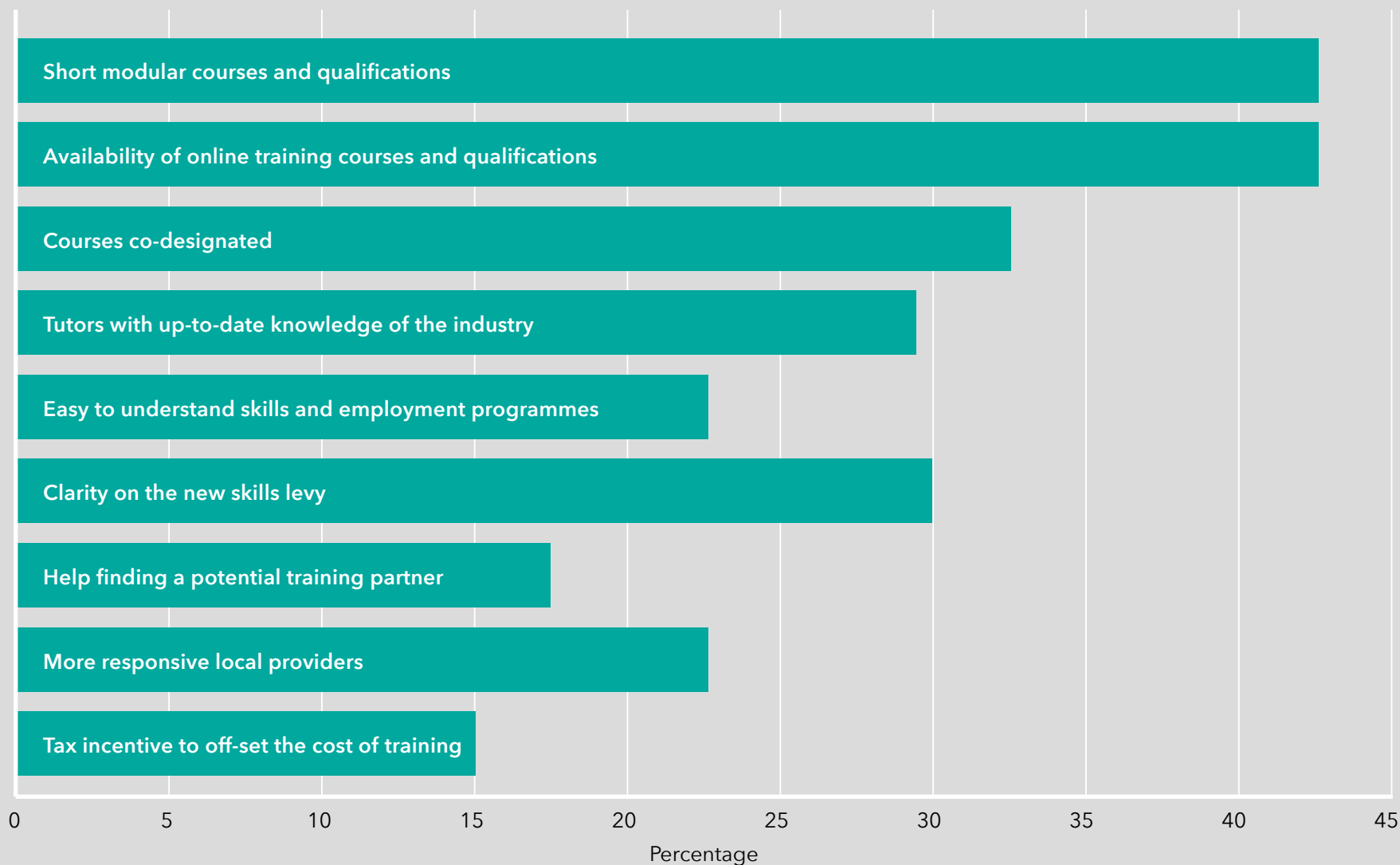
Business leaders highlighted the following skills or capabilities as ones that they felt their businesses were currently lacking or would need in the next 2 to 5 years.

Skills your business needs



When asked what would help to improve the skills of their workforce, the most common answer was short modular courses and online training.

What would help you to improve the skills of your workforce the most



83% of our business leaders thought that their investment in training would increase either significantly or somewhat in the immediate future, with only 4% predicting a decrease.

When asked whether they were engaged with local educational institutions, 39% of Local London business leaders advised that they were engaged with Independent Training Providers (ITPs) and 36% with Higher Education Institutions; 29% advised they were engaged with Jobcentre Plus (JCP) or other employment service providers and a further 30% advised that they were delivering apprenticeships. However, 15% were not engaged with any educational institution.

Business leaders reported the following barriers to training:

Business leaders told us that while technical shortages persist across sectors, they are increasingly concerned about gaps in foundational behaviours such as communication skills, teamwork, self-management, and confidence, which they felt are not sufficiently embedded within current curricula. SMEs also reported difficulty diagnosing their own skills needs and emphasised the value of ongoing, relationship-based support from providers who can translate business challenges into training solutions. Engagement further highlighted the need for clearer, simpler messaging around qualification routes including the distinctions between T Levels, apprenticeships and Bootcamps to support better workforce planning.

Barriers to training



5. PROVIDER LANDSCAPE

The sub-region is home to a network of innovative educational institutions.

Local London institutions map

With more than 1,700 schools, 91,000 learners in further education, and the highest rate of employment growth of any London sub-region, Local London is home to a world-class talent pipeline, supported by dedicated public services with a range of opportunities for fulfilling potential.

Further education institutions and adult education

- | | | |
|--|---|--|
| 1 barnet and southgate college | 8 new city college, redbridge | 15 new city college, ardleigh green |
| 2 capel manor college, enfield | 9 mary ward centre | 16 greenwich learns |
| 3 capital city college, enfield | 10 newham college, stratford | 17 london south east colleges, greenwich |
| 4 waltham forest college | 11 our newham learning & skills | 18 london south east colleges, bexley |
| 5 waltham forest adult learning service | 12 the adult college barking & dagenham | 19 learning and enterprise college, bexley |
| 6 leyton college | 13 barking and dagenham college | 20 bromley adult education college |
| 7 redbridge institute of adult education | 14 havering adult college | 21 london south east colleges, orpington |

Universities and higher education

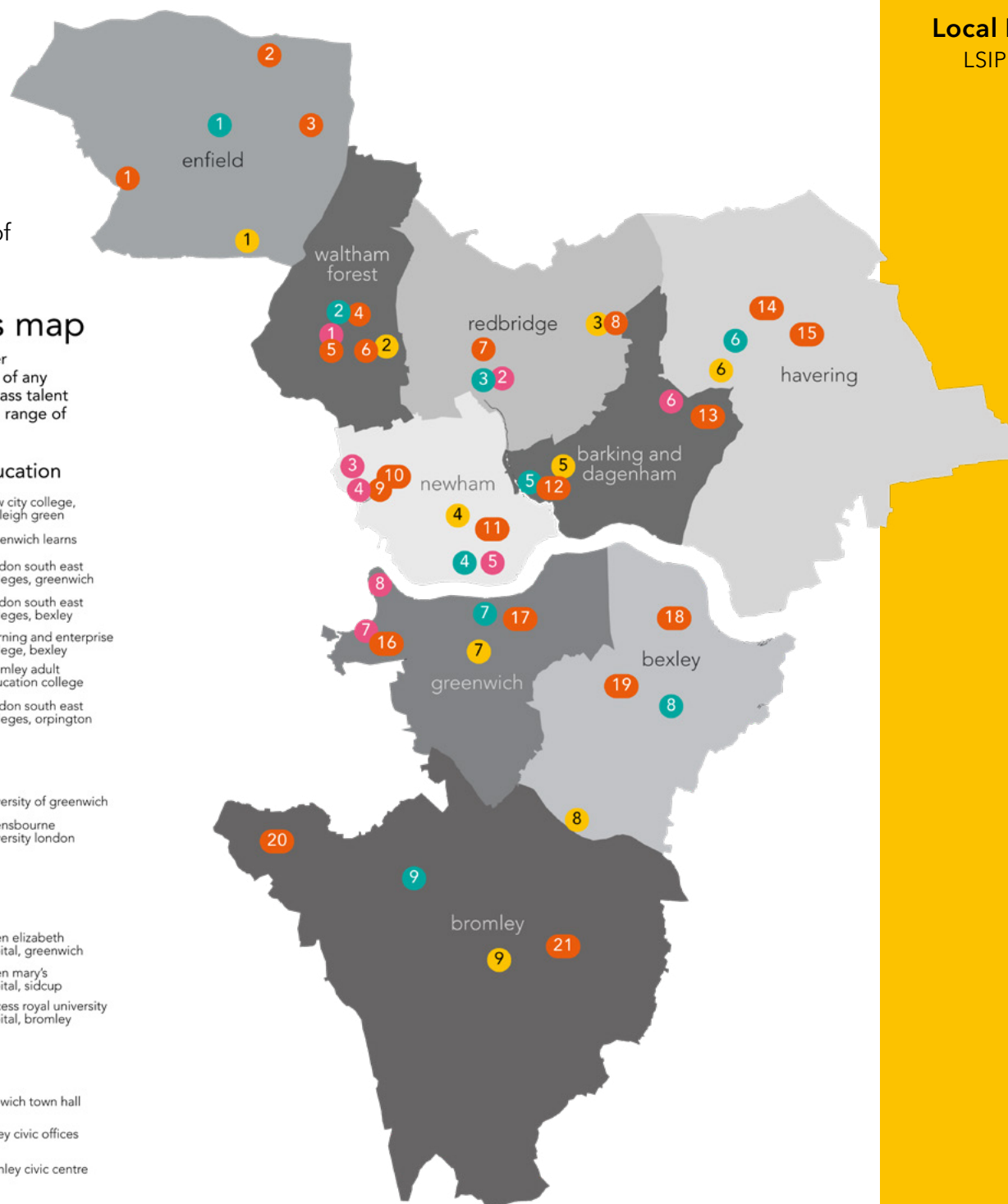
- | | | |
|---|--|---------------------------------|
| 1 university of portsmouth, london | 4 university of huddersfield london | 7 university of greenwich |
| 2 queen mary university of london, ilford | 5 university of east london | 8 ravenbourne university london |
| 3 ucl east | 6 coventry university london, dagenham | |

Hospitals and health services

- | | | |
|-------------------------------------|-----------------------------|---|
| 1 north middlesex hospital, enfield | 4 newham hospital | 7 queen elizabeth hospital, greenwich |
| 2 whipps cross university hospital | 5 barking hospital | 8 queen mary's hospital, sidcup |
| 3 king george hospital, goodmayes | 6 queen's hospital, romford | 9 princess royal university hospital, bromley |

Town halls and civic centres

- | | | |
|----------------------------|----------------------|------------------------|
| 1 enfield civic centre | 4 newham dockside | 7 woolwich town hall |
| 2 waltham forest town hall | 5 barking town hall | 8 bexley civic offices |
| 3 redbridge town hall | 6 havering town hall | 9 bromley civic centre |



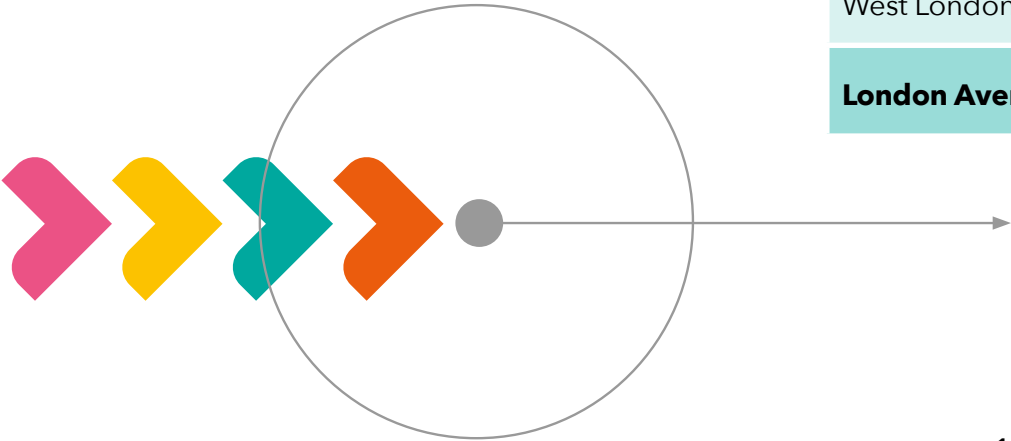
Within Higher Education, Local London is not only home to two well established universities – University of Greenwich and University of East London – but is also attracting other Higher Educational Institutions including Coventry, Huddersfield, Loughborough, Portsmouth, Staffordshire, Teesside, Queen Mary’s and UCL.

