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# Local Skills Improvement Plan (LSIP)

## Progress Report

June 2024



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# Who is this publication for?

In September 2023, we published our [Local Skills Improvement Plan \(LSIP\)](#) for the Local London sub-region. As required by the Department for Education (DfE) this progress report provides a comprehensive overview of progress made to date against the fifteen actionable priorities outlined in the Local London LSIP, as well as areas that require further attention.

Our report is designed for a diverse audience, including employers who have actively participated in shaping the LSIP and are keen to track progress and understand the impact of their engagement. It also caters to businesses who have yet to engage with the LSIP, offering insights into ongoing initiatives and opportunities for involvement, highlighting changes already underway in the skills provision system in our sub-region.

For education and training providers, the report offers a comprehensive view of progress in delivering the LSIP, along with valuable intelligence on employer skills needs to inform provision planning.

Additionally, it will be of interest to other local stakeholders invested in skill development and implementation efforts and how these support the wider economy in Local London.



## Strategic and economic context update

Following on from the Mayoral elections on 2nd May 2024, there remains the same focus on our priority sectors.

It has also been confirmed that the Mayoral Academies Programme will receive a further year's funding, and we will continue to work with the Mayoral Academies, particularly where there is alignment with our own priorities.

London Council's [London Business 1,000 survey](#) shows sustained growth across all of London's regions. In East London, businesses have seen a strong increase in efforts to recruit more staff in the previous 12 months, this has risen from 43% in 2020 to 62% in 2023. 67% said they intended to recruit in the coming 12 months.

Employers in south east and north east London continue to have more pronounced concerns about skills shortages among their existing staff compared to other parts of London (23% in East London compared to 15% Central, 13% South, 16% West) as well as skills challenges (82% East, compared to 74% Central, 75% South, 76% West).

To help tackle these challenges, Local London is working with partners across London to make the case for the devolution of skills funding; this is still a work in progress, and updates will be shared when more information is available.





The shift from EU funding to domestic funding (including the UK Shared Prosperity Fund) is a big change in how local programmes in London will receive funding and set priorities. The implications primarily revolve around ensuring alignment with the new funding framework and adapting strategies to meet evolving requirements. We anticipate:

**Shift in Priorities:** With the introduction of UKSPF, it is anticipated that there might be a revaluation of funding priorities, potentially leading to adjustments in programme focus areas and objectives.

**Flexibility and Autonomy:** Increase in flexibility and autonomy in decision-making at the local level, empowering stakeholders to tailor interventions more effectively to local needs.

**Integration and Partnership Working:** There will be a greater emphasis on fostering collaborative partnerships between stakeholders to leverage resources and maximise impact, aligning with the spirit of UKSPF's community-led approach.

**Localised Delivery by Borough Partners:** Recognising the diverse needs across boroughs, there is a growing emphasis on localised delivery by borough partners to help prioritise interventions that are responsive to the unique challenges and opportunities within each area.

**Move to Supported Employment Opportunities:** There will be a shift towards prioritising supported employment opportunities within local programmes, reflecting a broader commitment to inclusivity and accessibility in the workforce.

**Monitoring and Evaluation:** Robust monitoring and evaluation mechanisms will be crucial to track the effectiveness of interventions under the new funding regime and ensure accountability to stakeholders.

**Reduction in Funding:** It's important to note the impact of the reduction in funding on London-wide programmes such as UKSPF, which will necessitate innovative approaches to fill the gap and sustain essential initiatives.



# Summary of the LSIP priorities and actions

The Local London LSIP is a data driven and employer-led plan for better matching training provision to the needs of local employers. Our LSIP covers our nine local authorities: Barking and Dagenham, Bexley, Bromley, Enfield, Greenwich, Havering, Newham, Redbridge, and Waltham Forest.