With one of the capital’s youngest populations, Local London has led London in further education learner starts since 2018 at around 12,000 a year. We are home to a thriving FE sector, including a number of college groups such as London South-East Colleges and Capital City College Group. In August 2025, New City College was named one of 10 Construction Technical Excellence Colleges (CTECs) nationwide (and the only one in London), whilst in 2024 Waltham Forest College was rated one of only 15 general further education colleges nationwide to hold an outstanding Ofsted rating. In 2023–24, residents achieved 136,000 Level 2-3 qualifications - the highest of any sub-region.

However, across all of our age groups, combined Further Education, apprenticeships and skills education starts have fallen by more than 16% since 2018 - approximately 27,000 qualifications.

As with all four of London’s sub-regions, Local London has seen substantial increases in enrolments at Level 3 and above in Adult Education Budget /Adult Skills Fund (AEB/ ASF) provision. However, whilst the sub-region has a higher share of adult skills than other sub-regions, this is currently below the London average, relative to our population.

Sub-regional Partnership	Leaner participation rate* (% working population)	Leaner participation rate* (% working population)
Central London Forward	2.7%	13.3%
Local London	2.4%	7.6%
South London Partnership	2.4%	11.0%
West London Alliance	2.6%	10.9%
London Average	2.5%	2.5%



CASE STUDY

Employer Partnerships Driving Progression into Growth Sectors

Our Newham Learning & Skills (The London Borough of Newham's Adult Learning Provider) has been working in close partnership with major employers to align adult education with local labour market demand and create clear progression routes into good jobs.

Through its strategic partnership with Lendlease, a major regeneration company, ONLS has co-designed curriculum pathways in green sectors. Learners benefited from employer-led workshops, site visits, and direct progression opportunities into apprenticeships, work

experience, and employment across the supply chain. This has been particularly impactful for learners facing barriers to work, including ESOL learners and those with SEND.

Alongside this, Barclays East Ham has delivered borough-wide financial capability workshops embedded in programmes. Reaching over 400 learners, sessions focused on budgeting, fraud awareness, and enterprise skills, helping adults build the confidence and financial resilience needed to enter or progress in work.

Together, these partnerships have shown how employer collaboration can support both sector-specific skills and the essential capabilities that underpin access to employment in London's growth sectors.



Queen Elizabeth Olympic Park, Newham

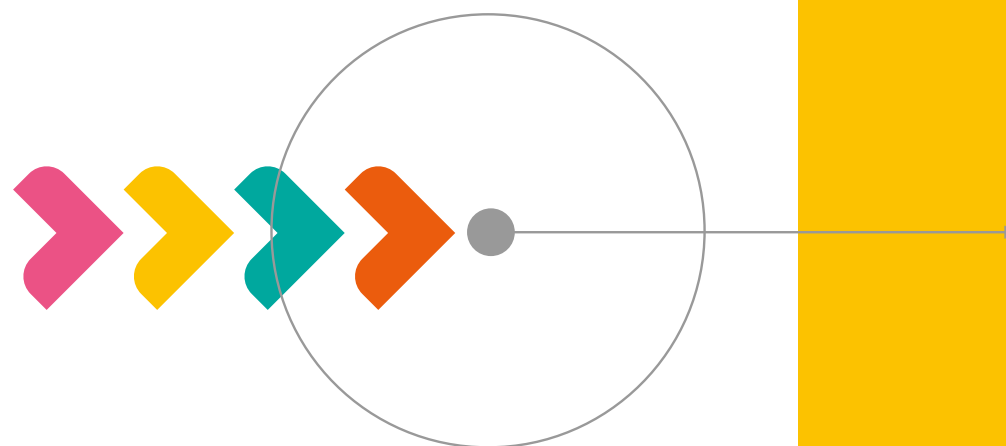


Through consultation with Local London education, skills and employer partners, it is noted that greater flexibility in funding structures, particularly around Skills Bootcamps, would enable providers to adapt even more quickly to emerging skills needs, and they welcomed the growing appetite for enhanced collaboration and resource-sharing across FE, HE and independent training providers (ITPs) to address staffing pressures and reduce duplication. Stakeholders also pointed at an opportunity to strengthen referral pathways with DWP and Jobcentre Plus, with strong support for more integrated employment and skills pipelines, improved communication across partners, and the expansion of embedded work coaches to ensure residents can access the right support for them, at the right time.

Our state schools have improved fastest with 96% rated good or outstanding by Ofsted – a 15 percentage point increase since 2014.

We partner with employers, mainstream and special schools, colleges, and alternative education providers e.g. pupil referral units (PRUS), to enhance careers education, information, advice and guidance (CEIAG) and are delighted to be working with over 97% (222) of secondary schools across our sub-region through the Local London Careers Hub.

Following a review of Gatsby Benchmarks (GBM) and subsequent review of careers education statutory guidance, the self-evaluation tool which measures the school and college progress towards the GBM was updated. The December 2025 results show that East London education establishments are making good progress achieving an average of 3.6 against the national average of 2.7.



6. PRIORITY SECTOR: CONSTRUCTION

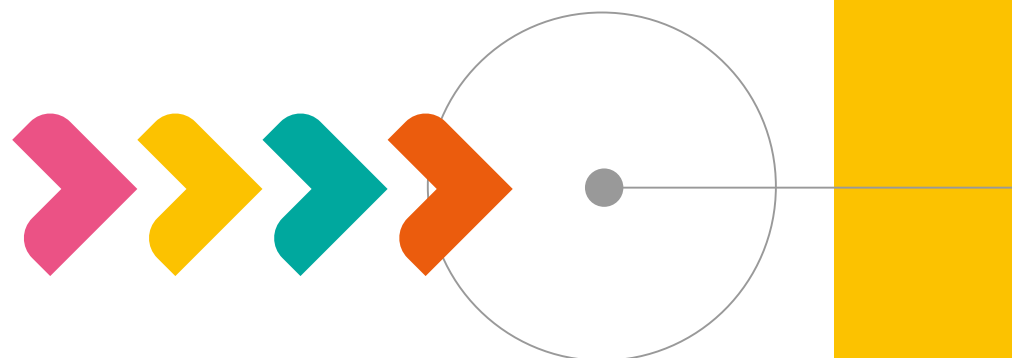
Local context

Local London is the capital's largest and fastest-growing sub-regional partnership. With 40% of London's land, half of its developable space and two proposed New Towns, we are one of the UK's most dynamic growth frontiers.

In the most recent London Plan (2021), Local London boroughs were set a 10-year target of 147,100 for net housing completions, which was almost a third of London's total target of 522,870. The new London housing target of 880,000 homes over the next decade means at least 88,000 homes are expected to be delivered each year across London.

Local London has seen several significant regeneration initiatives, including projects such as the Olympic Park, Greenwich Peninsula and Barking Riverside, and the sub-region is delivering tens of thousands of new homes, including the prospect of two New Towns at Thamesmead Riverside and Crews Hill & Chase Park. These provide investors both space and government backing to build 36,000 homes across a combined 984-hectare land opportunity, requiring thousands of construction-related jobs to deliver these schemes.

The London Growth Plan identifies thirteen 'Strategically important housing led developments' in the sub-region. At Meridian Water, one of the largest development schemes in the UK, the London Borough of Enfield has established a new Construction Academy in partnership with Capital City College Group and Vistry to upskill people locally and to secure the jobs needed to deliver new homes and infrastructure.



CASE STUDY

Meridian Water Skills Academy

The Meridian Water Skills Academy - delivered in partnership by Enfield Council, Capital City College Group (CCCG) and Vistry - is a major construction training hub supporting the long term Meridian Water regeneration programme.

The academy is designed to train around 500 local people each year, for high quality jobs in the construction sector, addressing both local and national skills shortages.

It aims to ensure that Enfield residents benefit directly from new employment opportunities created by the regeneration.



Meridian One, Enfield

It provides:

- Clear pathways into apprenticeships and employment.
- Training aligned to modern, sustainable construction practices.
- Free short courses and employability programmes to support residents who are new to the sector.

This forms a key element of the wider regeneration commitment to create 6,000 jobs and deliver 10,000 new homes in Enfield over the next two decades.

The academy provides industry standard facilities - including wet and dry practical workspaces - represents a significant opportunity to improve access to employment for Enfield residents and strengthens inclusive growth by ensuring that local people are directly connected to the benefits of major investment happening on their doorstep.



Construction: Local London



Number of employee jobs (1)

57,000

(6.8% of Local London total)

Online job postings (3) (London level)

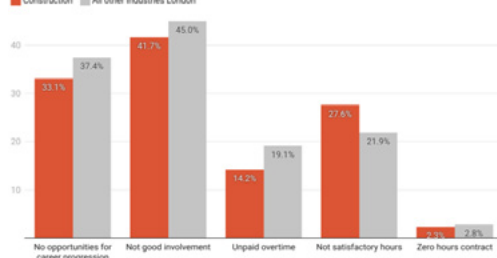
London, Jan 2019 - Oct 2025 (three-month moving average)



Job quality indicators (4) (London level)

Region of work-based analysis, 2024

Construction All other industries London



Business profile (2)

21,500 local units

(97% less than 10 employees)



Sector skills in demand (3) (London level)

Technical

1. Project management
2. Construction
3. Plumbing
4. Subcontracting
5. Carpentry

Transferable

1. Communication
2. Management
3. Problem solving
4. Detail orientated
5. Customer service



Top 10 occupations in demand (3)

(London level)

Of **8,700** online postings for construction-related jobs in London (Oct 2025), the main roles were:

1. Engineering technicians
2. Quantity surveyors
3. Health & safety managers & officers
4. Electricians & electrical fitters
5. Mechanical engineers
6. Construction & building trades supervisors
7. Chartered surveyors
8. Electrical engineers
9. Civil engineers
10. Skilled metal, electrical & electronic trade supervisors



Pay profile

(employee jobs, London level)

Typical annual pay (gross, median) (5)

£46,800

(vs. £43,200 all industries in London)

Share of jobs paying below the LLW (6)

5%

(vs. 13.8% all industries in London)



Workforce profile (7)

(sector in Local London vs. all sectors in London)

- **13%** female and **87%** male
- **30%** from ethnic minority backgrounds (**38%** across all sectors in London)
- **30%** aged over 50 years (**27%** across all sectors)
- **12%** reported a disability (**14%** across all sectors)

Employment and skills analysis

The sector employs 57,000 employees across the sub-region, 6.5% of Local London's workforce, and is expected to grow 0.1% in terms of jobs, with further anticipated growth between now and 2030 to meet the government's new housing targets.