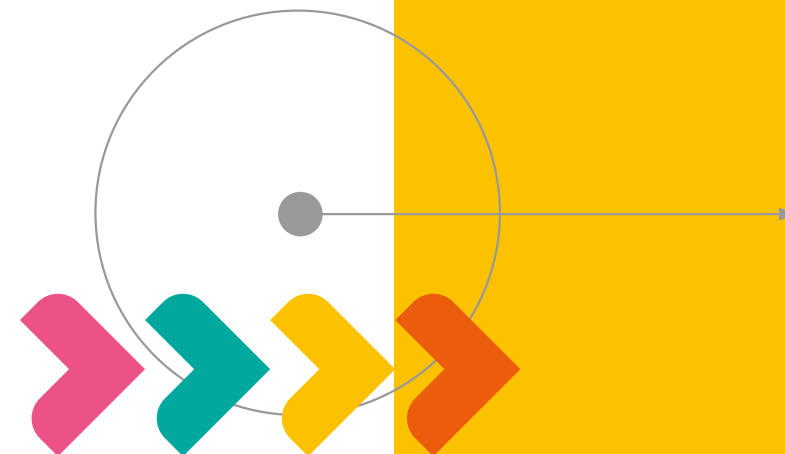
Through employer-led research, the LSIP identified five priority sectors for the Local London sub-region which are based on either the total employment size across the sub-region or anticipated growth over the coming years.

The five sectors that the Local London LSIP focuses on are:

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

Since the publication of our LSIP in September 2023, Local London has engaged with a variety of stakeholders to promote the LSIP, progress actionable priorities and ensure that key stakeholders are engaging and are aligned with the LSIPs objectives.

The Department for Education view LSIPs as one of the key drivers for ensuring that education and training providers are responding to local skills needs through shaping their curricula and confirmation of this will be set out in their annual Accountability Agreements [see page 27]. As part of Local London's response to the LSIP, an Employer Engagement Officer has been recruited to expand our engagement with employers and businesses. Local London's focus has been to tap into existing networks and sector bodies who have access to engaged employers with skills provision at the top of their agenda and can assist with maximising reach. This approach aims to facilitate connections, foster collaboration, and streamline efforts towards achieving LSIP goals.



Below is a table quantifying engagement with key stakeholders by Local London since September 2023 and broken down by sector where possible.

Sector	Employer Engagement	Training Provider Engagement	Sector Bodies	Other Stakeholder Engagement	Total No. of Attendees
Construction and Engineering	13	7	1	10	727
Digital and Creative	3	7	2	6	175
Health and Social Care	0	7	3	7	137
Manufacturing	2	7	1	4	52
Transport and Logistics	2	7	1	3	32
Other				45	1621

Engagement within the Local Skills Improvement Plan (LSIP) framework is characterised by an employer-led approach, aiming to forge closer collaborations between employers and training providers while integrating them into the wider skills ecosystem. Local London is actively engaged with education and training providers across the sub-region, particularly in support of the implementation of LSIF projects after the successful £6.5 million bid announcement [\[Link\]](#). This funding programme led by London South East Colleges is being used to develop green and digital skills within the Local London sub-region, including a network of 21 digital hubs plus 11 green skills training facilities across 23 skills partners.

As well as reformulating our engagement with stakeholders and partners, we have also restructured our wider programmes of work at Local London to ensure that they align with our Local Skills Improvement Plan and five priority sectors. Local London's Skills and Employment Board was set up to lead on and co-ordinate collaboration between the Local London boroughs to support and work in partnership with the Mayor of London on the development of a skilled workforce within Local London. Membership of the Board is made up of political representation from each member borough and sectoral representatives. It has been agreed that the Skills and Employment Board will function as the Programme Board for the LSIP. The Local

London Skills and Employment Board (LSEB) will seek the views of local employers in the implementation of the Local London LSIP and, to this end, has established a sub-group consisting of employers from across our nine boroughs and five priority sectors.

The Employment and Skills Employer Sub-group will provide expertise and advice to the Employment and Skills Board and support the Board in driving forward the LSIP. The sub-group is chaired by Dr Noorzaman Rashid, Chief Executive of the Centre for Engineering and Manufacturing Excellence (CEME). To date, the group has met three times, with representatives from across our priority sectors to steer our work. The sub-group has overseen the development of the Local London [Employment and Skills Vision document](#), our [Employer Offer](#), as well as conducting deep dives into LSIP priority sectors and developing its own work plan. It feeds back to the LSEB through the Chair.

With the agreement of the Board and Employer Sub-group, Local London has begun a series of workshops/roundtable events aimed at delving deeper into priority sectors and identified skills gaps. The first workshop, focused upon Social Care, kicked off the series in February 2024 and in March 2024 we engaged with Chambers of Commerce from across our sub-region to discuss how we can best collaborate with their members. We have also engaged separately with London Chambers, outcomes from these events have been fed back to both the Board and Employer Sub-group. A list of further workshops to be held can be found on page 24.