97% of London's construction firms have under 10 employees and Local London is no different in this regard. As with other sectors dominated by SMEs, this presents a challenge in terms of employer engagement and recruitment.

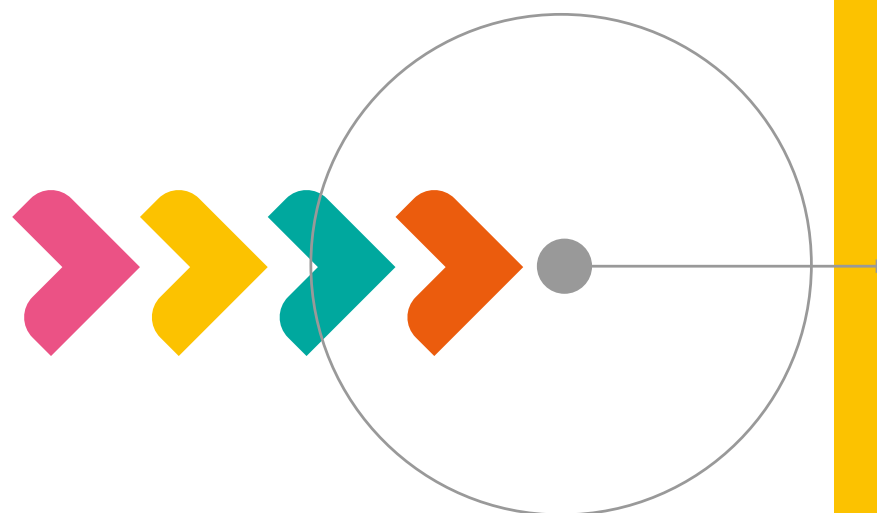
Sector feedback suggests that growth in the sector is currently flat, and as with the rest of London, the sub-region is impacted by low housing starts affected by rising costs, planning delays, Building Safety Act Gateway approvals, and macro-economic issues. The technical roles, which are currently in demand, would support this reading, with a higher demand for skilled roles at the front-end of projects before they get to site.

Employers tell us that they would welcome the pooling of s106 across Local London, or London more widely, and have also highlighted the need to identify large projects within Local London which could enable more opportunity for this.

Recruitment in the industry is often done by word of mouth or speculative approaches, rather than through more formal routes. The lack of diversity in the sector

remains an issue, with 87% of workers being male and only 30% being from an ethnic minority, as it limits the potential labour supply pool.

Employers report that the provision for key construction apprenticeships in London and the South-East remains limited, noting examples such as level 2 roofing apprenticeships, creating access barriers for young learners and SMEs across the region. Other concerns raised include the absence of any sheeting and cladding apprenticeship provision, especially given the expected rise in demand as building-safety regulation stabilises and high-rise development continues. In a post-Grenfell context, where competence is critical to ensuring safe and compliant buildings, these gaps pose a significant risk of future shortages in areas essential to building safety.



CASE STUDY

CTEC Case study

In August 2025, New City College was confirmed as one of just 10 Construction Technical Excellence Colleges (CTECs) across the country (and the only one in London). The funding they have received for the next four years is to increase the provision of construction workers across London, to help meet the government's 1.5m new homes target.

As part of Stage 1 (November 2025-March 2026) they are:

- Establishing a network of 50+ skills providers delivering construction courses across London;
- Creating delivery partner colleges in the London sub-regions to lead CTEC in their area, building on the Local London Skills Provider Network;



- Identifying London's construction pipeline, with skills needs, together with the GLA and CITB (including LSIP data);
- Advising the GLA interim talent board for construction and built environment;
- Mapping existing skills provision, from colleges, ITPs and community learning providers;
- Co-designing the Teacher Industry Exchange programme, to get teachers work experience in industry and construction professionals experience with educators; and
- Co-designing the national TEC policy.

Stage 2 will build on this work with the receipt of capital funding.

The national CITB lead for the CTECs sits on the Local London employer board.



Local London has the largest volume of apprenticeships, study programmes and T Level learners in the electrotechnical sector, yet the electrical workforce continues to decline and struggles to meet rising demand, declining from 214,200 in 2018 to 172,800 in 2025. The industry tells us that this is driven by business closures, an ageing workforce and insufficient new entrants.

Local London hosts the largest volume of apprenticeships, study programmes and T Level learners in the electrotechnical sector, demonstrating strong pipeline potential that is not yet fully converting into employment. However, one major employer recently received 800 applications for just eight apprenticeship roles, highlighting strong learner demand contrasted with limited training and placement capacity.

Despite high classroom enrolments in electrical programmes across Local London, progression into industry remains constrained by inadequate placement capacity, particularly for T Levels where employer readiness varies significantly. The sector reports that many learners complete training without progressing into the workforce due to challenges securing placements, inconsistent employer engagement and limited ECS validated entry routes.

The shift from direct employment to project based resourcing models in the electrical sector is weakening training pipelines and requires a more coordinated regional response.

Local London will be setting up an Employer Sectoral Hub Team to deliver local coordination and stronger navigation of employment and skills services with employers from key sectors. This will include coordinating employment and skills brokerage with JCP, borough brokerage teams, skills and education providers. The team will focus upon three of our LSIP priority sectors: construction, creative and health and social care, as well as the cross-cutting areas of green and digital – linking in closely with the CTEC as part of this.

Bloqs, Enfield



6.1 Green Skills

Feedback from the sector suggests that the expected growth in 'green' construction jobs has yet to materialise. The subdued activity in the construction sector more widely is equally reflected in 'green' jobs, including the anticipated growth in retrofit. Anecdotally, cladding remediation is one of the few construction sectors seeing the anticipated growth.

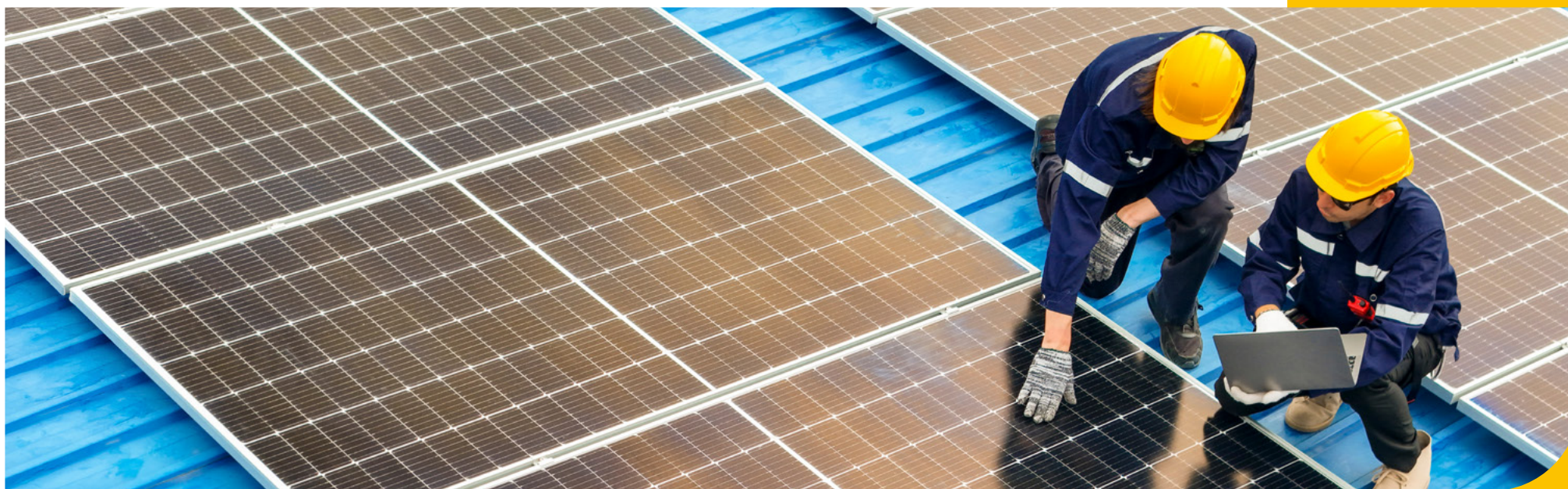
30% of the Local London construction workforce is aged 50 or over, higher than the London average of 27%.

Employers tell us that the older workforce were reluctant to upskill in 'green'.

One area that may benefit from further focus is accessible entry-level provision, particularly Level 2 routes, to support sustainable pathways into trade roles. For many learners and employers, Level 2 provision remains a critical stepping stone into further training and its availability can influence both participation and progression across the skills system.

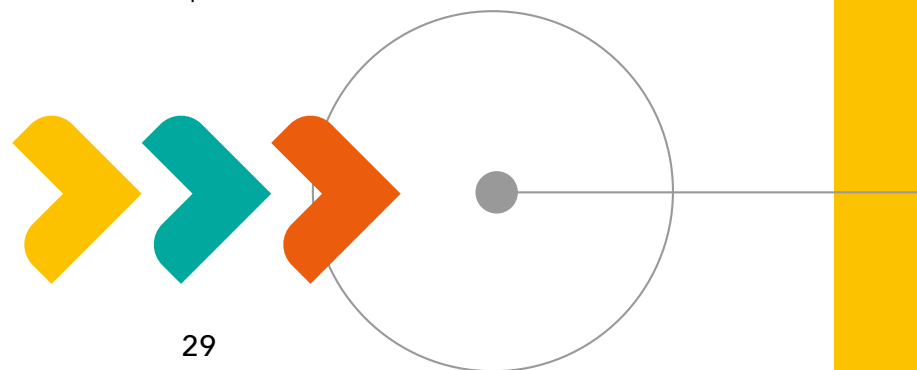
Stakeholders emphasise that while green skills for retrofit are important, there remains an equally critical need to prioritise foundational trade skills, as the current employer demand for specialist green roles is still emerging and not yet sufficient to sustain large-scale delivery.

Other issues highlighted in the main body of the report are also seen in the Local London sub-region, in particular, persistent shortages in construction teachers and assessors across FE, which the LSIF immersive labs seeks to address.



Current activity

- Local Skills Improvement Fund (LSIF) investment supported 20 collaborative and immersive digital labs across the Local London sub-region, focused upon green skills. And a further 11 industry leading Green and renewable technology skills training facilities have been established.
- The Mayor's Green Skills Academy for Local London - part of the Mayor's Academies Programme - brings together eight further education providers, one higher education institution, nine London boroughs, and over 30 employer partners to deliver a coordinated green skills offer across the sub-region. This partnership has strengthened pathways into green careers, supported underrepresented groups, and has helped better align training with London's Net Zero ambitions.
- New City College (NCC) and Kenson Highways have launched an employer-led Street Works Training Centre at NCC Rainham (Havering), delivering NRSWA-accredited, industry-designed training that directly connects Local London residents to jobs while building a skilled, safe and resilient workforce aligned with LSIP priorities for employer-driven provision and clear pathways into construction careers.
- [The Thames Freeport Construction Lab](#) (launched in 2025) has begun delivering sustainable construction innovation across Barking & Dagenham and Havering, piloting modular build systems, retrofit technologies, and green product testing to support a region-wide shift to low-carbon infrastructure.
- The Thames Freeport masterplan emphasises green, resilient economic development, embedding community priorities around sustainability into long-term planning for Havering and Barking & Dagenham.
- [The Green Energy Skills Training Alliance \(GESTA\)](#) is a Local London based collaborative alliance of training providers, construction organisations and industry bodies, working to accelerate the decarbonisation of buildings across Local London by delivering high-quality green, retrofit, and built-environment skills training, alongside employer engagement, careers pathways activity, and quarterly networking.
- [The Green Skills Advisory Panel](#) (GSAP)—a UK-wide, member-led committee of over 500 building services, housing and construction businesses supported by local authorities, charities and training providers, dedicated to improving sustainable training and education and closing the green construction skills gap—has established a two-way working relationship with the GESTA alliance, enabling both groups to share insights, coordinate activity and strengthen regional alignment on retrofit, green skills and wider built-environment workforce priorities.