Local London has developed an [Employer Offer](#), setting out the different opportunities for employers to engage with us and access the support we offer, including digital sustainability assistance through our E-business programme, the promotion of careers opportunities in specific sectors through schools' careers programmes, and by being part of our dynamic careers events. Feedback from employers is that this sharing of information is key to getting increased engagement from businesses.

Complementing our Employer Offer, a [Business Interest Form](#) has been developed to encourage employers to make a commitment and express interest in participatory activities, such as the opportunity to serve as an Enterprise Adviser, support a careers event or link employers with skills providers in the sub-region. Through these strategic initiatives, Local London aims to foster meaningful partnerships with businesses, driving collective efforts toward reducing the skills gaps within the sub-region.

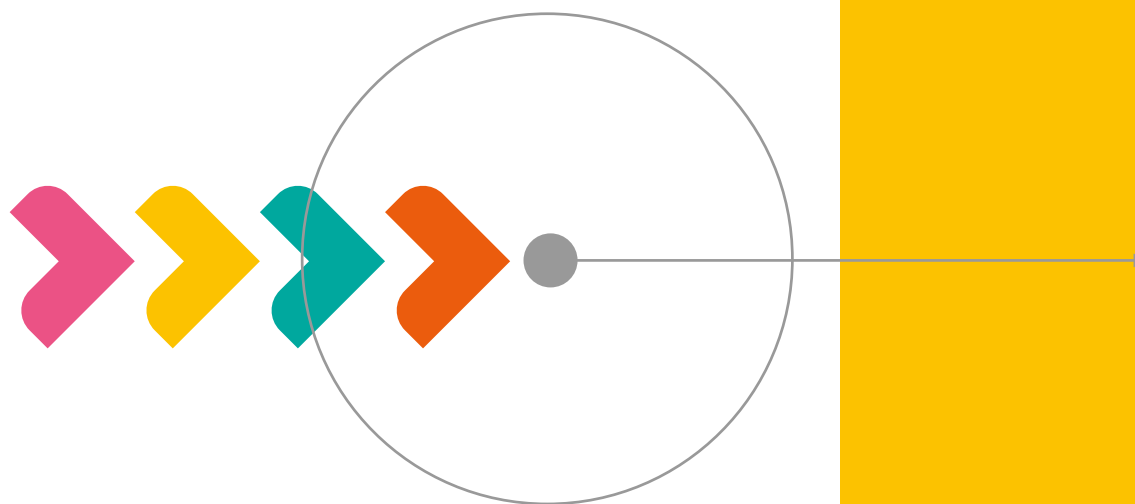
Within the broader scope of Local London initiatives, programmes such as our Careers Hub and Integration Hub are now strategically aligned with the priorities outlined in the LSIP. Our Careers Hub, for instance, has demonstrated a robust commitment to advancing the goals of the LSIP through targeted employer engagement and careers events within the five identified key priority sectors. Similarly, the Integration Hub has undergone strategic realignment to prioritise specific resident groups, such as the over 50s, with the aim of producing resources focused on the five LSIP priority sectors. These efforts are integral to bridging the gap between marginalised populations and employment opportunities, facilitating integration into the labour market.



Through all engagement, the aim is to sustain momentum and further understand the skills gaps within each of our priority LSIP sectors whilst nurturing an employer/training provider ecosystem. Local London continues to validate and gain additional insights into sector-based challenges from employers, actively feeding these learnings back into the skills system including disseminating insights to local providers and organising roundtable-style events to facilitate discussion and knowledge-sharing.



The Thames Freeport, an economic zone, including the ports of Tilbury and DP World London Gateway, as well as Ford's Dagenham plant. It has the potential to generate 21,000 direct and indirect jobs. It reaches across two of Local London's boroughs: Barking and Dagenham, and Havering. Local London has engaged with Thames Freeport to explore potential collaboration and alignment between priorities such as sustainable construction, motor manufacturing and food manufacturing. Thames Freeport attended our Employment and Skills Board in May 2024 to update the group on current initiatives and priorities.



# Priority sector updates

## Health and Social Care

Health and social care is a Mayoral priority with 118,000 people employed in the sector in the Local London sub-region in 2022, accounting for 14.2% of all employees. This is above the national figure of 13.6% and above the London average of 10.6%. There is projected to be a 10% increase in employment in health, but a decline in employment in social care of around 2% by 2035.

### What has been achieved?

Local London has engaged with key stakeholders from across the NHS and social care in the Local London sub-region. We have engaged closely with the North East London Building and Accessing Careers Group run by the NEL ICB. This group aim to bring all things careers from across northeast London into one place and provides a forum for good work, sets out opportunities to collaborate and to share experience and knowledge. Through this group, Local London has engaged with employers and delivered a broadcast on jobs and training within the London Ambulance Service which led to securing access to NHS training opportunities for Local London residents.

Senior representation from the sector joins our Employer Sub-group, including the co-chair of Care Providers Voice, CEO of Care City, North East London ICB and Guys and St Thomas'.

As part of our series of deep-dive workshops, a meeting was held to delve into social care and Local London initiatives. By bringing together representatives from Local London, Care Providers Voice, Skills for Care, Care City, and the North East London Integrated Care Board, we were able to enhance coordination between programmes, identify synergies and gaps. Additionally, we discussed initiatives to address recruitment challenges and widen the pool of social care workers, including combined targeted outreach to specific groups like

ex-offenders and care leavers. Engagement activity within this sector has enabled joined up working and saved duplication of projects, for example several similar website development plans were identified as needing to be better coordinated, and the requirement for cross organisation provider and employer referrals was acknowledged.

Based upon its existing facilities and areas of expertise Leyton Sixth Form College is best placed to support health and social care as a LSIP priority area. The college is now approved to deliver T Levels in Health and Education and Early Years, expanding its provision in these areas. Additionally, Leyton Sixth Form provides comprehensive careers guidance and employability support to ensure students are well-informed about their options post-18 and equipped with the necessary skills to achieve their goals.

The current NewVic Sixth Form College curriculum is aligned to three key shortage areas identified in the LSIP, including health and social care, and has increased the number of students enrolling in health and social care by +54. Learners can choose to study vocational or T level courses and collaborative work with the local NHS and Newham General Hospital allows delivery of the 'Care Certificate' required for many health and social care roles. Partnerships with local childcare settings support work experience for T level provision.

## What is still to do?

Challenges in the social care sector will continue to be identified and addressed through ongoing discussions among colleges, training providers, and other key stakeholders through follow-up from the initial roundtable. For instance, it is challenging for students to gain practical social care experience, and the sector does not align with the criteria of the GLA Sector-based Work Academy Programme (SWAP). In addition, Local London spans two Integrated Care Boards (ICBs), and fragmented funding further complicates the coordination of LSIP efforts and workforce development.

Engagement will be continued with the North East London Building and Accessing Careers Group and information learnt here, as well as from the social care round table facilitated by Local London. This will be continually fed back into the Employer Sub-group as well as the Skills and Employment Board. We also aim to engage with the NHS Southeast London ICB alongside Care Providers Voice. Providers need to continue engagement to shape the curriculum and tackle challenges, for example, continuation and improvement of 'I Care Ambassadors' championing the social care industries in schools as well as working with social care professionals to ensure coherent and collaborative information, advice and guidance platforms are in place.



## Construction and Engineering

Just under 67,000 residents worked in the construction and engineering sector in the Local London sub-region in 2022, accounting for 8% of the total number of employees, which is significantly above the regional and national averages (5.3% and 6.5% respectively). Combining construction with the architectural and engineering activities sub-sector within professional services, this significant sector in Local London has experienced very rapid growth in recent years and is a Mayoral priority sector. The digital and green sectors of construction were a key focus of the Local London LSIF application.

### What has been achieved?

Local London has good relations with the construction sector, which have been strengthened through engagement with the regional Construction Industry Training Board (CITB) and the London Regional Construction Training Group (LRCTG). CITB sits on the Local London Employer Sub-group and LRCTG is part of a network of regional training groups around the UK, who are part funded by the CITB and support members with sourcing courses and come together to discuss all things skills and training. Local London is closely aligned with the LRCTG, and the chair of the group now sits on both the Local London Careers Hub East's Cornerstone Group, which works with regional schools to encourage employers to get involved in their local community, and our Employment and Skills Board. At the LRCTG AGM in March 2024, both Local London and London South East Colleges (LSEC) Group who are leading the Local London LSIF programme presented key points, progress and employer asks from the LSIP and LSIF as well as consultative work around a skills assessment pilot that is described below.