7. PRIORITY SECTOR: CREATIVE

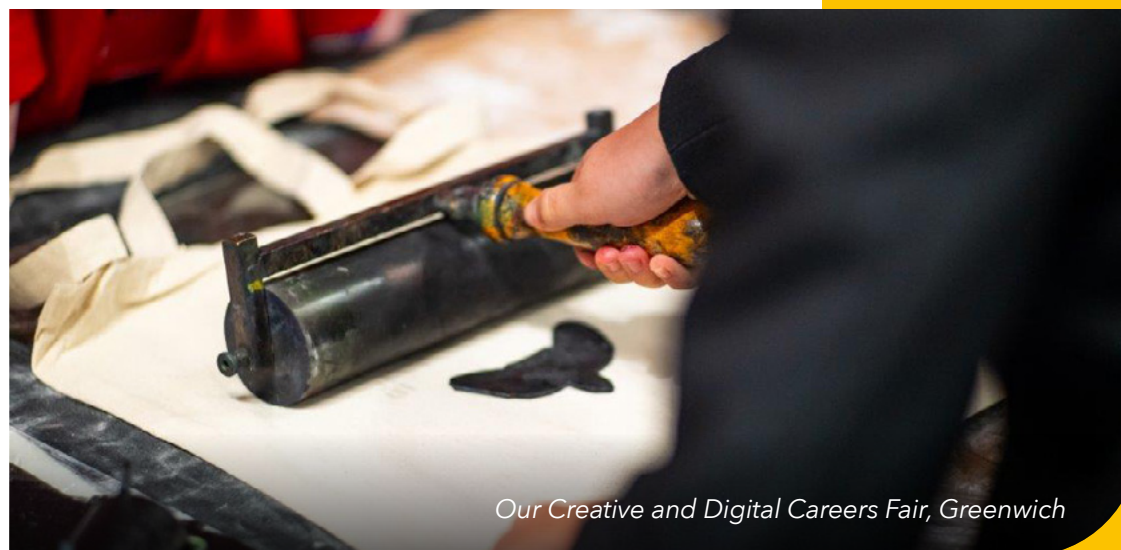
Local context

The creative sector contributes significantly to the London economy with recent figures suggesting it contributes around £52bn annually and provides approximately one in six jobs in the capital (or even one in five, depending on the definition), with strong growth in tech-related creative fields.

Since 2010, Local London's economic output from arts, entertainment and recreation industries grew by 124%. The sub-region is now home to three major studios with 3 Mills (Newham), Eastbrook (Barking & Dagenham) and Troubadour Meridian Water (Enfield) all identified in the London Growth Plan and two of which are in the increasingly important Thames Estuary Production Corridor. East Bank at Queen Elizabeth Olympic Park is identified within the growth plan as an 'Internationally significant creative cluster' and the Fashion District across East London is highlighted in the plan as significant for fashion innovation and small-scale manufacturing.

In the 2023 Local London LSIP annex, 'creative and digital' was identified as a priority sector, focusing particularly upon the growth in post-production and game development. However, within the sub-region, the sector is potentially far more diverse, with our film studios and theatres also requiring skills associated with other sectors (e.g. carpentry or hair dressing) and as the fashion district and East Bank activity shows.

The East Bank is the UK's newest cultural quarter. Opened in autumn 2023, at the heart of Queen Elizabeth Olympic Park, East Bank is a unique collaboration between cultural



Our Creative and Digital Careers Fair, Greenwich

institutions, world leading universities and the people of the Olympic boroughs, including Sadler's Wells East, BBC Music Studios, V&A East and the London College of Fashion.

The London Borough of Waltham Forest was London's first Borough of Culture (2019) with a cultural scene that blends heritage museums, contemporary art spaces, theatre and live performance, community arts and festivals and creative city-wide programmes.

Fashion design and manufacturing in the Thames Estuary has grown more than twice as fast as in the rest of the country, while screen industries have grown at a rate more than double the UK average. Thames Estuary has the potential to double its creative production economy, creating potentially 50,000 jobs to make the Thames Estuary Production Corridor the UK's largest concentration of creative production.

Creative: Local London



Number of employee jobs (1)

28,000

(3.4% of Local London total)

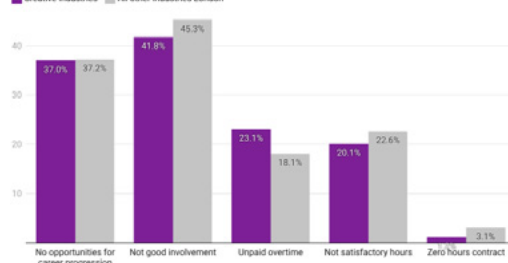
Online job postings (3) (London level)

London, Jan 2019 - Oct 2025 (three-month moving average)



Job quality indicators (4) (London level)

Region of work-based analysis, 2024
■ Creative industries ■ All other industries London



Business profile (2)

12,800 local units

(98% less than 10 employees)



Sector skills in demand (3)
(London level)

Technical

1. Marketing
2. Project management
3. Social media
4. Customer relationship management
5. Digital marketing

Transferable

1. Communication
2. Sales
3. Detail orientated
4. Management
5. Leadership



Pay profile
(employee jobs, London level)

Typical annual pay (gross, median) (5)

£30,200*

(vs. £43,200 all industries in London)

Share of jobs paying below the LLW (6)

22.8%*

(vs. 13.8% all industries in London)



Top 10 occupations in demand (3)
(London level)

Of **7,300** online postings for creative-related jobs in London (Oct 2025), the main roles were:

- | | |
|--|--|
| 1. Advertising/marketing associate professionals | 6. Art officers, producers & directors |
| 2. Marketing/sales/advertising directors | 7. Authors, writers & translators |
| 3. Public relations & comms directors | 8. Events managers & organisers |
| 4. Marketing/commercial managers | 9. Carpenter & joiners |
| 5. Web design professionals | 10. Graphic & multimedia designers |



Workforce profile (7)
(sector in Local London vs. all sectors in London)

- **38%** female and **62%** male
- **35%** from ethnic minority backgrounds (**38%** across all sectors in London)
- **24%** aged over 50 years (**27%** across all sectors)
- **16%** reported a disability (**14%** across all sectors)

**Note: data for workforce profile is for digital and creative combined; *data for pay and LLW is for arts and recreation

Employment and skills analysis

The creative sector employs 28,000 people across the sub-region, representing 3.4% of Local London's workforce. Typical annual pay in the industry is low at £30,200 per annum, compared to the London average of £43,200, with 22% of jobs paid below the London Living Wage, compared to 13.8% for all sectors.

As reflected across London, much of the creative sector is made up of SMEs, making it a difficult sector with which to engage. However, employers highlight soft skills as continuing to be of importance and underplayed in most formal education settings.

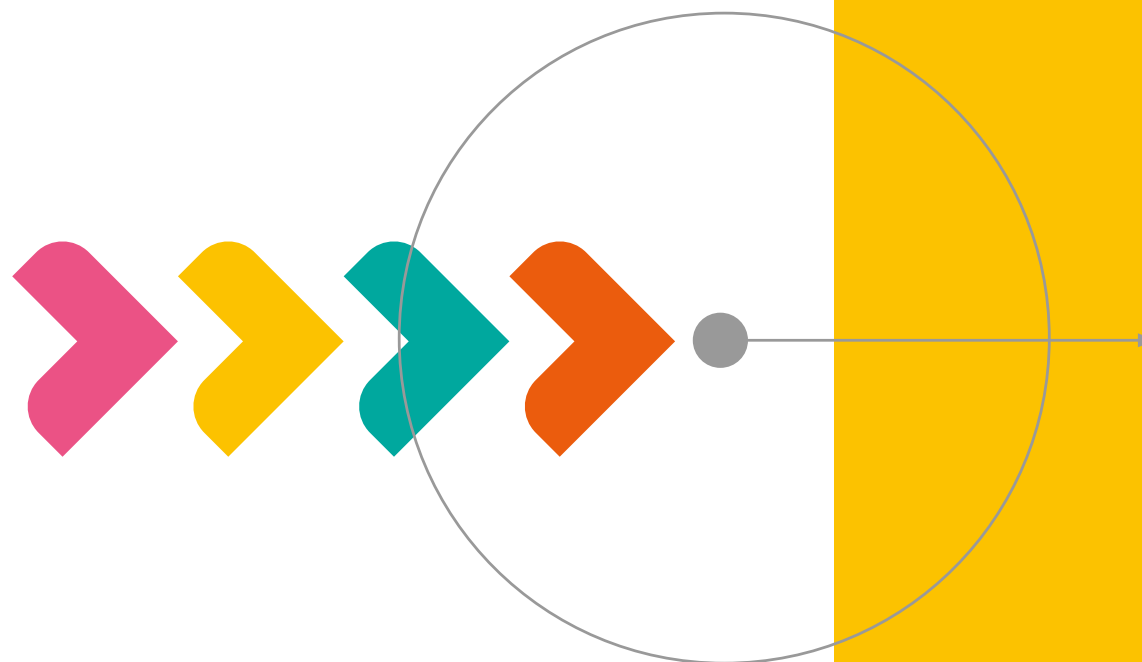
Whilst graduates are joining the industry, there is a shortage of senior technicians/engineers, both from an operational perspective but also to act as mentors/coaches to more junior staff.

Employers identify a significant opportunity to support cross-sector reskilling, for example, enabling electricians, carpenters and engineers to transition into film, TV and stage production roles where demand continues to grow. This may require greater flexibility from courses, as recruitment needs can be short-term and short notice.

Employers highlighted the importance of aligning sub-regional planning with longer-term industry strategies - such as the British Film Institute's (BFI) 10-year plan - to ensure training provision reflects future workforce needs.



Our Creative and Digital Careers Fair, Greenwich



CASE STUDY

QEOP East Bank creative-cultural employment programme

The New Talent Future Leaders (NTFL) programme was co-produced by the London Legacy Development Corporation, creative-cultural institutions and SME creative sector employers committed to local talent. Plans for the BBC, V&A, Sadler's Wells, UCL East and LCF to occupy

new buildings at East Bank was the catalyst for this East London focussed programme. The aims were to help the large institutions to diversify their workforce and support a local talent pool to gain skills and access placements as a pathway to sector opportunities.



Key features of the programme are:

- Industry involvement in co-design, iteration and ongoing governance
- Using a specialist creative-cultural employability provider (A New Direction)
- Utilising industry practitioners as part of supporting participants
- Genuine feedback loops with participants that inform programme iteration

The **talent pathway** spans careers week events at QEOP sites to inspire and educate school aged residents through to support for working aged residents via sector relevant careers advice and guidance, tailored support for those interesting in freelance work and 12-month LLW placement in creative-cultural organisations.