Through the LSIF employer consultation process, a skills framework for green and digital skills in the construction sector was developed, providing a basis for skills assessment for providers to support employers to utilise [see page 22]. Following the year one consultation period, this framework is starting to be rolled out

across the sub-region via the employer leads from each of the partners as a method for optimising employer engagement. The overarching aspiration is for the tool that has been developed to capture feedback from businesses which is then shared with all skills providers in the partnership.

Looking towards education providers, partners have enhanced their curricula to address the priority sector. For example, Barking and Dagenham College and the East London Institute of Technology (ELIoT) has expanded short programmes in construction trades, focusing on foundational skills whilst emphasising green building practices and new technologies. London South East Colleges has increased enrolment in construction and manufacturing by 3.1% overachieving on its goal of 2%. Newham College is leading on the LSIF Green Project which is developing 11 new green technology centres which range from wind turbine training to smart bungalows along with the creation of 'micro credential' qualifications and training courses. Sir George Monoux College has added and expanded courses in high-demand sectors like building design, and Waltham Forest College has realigned its curriculum to LSIF priorities, boosting enrolments in construction, engineering, and the built environment (+49%) and other key areas. See appendix 2 for details of the LSIF projects.



## What is still to do?

As a result of conversations with employers who have confirmed their uncertainty around navigation of the skills landscape, the sub-region is facilitating a number of green skills events aimed at raising awareness and informing construction SMEs of local skills and training provision. Increasingly, employers continue to confirm the challenges of attracting a diverse workforce into the sector due to sector perceptions and more is being done in an attempt to mitigate this, for example, inspirational workshops at a younger age as well as the Integration Hub's sector specific publications to attract adults to the sector. Equally, a challenge around employability and soft skills is being highlighted by almost all employers in the sector. Conversations will be taken forward to target soft and basic skills with a view to increased pastoral support through initiatives such as the place and train model. Local London will work with providers to ensure their responsiveness is focussed on addressing these challenges.

To maintain momentum, Local London aims to continue engagement with the LRCTG and CITB, feeding intelligence from employers back into training providers and the Local London Employer sub-group and Skills and Employment Board. We will continue conversations with employers and stakeholders and create valuable connections that will support the reduction of the skills gaps. The work of the Mayors Skills Academy Programme such as the Local London Green Hub led by LSEC, continues to drive employment opportunities particularly for those from disadvantaged backgrounds.





## Digital and Creative

The digital and creative sector accounted for 3.3% of all employees in the Local London area in 2022, with 27,000 employees working in the sector. This is the only of our five priority sectors to have experienced a decline in employment over the last year, below the national average, and three times less than the proportion of workers in this sector across London. Although relatively small, the sector is a strategic priority for Local London due to the high growth expected and the investments coming on stream which will increase employment, and skills demand, most notably through the Thames Estuary Production Corridor and Creative Industries Hub.

### What has been achieved?

In March 2024, as part of National Careers Week, over 550 students took part in the Creative and Digital Careers Exhibition by Local London and hosted at Woolwich Works, Greenwich. Students from 26 schools from southeast and northeast London participated in workshops and met with 35 employers, education and training providers including Netflix, BAFTA, London Film Academy, National Film and Television School, and BT. Large and small employers connected with training providers and with each other, reportedly finding great value in this.

Local London is linked into key creative groups within the sub-region but also bringing wider insights from further afield including UKIE (UK Interactive Entertainment) as well as Tech UK, both leading trade associations in the digital and creative space.

With 2 out of 3 of London's Institutes of Technology (IoT) in our area, Local London is well linked to the world of skills, education and training that is happening across a range of STEM industries. Local London is an active member of the East London IoT's newly formed Technical Skills Advisory Group which is a group designated to create a world leading learning, innovation and enterprise hub delivering excellence in advanced and higher technical skills to meet the needs of local learners, employers, and communities. Feedback from the principals of the two IOTs is a standing item at our quarterly Employment and Skills Board.

Representing the sector for Local London's Employer Sub-group we have Mo-Sys Engineering Ltd, an award-winning manufacturer

of virtual production solutions and advanced camera robotics for film, high-end TV, and broadcast. Local London is also linked closely with Waltham Forest College's Creative Industries Hub, part of the Mayor's Skills Academy programme. The Creative Industries Hub offers pathways into work in the creative sector for residents of seven boroughs including four that sit within the Local London sub-region. Local London participated in a creative roundtable for the sub-region. This engagement continues to highlight challenges with developing apprenticeships for SMEs in this industry as well as challenges around the structure of the sector and its organisations, and the need for transferable skills such as managerial or supervisory roles.

LSEC have increased learners in crafts, creative arts and design by 4.6% overachieving on their target of 2%. Already running the UAL (University of the Arts London) qualification in Media and based upon its existing facilities and areas of expertise, Leyton Sixth Form are well placed to support Creative and Digital the LSIP priority areas and have successfully coordinated with Waltham Forest Creative Cluster to roll out programmes linked to employees in the sector and will aim to roll out elsewhere T-Levels in the coming year. Offering Art, Media Production & Technology and Performing Arts, NewVic Sixth Form College's creative industries learners have increased by +82. In Digital the offer from NewVic includes A Level and vocational courses in IT, Cyber Security, Computer Science, Digital and Creative Technologies and IT Networking and Systems.

## What is still to do?

Local London plans to forge close collaborations with key projects in the area, such as Newham Council's East Bank, a prominent cultural centre set to open in Stratford's Queen Elizabeth Park this year. Music and dance organisations East London Dance and UD will open their new centre of excellence, The Talent House, in early summer. In conjunction, Local London aims to further engage with 3 Mills Studio, who have so far offered valuable insights into sustainable future skills initiatives outlined in the "[Sustainable Future Skills](#)" report by the Screen Sectors Skills Task Force. Key insights include a new remit for a pan sector strategic skills body that will be responsible for working across the sector to develop long-term pan-sector skills strategy and workforce plan. Additional recommendations include fresh revisions to the apprenticeship levy, invigorated engagement with the Further and Higher Education sectors and putting more emphasis on work-place training opportunities that support inclusion, accessibility and provide relevant and meaningful career paths for those working in the sector.

Collaborative efforts with Barking & Dagenham's Inclusive Growth Team, particularly via Film Barking & Dagenham, are addressing skills gaps with initiatives such as micro-accreditations and partnerships with Barking and Dagenham College and CU London are enhancing practical training opportunities within the film industry. Local London will also continue to loop intelligence back into the Employer Sub-group and Skills and Employment Board and hold meaningful conversations through roundtable events with industry experts to continue the

dialogue around skills gaps and deliberate solutions such as increasing modular upskilling opportunities for middle management and offering sector-specific training for individuals who already possess transferable managerial skills.

Through the LSIF programme, the installation of a network of 21 digital hubs will lead to increased collaboration between the skills providers. The LSIF has also funded the development of a number of digital microcredentials led by key employers within the digital sector as well as funding a series of digital licenses to improve staff digital knowledge.



## Manufacturing

Manufacturing accounts for a larger proportion of total employment in Local London than in London as a whole, with some large local concentrations, particularly in Barking and Dagenham, and Bexley. The sector accounted for the employment of around 30,000 employees in Local London during 2022, accounting for 3.6% of all employees (below the national average but above the figure for London).

### What has been achieved?

The Centre for Engineering and Manufacturing Excellence is a not-for-profit education and skills organisation whose CEO chairs our Employer Sub-group and attends the Employment and Skills Board to feedback expertise and information from the sub-group to the board of sector and local government leaders from each Local Authority within our sub-region. The Manufacturing Technology Centre (MTC) are also represented on our Employer Sub-group.

In early March 2024, Local London attended a roundtable event on Food and Drink Manufacturing run by our West London counterpart, engaging industry, and education leaders to explore topics regarding skills and training. The event yielded valuable insights and initiatives relevant not only to West London but also to the Local London sub-region, given the shared challenges encountered within the industry across the city, such as the negative perception of the industry among young workers with over 50% of employers struggling to fill technical posts. Employers agree that bootcamps can create a good funnel into the industry due to them being customisable and don't have to be accredited. Local London maintains close collaboration with Business London and West London Alliance, remaining informed about their work regarding the feasibility of establishing a skills academy focused on food manufacturing in the city.