Current activity

- The Good Growth Hub is expanding creative-sector talent pipelines across East London through year-round programmes such as STEP 12 and STEP 13 paid traineeships, Creative and Cultural Opportunities pre-employment training, and the Freelance Exchange network, all of which provide structured entry routes, skills development and industry-aligned pathways into creative, cultural and digital roles directly supporting LSIP priorities around employer-designed provision and improved access to creative careers.
- Local London's Careers Hub East delivered 17 creative career sessions to schools within the sub-region and hosted a Creative and Digital Careers Exhibition.

Local London is engaged with BFI's ScreenSkills clusters to analyse screen-sector training across London and the South-East, revealing a dominance of generic and production courses and highlighting critical shortages across six key screen occupations



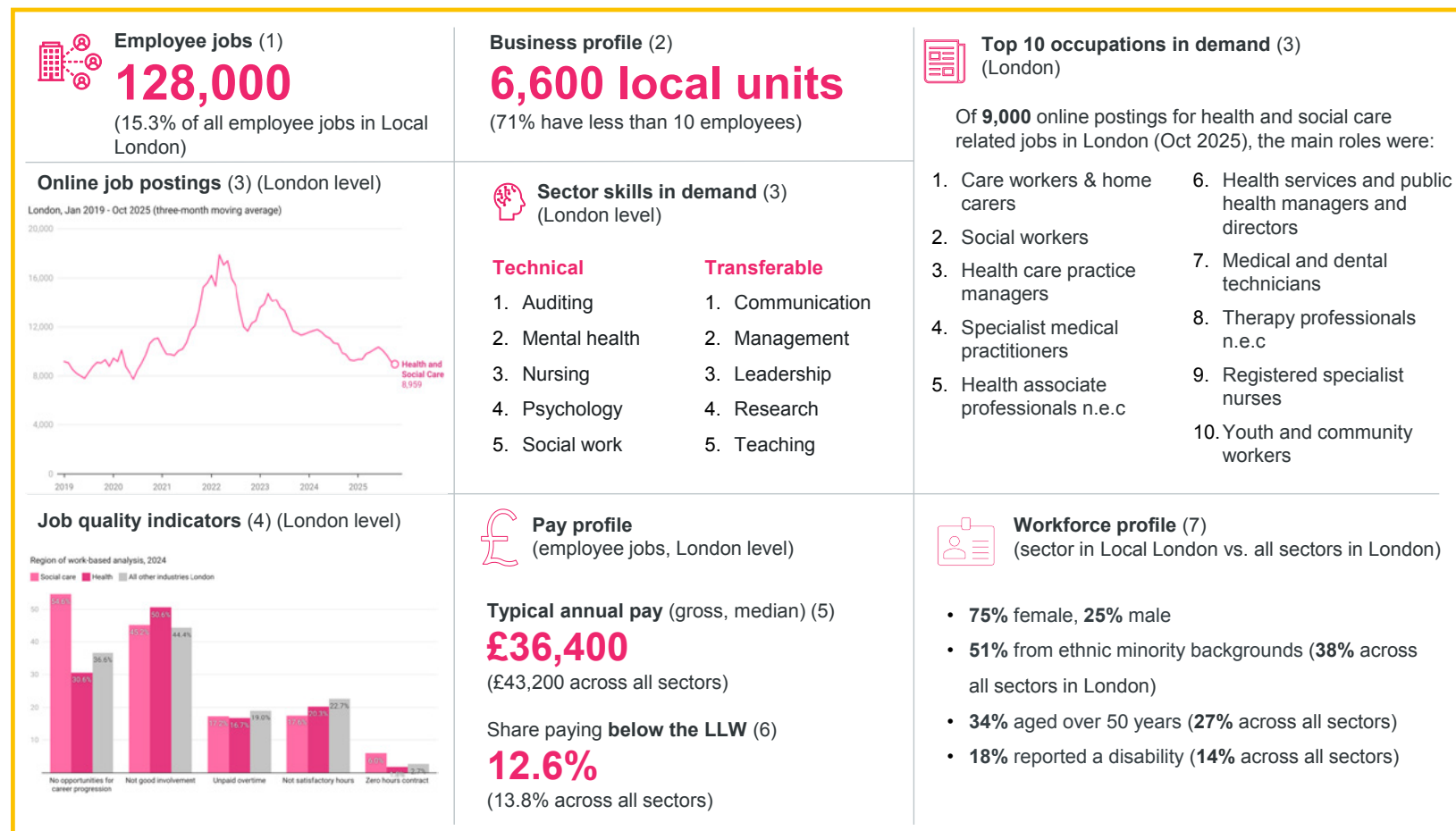
Our Creative and Digital Careers Fair, Greenwich

8. PRIORITY SECTOR: HEALTH AND SOCIAL CARE

Local context

Local London has a significant health and social care workforce, made up of 128,000 employees or 15.3% of the total workforce - 78,600 of that number work in health, with the remainder working specifically in residential care.

Health and Social Care: Local London



Employment and skills analysis

Whilst the typical pay across social care is, at £36,400, considerably lower than the all-sector averages of £43,000, the average wage of those working in health is £41,000, whilst those working in residential care earn on average £27,600.

Feedback from local employers suggests that the low level of pay impacts not only the ability to recruit and retain talent, but also the knock on effect of making it difficult to release staff for training - 54.6% of those in social care felt that there was no opportunity for career progression, compared to 30.6% in health.

Employers feel that social care does not align well with current career pathway models, with limited suitability for bootcamps or SWAPs, and they report persistent vacancies largely driven by low pay. Despite this, flexibility is a positive feature of the sector, with zero-hours arrangements working for many workers due to the consistent availability of shifts.

Many of the most in demand skills are shared across health and social care, with communication coming out top and management skills second for both sectors. Social care employers emphasise values-based recruitment, prioritising empathy, communication and personal attributes alongside qualifications. Employers report that effective preparation for the sector requires colleges to embed pastoral support, coaching and wider workforce development, as these elements are considered just as important as technical skills for sustaining staff in social care roles.

Employer engagement remains essential in health and social care, where apprenticeships are still widely misunderstood and practical, tangible experiences are highly valued.



Feedback suggests that a cross-sector work-experience offer for Londoners could help address this, alongside clearer messaging about pathways.

Employers also highlight the importance of behaviour, confidence and mindset, particularly as the sector adopts more AI and digital care technologies; however, there are currently limited opportunities for the existing workforce to learn about or engage with these tools, which affects both skills development and confidence in using new technology.

The workforce profile of both health and social care shows a significantly higher proportion of females to males. At 51%, the proportion of staff from ethnic minority backgrounds is considerably higher than 38% across all sectors in London and older, with 34% of the workforce aged over 50 compared to 27% across all sectors.

CASE STUDY

Royal Borough of Greenwich in partnership with Uganda Community Relief association

Health and social care has significant representation challenges in leadership and supervisory positions. Greenwich works closely with health and social care employers to ensure training genuinely reflects sector needs and supports residents into good jobs. By co-designing curricula with employers, they align pre-employment programmes, short courses, and essential skills training with real job-role expectations, regulatory requirements, and digital systems used across the sector. This employer-led

approach directly assists the addressing of persistent workforce shortages and improves job readiness.

Partnerships with NHS Trusts, care homes, and domiciliary care providers allow the creation of clear pathways into entry-level roles, supported by taster days, guaranteed interviews, and work-based learning opportunities. Embedding core sector skills—communication, digital literacy, safeguarding awareness, and person-centred practice—

ensures learners are prepared for the realities of care work.

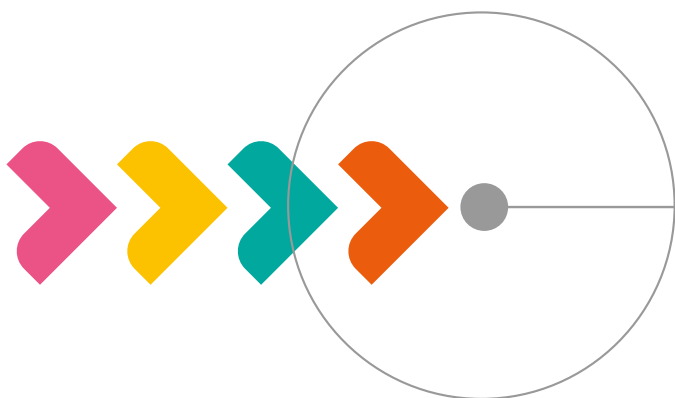
Greenwich adopts a targeted and inclusive approach to workforce development within the health and social care sector, addressing underrepresentation in leadership and supervisory roles. Through the delivery of the Level 3 Diploma in Adult Care, they support progression for staff from groups disproportionately concentrated in entry-level positions, including women, ethnic minorities, and individuals from disadvantaged backgrounds. The model is designed to remove common barriers to sustainable employment, advancement, such as work-life balance pressures, confidence issues, and language challenges.

By co-designing training, embedding essential sector competencies, and supporting employers to navigate the skills system, we build employer capacity while create realistic progression pathways into supervisory, team leadership, and specialist care roles, strengthening workforce capability across a key growth sector.



Current activity

- Local London has engaged with key stakeholders from across the NHS and social care in the Local London sub-region. Health is represented on both the Local London Joint Committee and Skills and Employment Board and both health and social care are represented on Local London's Employer Board.
- Thames Freeport is launching the Mobile Health Innovation Platform (MHIP) pilot in January 2026 using a dedicated Mobile Health Unit to deliver AI-enabled preventative healthcare, test innovative diagnostics for conditions like diabetes and hypertension, and generate real-world evidence for NHS adoption while building local digital capability.



9. PRIORITY SECTOR: LOGISTICS / TRANSPORT

Local context

Logistics is a major local employer in every region and is critical to the delivery of national and local growth priorities, including manufacturing, construction, retail, health, energy and advanced technologies. Within London, this is a sector that is a specific priority for our sub-region.

Across the sub-region, 47,000 people work within the sector, or 5.6% of the sub-region's workforce. Across the Local London area, the highest proportion of employment in the sector is in the boroughs of Barking and Dagenham and Enfield.

Transport and Storage: Local London



Number of employee jobs (1)

47,000

(5.6% of Local London total)

Online job postings (3) (London level)

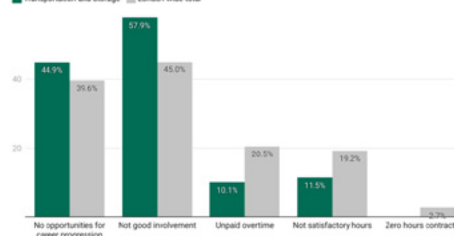
London, Jan 2019 - Oct 2025 (three-month moving average)



Job quality indicators (4) (London level)*

Resident based analysis, 2023

■ Transportation and storage ■ London wide total



Notes: *Data for zero-hour contracts not available due to small sample sizes

Business profile (2)

5,500 local units

(92% less than 10 employees)



Sector skills in demand (3)
(London level)

Technical

1. Warehousing
2. Supply chain
3. Key performance indicators (KPIs)
4. Forklift truck
5. Project management

Transferable

1. Communication
2. Operation
3. Customer service
4. Detail oriented
5. Management



Pay profile
(employee jobs, London level)

Typical annual pay (gross, median) (5)

£43,800

(vs. £43,200 all industries in London)

Share of jobs paying **below the LLW** (6)

9.2%

(vs. 13.8% all industries in London)



Top 10 occupations in demand (3)
(London level)

Of **4,100** online postings for transport and storage-related jobs in London (Sept 2025), the main roles were:

1. Transport & distribution clerks & assistants
2. Large goods vehicle drivers
3. Vehicle technicians, mechanics & electricians
4. Managers in transport & distribution
5. Warehouse operatives
6. Taxi & cab drivers & chauffeurs
7. Road transport drivers n.e.c
8. Fork-lift truck drivers
9. Managers in logistics
10. Bus & coach drivers



Workforce profile (7)
(sector in Local London vs. all sectors in London)

- **18% female and 82% male**
- **52% from ethnic minority backgrounds (38% across all sectors in London)**
- **43% aged over 50 years (27% across all sectors)**
- **13% reported a disability (14% across all sectors)**

Employment and skills analysis

The focus of this sector has shifted from wider transport to specifically logistics, including warehousing. Top occupations in demand include drivers and technicians.

For, drivers, specifically heavy goods drivers, it is reported that there is not a skills shortage of primarily technical ability, but a constrained training pipeline and retention issues. The age for this group is higher than average for the sub-region and there are fewer new entrants coming through. These issues are exacerbated by high upfront training costs and timeframes, worsened by uncertainty following the ending/ devolution of HGV Skills Bootcamps.

For technicians, it is reported that there is a skills shortage and not just a recruitment challenge. There is insufficient training capacity and a declining number of specialist provers. This is exacerbated by competition for candidates within the automotive and engineering sectors. In addition, existing technicians are often experienced in diesel-only and require upskilling.

The key asks of the skills and education sector include:

- Flexible, modular training through the Growth and Skills Levy, as well as flexibility to use Levy funds to boost careers awareness and improve recruitment
- Delivery of digital and green logistics skills
- Simple, flexible and incentivised access to funding for SMEs.



CASE STUDY

Capital City College Logistics Board

Capital City College set up an Employer Advisory Board with the support of VTCT Group (formerly Skills4Logistics), as the specialist training arm of the logistics industry nationally, working with schools and colleges to enhance understanding, generate labour market knowledge and impact on the quality of training and recruitment.

The Employer Advisory Board was made up of various organisations including:

- Ceva Logistics
- Road Haulage Association
- Wincanton
- Fowler Welch
- Enterprise
- Amazon
- Corten Logistics
- DWP
- Sysco/Brakes
- Dept For Business and Trade Government

During the time that the Board was running (through to June 2025), Capital City College launched its Logistics Curriculum with three courses - Export Import and International Legislation, Data Level 2 and Supply Chain and Logistics.

They also developed a relationship with Generation Logistics linking them with our Careers colleagues to participate in Careers Fairs (<https://generationlogistics.org/>). The college continues to offer courses moving into Procurement as an Apprenticeship offer.



Ford Dagenham, Barking and Dagenham



Current activity

- The Thames Freeport's Strategic Masterplan (2025) prioritises Barking & Dagenham and Havering as logistics growth locations, with investment in cleaner transport, modern distribution centres, rapid-charging infrastructure, and real-time AI-driven logistics systems.
- The Masterplan update (Dec 2025) confirmed new transport and connectivity interventions for the two boroughs, supporting improved logistics flows and creating stronger pathways into logistics careers.
- The Freeport's £3m Community Skills Fund (2025-26) expanded training, apprenticeships and sector-relevant programmes across Barking & Dagenham and Havering, including hydrogen safety training, XR-enabled port logistics learning, and early-STEM capability building aligned with manufacturing, green, digital and logistics sectors.



10. PRIORITY SECTOR: MANUFACTURING

Local context

Manufacturing employs around 30,000 people, 3.6% of the Local London workforce. The Upper Lee Valley represents the largest manufacturing employment cluster in London with core locations including Brimsdown, Central Leaside, Edmonton EcoPark area and Tottenham Hale, as well as the Thames Gateway and Barking and Dagenham.

Much of the sector is clustered in specific parts of the sub-region with, for example, food and drink being especially concentrated in Bexley and Enfield, and motor manufacturing in Barking and Dagenham. Whilst there are several large employers within the sub-region, such as Tate & Lyle, Hovis and Coca Cola, there are, as with other sectors, a high number of SME businesses.

The majority of jobs in the sector include food production and processing, construction materials and fabrication, waste management and recycling, printing and specialist manufacturing, advanced manufacturing and logistics-linked light manufacturing.



Tate and Lyle factory, Newham

Manufacturing: Local London



Number of employee jobs (1)

30,000

(3.6% of Local London total)

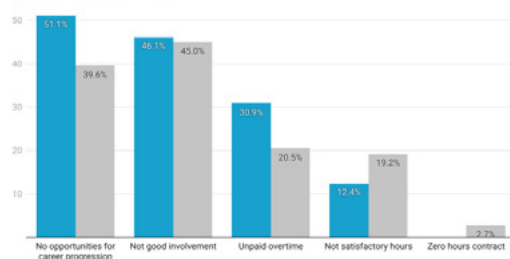
Online job postings (3) (London level)

London, Jan 2019 - Oct 2025 (three-month moving average)



Job quality indicators (4) (London level)*

Resident based analysis, 2023
■ Manufacturing ■ London wide total



Notes: *Data for zero-hour contracts not available due to small sample sizes

Business profile (2)

3,600 local units

(87% less than 10 employees)



Sector skills in demand (3) (London level)

Technical

1. Warehousing
2. Project management
3. Continuous improvement process
4. Plumbing
5. Auditing

Transferable

1. Communication
2. Management
3. Detail oriented
4. Operations
5. Problem solving



Pay profile (employee jobs, London level)

Typical annual pay (gross, median) (5)

£40,200

(vs. £43,200 all industries in London)

Share of jobs paying below the LLW (6)

16.2%

(vs. 13.8% all industries in London)



Top 10 occupations in demand (3)

(London level)

Of **3,800** online postings for manufacturing-related jobs in London (Oct 2025), the main roles were:

1. Engineering technicians
2. Production & process engineers
3. Skilled metal & electronic trades supervisors
4. Manufacturing production managers & directors
5. Warehouse operatives
6. Plant/machine operatives n.e.c
7. Quality assurance technicians
8. Quality control, planning engineers
9. Fork-lift truck drivers
10. Metal plate workers, smiths, moulders & related occupations



Workforce profile (7)

(sector in Local London vs. all sectors in London)

- **33%** female and **67%** male
- **34%** from ethnic minority backgrounds (**38%** across all sectors in London)
- **38%** aged over 50 years (**27%** across all sectors)
- **11%** reported a disability (**14%** across all sectors)

Employment and skills analysis

- At £40,200, the typical average pay in manufacturing is below that offered across all sectors in London, with 16.2% of jobs below the London Living Wage.
- Manufacturers tell us that they are keen to invest in skills to both retain their market position and to grow and whilst there is recruitment within the sector, there is also a significant number of vacancies, with the main recruitment barriers for manufacturers being a shortage of applicants and a lack of candidates with practical, machine-specific skills.
- 86% of Make UK members identified employment costs as their biggest pressure point, with other key pressures including: access to specialist training, and ongoing workforce challenges post-Brexit and pandemic.
- Persistent skills need seen across the sector include leadership, project management, and technical abilities, alongside growing demand in AI, automation, and cybersecurity. Employers raise concerns about management and project management skills being excluded from the Levy in the future.
- The sector has a predominantly male workforce at 67% and at 38% over 50 years of age, a considerably older workforce compared to the 27% across all sectors, with anticipated high number of retirements this year.
- As with other sectors, there is significant tutor shortage, however, there is a growing desire for retiring workers

to remain within the sector in the role of teaching the future workforce. Some businesses are employing innovative training solutions, such as using VR and digital tools to capture expert knowledge. Employers highlighted strong opportunities to strengthen local manufacturing training capacity, particularly in food, drink and FMCG (fast-moving consumer goods), where the absence of a dedicated London based food skills academy limits routes for new entrants and progression for existing staff.

- Other significant constraints on employers include Brexit and the increasing pressure on migrant labour. Recent changes which have seen immigration skills charges triple have had a significant impact upon the businesses, especially SMEs.
- As with other sectors, manufacturers express an increasing interest in AI and other digital solutions. These are mostly customer facing (e.g. chatbots) or back-office (e.g. HR) rather than in support of design. AI and other digital solutions are enabling employers to offer a broader range of products (e.g. bespoke units) and to understand the market better, enabling employers to better target demand.



Actions to date

- Make UK, the national body representing UK manufacturers, providing industry leadership, policy advocacy, and support across manufacturing, engineering and technology-based sectors, is an important member of the Local London's Employer Board. We are working with them to increase outreach and partnership activity with schools through the Local London Careers Hub, helping strengthen employer-education links within the manufacturing and engineering talent pipeline.
- Through Make UK, new employer connections are emerging including BLOQs, pay-as-you-go, open-access factory and maker space, providing professional equipment, workspace and training for hundreds of makers, freelancers and small businesses across disciplines such as wood, metal, textiles, digital fabrication and engineering, who have now joined the Employer Board, broadening representation from creative manufacturing and strengthening industry insight feeding into LSIP priorities.
- Thames Freeport's 2025 Strategic Masterplan confirmed Barking & Dagenham (Ford Dagenham tax site) as a core cluster for technology manufacturing, sustainable construction materials, and food and drink production, supported by a new investment framework to accelerate industrial growth in the borough.



11. OTHER KEY SECTORS ALIGNED TO THE LONDON GROWTH PLAN

In addition to the priority sectors identified, Local London will engage with local employers and skills providers in the London Growth Plan priority sectors covering:

- **Experience Economy:** This is a growing sector for the sub-region, with both Greenwich and the Excel Centre designated 'Internationally significant visitor destinations' in the London Growth Plan, and the Royal Docks, Queen Elizabeth Olympic Park/East Bank, Walthamstow and Woolwich all identified as 'Potential future internationally significant visitor destinations'.
- **Financial and Professional Services:** Whilst not considered one of our largest industries in the last LSIP, 'Professional and Business Services' has been highlighted as one of our biggest sectors by business count, with administrative roles among the largest in terms of job count, and with an anticipated 3% growth. Two of the regionally significant professional services clusters identified within the London Growth Plan are within the Local London sub-region: Bromley and Newham. Barking and Dagenham and Redbridge have also reported strong enterprise growth.
- **International Education:** Local London is not only home to two well established universities - University of Greenwich and University of East London - but also an increasing number of other universities that have set up campuses within the sub-region, including Coventry, Portsmouth, Huddersfield, Teesside, UCL and Queen Mary's.

- **Frontier Innovation:** This sector is of increasing importance to London and with a growing HE sector, strong industrial heritage and key economic corridors within the UK Innovation Corridor and Thames Estuary, we are ideally placed to support that growth. In the London Growth Plan, Queen Elizabeth Olympic Park has been identified as an 'innovation district', East Havering Data Centre and Ecology Park has been identified as a 'Green innovation cluster', and a number of other sites have been identified as 'key industrial innovation sites' including CEME, the London Sustainable Industries Park and UCL Pearl.

*Queen Elizabeth Olympic
Park, Newham*



12. CROSSCUTTING PRIORITIES

Cross cutting priorities set out across the main body of the London LSIP and critical for Local London, include:

- **Access to advanced digital capabilities and AI**

80% of Local London business leaders who responded to the London survey identified a skills gap in AI among their workforces. Local London will work with its network of education, skills and employment providers to support actions identified in the London LSIP and by the Mayor of London's AI Taskforce to strengthen AI and digital skills capability amongst residents and its local businesses.

- **Soft skills**

Feedback gathered from employers suggest that they now place as much value on soft and "power" skills such as communication, resilience, teamwork, active listening, and digital etiquette as they do on technical capabilities, and that the skills system must strengthen its emphasis on these foundational behaviours to support work readiness among learners.

- **Strengthened employer engagement**

This has been an important part of Local London's focus since the development of the first LSIP in 2023. Local London will establish a sub-regional sectoral hub, which will deliver local coordination and stronger navigation of employment and skills services with employers from key sectors aligned to the LSIP for London. This will be delivered in collaboration with its member boroughs, further and higher education, schools, Local London's Careers Hub, the CETEC and any future Technical Excellence Colleges.

- **Increased flexibility of training**

First raised in our annex to the 2023 London LSIP, increased flexibility in training continues to be raised in engagement with employers and other stakeholders from across our sectors as key to alleviating barriers to career progression. This flexibility was seen as critical in enabling both SMEs and large employers to adapt to emerging trends and remain competitive in the face of sectoral change.

- **Boosting youth employment**

Youth unemployment is rising faster in London than anywhere else in England. Through Local London's Youth Integration Network, Careers Hub and Youth Trailblazer - and working in partnership with our boroughs, education providers and Jobcentre Plus - we will support young people who are most in need of help to access the skills, work experience, careers, pastoral and employability support needed to succeed into good work.

- **Greater join up between skills, work and health**

The need for deeper join-up between employment, skills and health services is critical, particularly with mental health challenges, digital poverty and wider socio-economic barriers now affecting a rising number of residents. Economically inactive residents across Local London range from 27.4% in Bromley to 35.2% in Barking & Dagenham, (compared to a London average of 19.3%). Disabled people make up the highest proportion of economically inactive residents across the sub-region. Greater system integration including with programmes such as Connect to Work will be essential to ensure residents are able to access training and sustain long-term employment.

Local London will continue to work with local partners, employers, education and key anchors within the sub-region, as well as partners across London, to address these challenges.

CASE STUDY

Newham Data

Newham Council's large-scale community training has equipped 2500+ residents with Data and AI skills, including 1080+ women and girls through targeted outreach with Women in Data. Over 100 local businesses have been supported to adopt AI tools, ensuring skills translate into productivity gains rather than remaining theoretical.

Key activities include:

- Establishment of the UK Centre for AI in the Public Sector, a partnership between UEL and Newham Council to create practical AI solutions for public sector challenges
- A 5-week training course for 16-18-year-olds, upskilling them in data and AI, through career preparation, mentorship and mock interviews
- AI training for Newham residents, including 3-hour hands-on prompting workshops led by Cognizant
- A free 16-week cloud computing course offered by Amazon Web Services (AWS) geared towards underemployed residents (53% secured employment after the course)
- Newham x London Data Week, showcasing local talent with an explicit focus on inclusion
- SXSW Innovation Challenge, to help young learners explore how AI is reshaping industries and in demand skills.



People on our Economic Inactivity Trailblazer programme using VR headsets, Newham

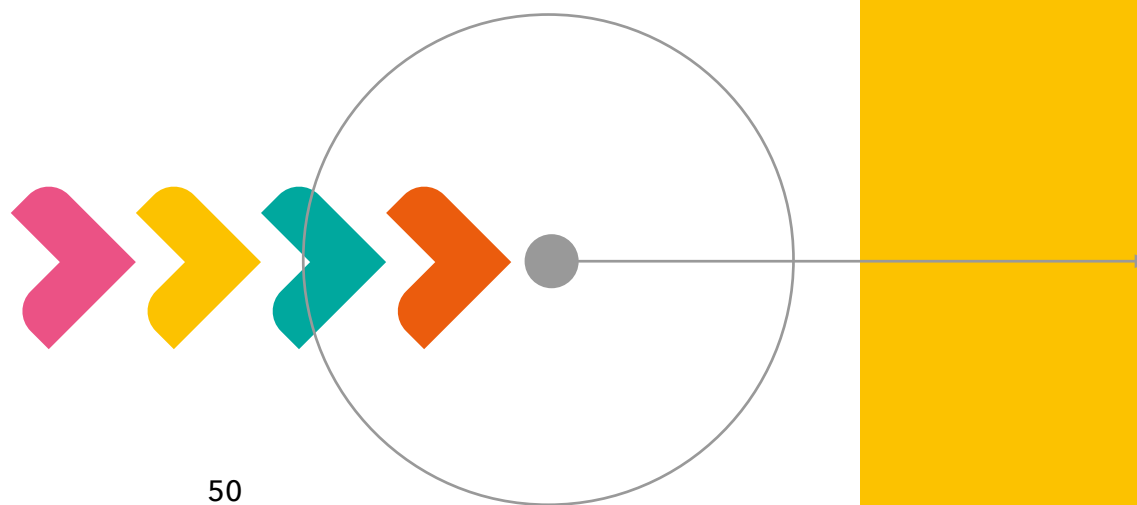


13. DELIVERING THE LSIP: THE ROADMAP

13.1 Actions and activities

Actions to respond to Local London's challenges and opportunities will evolve over the course of this LSIP. In the short term and medium term, and alongside the actions set out in the London LSIP, we are committed to:

- **Strengthen strategic coordination and engagement with employers, particularly SMEs, across the skills, health and work system** at a local and pan-London level making it easier for employers to navigate access to the support they need, linking closely with the Sector Talent Boards and Hubs, the TECs and Jobcentre Plus across London and sub-regionally.
- **Produce and make available, easily accessible Labour Market Intelligence and insights on skills and jobs demand** that are understood by young people and adults, careers leaders, employment support services and education providers.
- Work with Local London's network of local employers and businesses, to **increase access to quality work experience in priority sectors and embed employability support and work readiness in education** to prepare young people and adults on the behaviours, soft skills and attitudes expected in the world of work (including business start-up/ enterprise skills).
- **Targeted support to increase both participation and completion rates in education among local residents**, paying special attention to improving access for those less engaged in STEM and key frontier innovation subjects, including AI and green skills working with schools, FE and HE.
- **Strengthen the all-age careers offer and widen awareness** of pathways into priority sectors including via technical routes and apprenticeships.
- **Work with employers and education providers to promote education pathways and opportunities in key sectors to underrepresented groups** including those with protected characteristics and health conditions, parents, carers and people from ethnic minorities.



13.2 Next Steps

The publication of the London LSIP is an important step in better matching training provision to employer skills demand, in order to help employers and businesses in our sub-region to address their skills gaps, fill vacancies and ultimately to get more Londoners into meaningful careers.

This document is an annex to the London LSIP, which is owned by BusinessLDN as the designated employer representative body (ERB). Within Local London sub-region, actions specifically relating to the sub-region will be owned by Local London and overseen by the Local London Skills and Employment Board, who will work with the Employer Board to ensure findings and actions are reflective of the current skills needs and provision and that actions set out are delivered successfully.

We will continue to work with local skills and education providers through the Local London Skills Provider Network, Higher Education and the Adult Community Education group on how best we can respond to the LSIP, as well as ensuring that the needs identified within the LSIP are reflected in colleges' annual accountability statements.

Finally, over the next year, we will be setting up three sub-regional sector task and finish groups, covering construction, creative and health and social care, and we will ensure that the work that they undertake in engaging employers reflects the needs and provision highlighted in the LSIP.

*Eastbrook Studios, Barking
and Dagenham*



Appendix

Action 1: Strengthen strategic coordination and engagement with employers, particularly SMEs, across the skills, health and work system at a local and pan-London level making it easier for employers to navigate access to the support they need, linking closely with the Sector Talent Boards and Hubs, the TECs and Jobcentre Plus.

Activity	Lead Organisation and supporting partners	Timescale	Implementation and expected outcomes	Monitoring and Measurement	Alignment to regional and national skills policy
Establish the Local London Sub Regional Employer Sector Hub to provide employers from the construction, creative, health and social care sectors a more easily accessible and joined-up route to Local London's skills and employment support offer. Coordinate engagement and strengthen integration of the skills and employment system across boroughs, skills providers and employability programmes highlighting specialisms and fostering collaboration.	Lead: Local London. Supporting partners: Local London boroughs; employer representative bodies; Pan London Sector Talent Boards and Hubs; Local London Skills Provider Network (LLSPN), HE; TECs; Jobcentre Plus; GLA.	Year 1	Established Sub-Regional Hubs, stronger employer voice, reduced duplication and clearer alignment between employer need and provision.	Hubs established; increased employer engagement and referrals; campaigns and events.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.

Action 1: Strengthen strategic coordination and engagement with employers, particularly SMEs, across the skills, health and work system at a local and pan-London level making it easier for employers to navigate access to the support they need, linking closely with the Sector Talent Boards and Hubs, the TECs and Jobcentre Plus.

Activity	Lead Organisation and supporting partners	Timescale	Implementation and expected outcomes	Monitoring and Measurement	Alignment to regional and national skills policy
Forge a more joined up and collaborative approach between local businesses, skills providers and TECs to improve access into skills, training and work, including through use of the Growth and Skills Levy and in supporting the expansion of Foundation Apprenticeships, Sector Based Work Academy Programme (SWAPs) and Skills Bootcamps. Strengthen SME, micro business and wider employer representation within Local London's governance and delivery structures, including the Skills and Employment Board and sub-groups.	Lead: Local London and its boroughs; LLSPN; HE; TECs; Chambers; BIDs; employer networks and representative bodies. Supporting partners: GLA; Jobcentre Plus.	Years 1 and 2	Improved representation of local employers, in particular SMEs in Local London's governance and delivery forums to ensure LSIP actions reflect local business needs. Strengthened engagement of SMEs and employers more broadly in the delivery of key skills programmes.	Business representation on Local London boards and groups; increased SME participation in Local London's skills and employment system; increased numbers of employers engaging in the delivery of key skills programmes including SWAPs, Bootcamps and Apprenticeships.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.

Action 1: Strengthen strategic coordination and engagement with employers, particularly SMEs, across the skills, health and work system at a local and pan-London level making it easier for employers to navigate access to the support they need, linking closely with the Sector Talent Boards and Hubs, the TECs and Jobcentre Plus.

Activity	Lead Organisation and supporting partners	Timescale	Implementation and expected outcomes	Monitoring and Measurement	Alignment to regional and national skills policy
Establish strengthened links and opportunities for collaboration with neighbouring regions to London, including Kent and Essex, to meet the growth and skills needs of key economic corridors such as the creative industries in the Thames Production Corridor, and UK Innovation Corridor (UKIC).	Lead: Local London and its boroughs, Kent, Essex, UKIC	Year 1 onwards	Alignment of LSIP activities across economic corridors and link up on college provision and employer need to meet sector priorities such as the creative industries.	Joint actions plans/ commitments to improve access to skills and jobs in the economic corridor. Accountability Statements.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.

Action 2: Produce and make available, easily accessible Labour Market Intelligence and insights on skills and jobs demand that are understood by young people and adults, careers leaders, employment support services, and education providers.

Activity	Lead Organisation and supporting partners	Timescale	Implementation and expected outcomes	Monitoring and Measurement	Alignment to regional and national skills policy
Work with GLA Economics, London's SRPs and Business LDN to enhance the existing sub-regional and London Economy Dashboards to include accessible data and insights on: - Borough-level and sub-regional priority sectors (in line with Skills England's data role within the post-16 Education and Skills White Paper) - In-demand occupations and skills - Underrepresented groups within workforce profiles.	Lead: GLAE; Local London and its boroughs; SRPs; Supporting partners: LLSPN, Careers Hubs, HE, Youth Integration Network.	Years 1 and 2	Enhanced dashboards with up to date, borough level insights that inform careers guidance, curriculum planning, employer engagement and brokerage support. Strengthened awareness of the sub-region's skills and employment needs and opportunities by residents, practitioners, education providers and policymakers.	Dashboard usage data; user and stakeholder feedback.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.

Action 2: Produce and make available, easily accessible Labour Market Intelligence and insights on skills and jobs demand that are understood by young people and adults, careers leaders, employment support services, and education providers.

Activity	Lead Organisation and supporting partners	Timescale	Implementation and expected outcomes	Monitoring and Measurement	Alignment to regional and national skills policy
Enhance sector specific LMI and careers insight packs on the skills pathways at post-16 including A levels, T levels, V levels, apprenticeships and modular courses to support entry into or progression in-work in Local London priority sectors.	Lead: GLAE; Local London and its boroughs; LLSPN, Careers Hubs, Youth Integration Network.	Year 2	Improved understanding of local job demand, roles and progression routes in priority sectors.	Information packs produced; sector specific campaigns and events with employers and the skills, careers and employment support sector delivered.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.
Promote and raise awareness on the Local London education and skills offer and employment opportunities. Strengthen communication and engagement with young people by presenting pathways and opportunities at post-16 in clearer, more engaging and creative formats.	Lead: Local London and its boroughs; providers; Careers Hub; Youth Integration Network.	Year 2	Clearer understanding of pathways and progression, leading to improved engagement and take up of appropriate provision.	Learner feedback; destination data.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.

Action 3: Work with Local London's local employers and businesses, to increase access to quality work experience in priority sectors and embed employability support and work readiness in education to prepare young people and adults on the behaviours, soft skills and attitudes expected in the world of work (including business start-up and enterprise skills).

Activity	Lead Organisation and supporting partners	Timescale	Implementation and expected outcomes	Monitoring and Measurement	Alignment to regional and national skills policy
Pilot cross-sector skills passports through the Adult Skills Fund starting with hospitality, covering a range of work readiness competencies, employability skills including digital and AI, and incorporating work experience - targeting young people aged 19-23 and economically inactive adults.	Lead: GLA; Pan-London and sub-regional Sector Talent Boards and Hubs; Local London; employers; LLSPN; ASF providers; Supporting partners: Youth Integration Network; providers; boroughs.	Years 2 and 3	Improved employability skills, engagement and progression for young people and economically inactive residents.	Improved participation and progression outcomes, access to quality work experience, particularly among the 19-23 age group and economically inactive adults.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.
Work with local employers and providers to expand the take up of Skills Bootcamps, Apprenticeships and the Sector Based Work Academy Programme (SWAP) providing training, work experience and a guaranteed job interview.	Lead: Local London and its boroughs; LLSPN, HE, employers; JCP.	Year 1 onwards	Expanded access to Skills Bootcamps, Apprenticeships and SWAPs.	Job outcomes and work experience placements.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.

Action 3: Work with Local London's local employers and businesses, to increase access to quality work experience in priority sectors and embed employability support and work readiness in education to prepare young people and adults on the behaviours, soft skills and attitudes expected in the world of work (including business start-up and enterprise skills).

Activity	Lead Organisation and supporting partners	Timescale	Implementation and expected outcomes	Monitoring and Measurement	Alignment to regional and national skills policy
The Local London Careers Hub will work with schools and employers to support readiness for the national Modern Work Experience agenda, creating more quality work experience opportunities for children and young people. Through the Sector Hubs, Youth Guarantee and Youth Integration Network, Local London will work with employers to increase opportunities for quality work experience and work tasters for young people.	Lead: Local London and its boroughs; Careers Hubs; Youth Integration Hub; Sub-regional Sector Hub; Supporting partners: LLSPN, HE, employers; JCP.	Year 1 onwards	Increased work experience and work taster opportunities.	Work experience placements.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.

Action 4: Targeted support to increase participation and completion rates in education among local residents, paying special attention to improving access for those less engaged in STEM and key frontier innovation subjects, including AI and green skills working with schools, FE and HE.

Activity	Lead Organisation and supporting partners	Timescale	Implementation and expected outcomes	Monitoring and Measurement	Alignment to regional and national skills policy
Work with employers and skills providers in STEM, AI and green sectors to improve understanding among young people and adults on the variety of roles and progression routes within these industries. Strengthen pre entry information for learners, parents and educators to support informed choices, sustained participation and improved completion rates.	Lead: Local London; employers; schools; Careers Hub, Youth Integration Network, FE and HE.	Years 2	Improved pre entry understanding in STEM related subjects, reducing mis matched enrolment, improving participation and completion in these subjects.	Participation and completion data; learner feedback.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.

Action 4: Targeted support to increase participation and completion rates in education among local residents, paying special attention to improving access for those less engaged in STEM and key frontier innovation subjects, including AI and green skills working with schools, FE and HE.

Activity	Lead Organisation and supporting partners	Timescale	Implementation and expected outcomes	Monitoring and Measurement	Alignment to regional and national skills policy
Identify, recognise and share good practice in FE, HE and adult education to improve engagement, aspiration, participation and completion of courses among local residents, particularly in STEM-related subjects, including best practice and innovative solutions in the rollout of AI, e.g. Newham's Data and AI model. Establish a shared understanding of non completion rates in post-16 skills across the sub region.	Lead: Local London and its boroughs; employers; LLSPN and HE.	Year 2	Improved participation and completion rates.	Participation and completion data; learner feedback.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.
Work with London's schools via the Careers Hubs, Youth Integration Network, TECs, FE and HE sector to boost the talent pipeline into STEM-related subjects, particularly among underrepresented resident groups and young people.	Lead: Local London and its boroughs; Careers Hubs, Youth Integration Network, Supporting partners: LLSPN; HE; employers.	Year 2 onwards	Improved participation and completion rates.	Participation and completion data; learner feedback.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.

Action 4: Targeted support to increase participation and completion rates in education among local residents, paying special attention to improving access for those less engaged in STEM and key frontier innovation subjects, including AI and green skills working with schools, FE and HE.

Activity	Lead Organisation and supporting partners	Timescale	Implementation and expected outcomes	Monitoring and Measurement	Alignment to regional and national skills policy
Work with the Electrical Contractors' Association (ECA) and NCC in the piloting and evaluation of an Electrotechnical Training and Careers Alliance (ETCA) model in east London, bringing together electrical employers, FE providers and local partners to coordinate careers activity, training provision and apprenticeship pathways, improve participation and completion rates, and address local electrotechnical skills shortages. To roll out learning.	Lead: Local London; ECA and employers, schools and FE.	Year 1	Improved participation and completion rates.	Participation and completion data; learner feedback.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.

Action 5: Strengthen the all-age careers offer and widen awareness of pathways into priority sectors including via technical routes and apprenticeships.

Activity	Lead Organisation and supporting partners	Timescale	Implementation and expected outcomes	Monitoring and Measurement	Alignment to regional and national skills policy
Through the Local London Careers Hub, we will work with employers to deliver coordinated, sector focused careers activity and campaigns with schools, FE and HE aligned to Local London priority sectors. Strengthen engagement with employers to role model, inspire and offer work experience and taster days into the world of work. Produce consistent branding and messaging to improve understanding of employment opportunities and skills pathways among children, young people, parents and educators.	Lead: Local London; Careers Hubs. Supporting partners: employers; schools; FE and HE; sector bodies.	Year 1 onwards	Stronger engagement with priority sectors and improved resources. Improved awareness of pathways, technical routes and progression opportunities across all ages into priority sectors. Increased employer activity in careers education. Improved resources. Established communication channels. Improved awareness of pathways, technical routes and progression opportunities across all ages.	Engagement levels; feedback from learners, parents and educators; destination data. Increased employer activity in careers education.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.

Action 5: Strengthen the all-age careers offer and widen awareness of pathways into priority sectors including via technical routes and apprenticeships.

Activity	Lead Organisation and supporting partners	Timescale	Implementation and expected outcomes	Monitoring and Measurement	Alignment to regional and national skills policy
Identify best practice from sectors with strong, proven career pathways for career returners and career switchers (e.g. financial services) and translate this learning into practical insights for educators and employers across Local London's LSIP priority sectors. Learning will be shared through targeted employer and provider engagement.	Lead: Local London; employers; LLSPN and HE providers.	Year 2 onwards	Improved awareness of career pathways into priority sectors, technical routes and progression opportunities across all ages.	Engagement levels; feedback from learners, educators; destination data.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.
To increase awareness of local pathways into good jobs with primary and secondary school age groups, strengthening connections between primary, secondary, FE and HE providers and local employers.	Lead: Local London and its boroughs; Careers Hubs; employers; schools; FE and HE providers.	Year 1 onwards	Improved resources. Improved awareness of pathways, technical routes and progression opportunities across all ages.	Improved resources. Improved awareness of pathways, technical routes and progression opportunities across all ages. Engagement levels; feedback from learners, parents and educators; destination data.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.

Action 6: Work with employers and education providers to promote education pathways and employment opportunities in key sectors to underrepresented groups including those with protected characteristics and health conditions, young people, parents, carers and people from ethnic minorities.

Activity	Lead Organisation and supporting partners	Timescale	Implementation and expected outcomes	Monitoring and Measurement	Alignment to regional and national skills policy
Scale and share employer good practice in inclusive recruitment and progression pathways particularly among young people, parents, carers, those with SEND or other health conditions and ethnic minority groups.	Lead: Local London and its boroughs, Work Connections (Local London No Wrong Door), Youth Integration Network, Sub-regional sector Hub. Supporting partners: employers, sector bodies.	Year 2	Identified communication channels. Strengthened employer engagement and focused activities.	User feedback.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.

Action 6: Work with employers and education providers to promote education pathways and employment opportunities in key sectors to underrepresented groups including those with protected characteristics and health conditions, young people, parents, carers and people from ethnic minorities.

Activity	Lead Organisation and supporting partners	Timescale	Implementation and expected outcomes	Monitoring and Measurement	Alignment to regional and national skills policy
Strengthen integration of skills, work and health programmes including Connect to Work, Workwhile and Trailblazers to improve access routes for economically inactive and unemployed residents to get the support they need to progress into good jobs.	Lead: Local London and its boroughs Supporting partners: FE, Workwhile, employers, sector bodies; community groups, JCP.	Year 1 onwards	Strengthened collaboration between work, skills and health interventions. Increased access to work in priority sectors from under-represented groups.	Employer and brokerage feedback and engagement metrics	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.

Action 6: Work with employers and education providers to promote education pathways and employment opportunities in key sectors to underrepresented groups including those with protected characteristics and health conditions, young people, parents, carers and people from ethnic minorities.

Activity	Lead Organisation and supporting partners	Timescale	Implementation and expected outcomes	Monitoring and Measurement	Alignment to regional and national skills policy
Deliver an annual awards ceremony (VISTAs) celebrating excellence in education and employment across the Local London sub-region working with the LLSPN.	Lead: LLSPN, Local London and its boroughs	Year 1 onwards	Deliver annual event in partnership with the LLSPN	Improved awareness of education and employment opportunities across Local London, particularly for underrepresented groups.	Local London Vision for Growth, London Growth Plan; Inclusive Talent Strategy, Industrial Strategy, Post-16 Education and Skills White Paper.

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