## What is still to do?

Local London works closely with the National Skills Academy for Rail (NSAR) and will continue to work in this manner to reach out to other rail and manufacturing organisations. Moving to the near future, we will be facilitating a roundtable workshop to bring key employers and stakeholders for the Local London area to discuss issues, keeping closely linked with the work happening in West London as well as other key activity in London. Through this process we aim to expand the membership of our Employer Sub-group to include both food and drink and motor manufacturing.

There are many manufacturers located in and around Barking and Dagenham, and Local London will continue to seek engagement with as many of these organisations as possible and facilitate conversations around skills gaps and challenges, such as the need for basic skills including maths and digital along with providers and other key stakeholders. Education and training providers in Local London need to address the skills shortages here and Local London will support this through sectoral discussions with relevant partners, hopefully overcoming the challenges faced with engaging the sector due to the historical skills shortages and lack of solution.



## Distribution and Logistics

Around 50,000 people worked in the transport and logistics sector in Local London in 2022, accounting for 6.1% of all employees. This sector has grown by nearly 7.5 % in the past year from a workforce of around 47,000. The increase in employment in distribution and logistics across London is projected to be below the overall increase in employment (8% compared with 9.2% overall). Employment in land transport is projected to increase by 20%, while there is projected decrease of 13% for air transport; while employment in warehousing, postal and courier is projected to remain stable.

### What has been achieved?

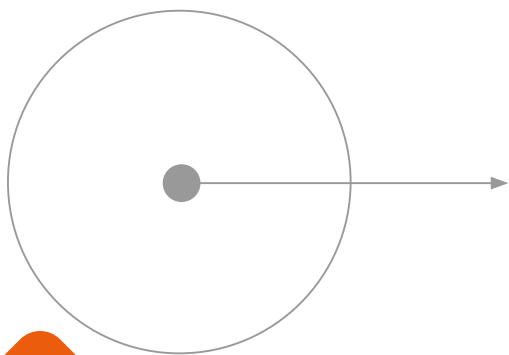
Relationships have been formed with Barking Riverside, an area of development delivered in partnership with stakeholders and local people containing its own onsite training centre. This allows us a new reach into this sector as a direct result of the LSIP, for example, Local London has also made national and regional links through Logistics UK who support and represent the industry across the UK including advice and training and hold various skills working groups that Local London is tapping in to for advice and to continue bringing initiatives from across the sector together for the sub-region. Through these links, employers have confirmed our knowledge of challenges around upskilling in the sector due to shift work and unsociable hours as well as the need to attract a wider demographic to the sector such as women, young people, and those with a disability. Another key theme in this sector is the lack of basic digital skills which has been fed back through to the skills system, as has the uncertainty around skills need to support the Thames Estuary hydrogen ecosystem and distribution jobs that will be needed at that time.





## What is still to do?

In the coming months we are aiming to expand our Employer Sub-group with members from this sector and through running a sector-based roundtable workshop with the aim of widening our reach into distribution and logistics. Currently in attendance of our Employer Sub-group we have a skills representative from TfL. In a similar vein to the manufacturing sector, there are many untapped organisations in Barking and Dagenham. Efforts have begun to reach new heights in this sector. Training providers are focused on reaching an older age profile of drivers and attracting more young people to the industry through promotion of roles such as project management and leadership.



# Cross-cutting themes

The cross-cutting themes of the LSIP play a crucial role in shaping our approach to skill development and training initiatives. Below are specific examples of how the cross-cutting themes are addressed in the Local London sub-region, the examples may apply to the sub-region as a whole, specific local authorities or training providers within the sub-region. Through collaboration and knowledge sharing, Local London ensures that best practices and insights are disseminated across the sub-region, facilitating alignment with similar initiatives elsewhere. For further details on the objectives of each theme, please refer to the Local London LSIP. Note that a number of the cross cutting themes are replicated across London and are being addressed through the [Pan London LSIP](#).

Theme	Activities undertaken
Digital	<ul style="list-style-type: none"> <li>• LSEC are leading the project to improve accessibility and collaboration of courses through a network of 21 digital immersive labs (LSIF)</li> <li>• Mayoral Academies allow us to bring employers and colleges together to inform what they're delivering to reduce the digital skills gap. Six of the 20+ Mayoral Academy Hubs sit within or cover the Local London sub-region.</li> <li>• Newham College has developed many collaborative partnerships and is also working on several projects to meet the skills needs for example the Mayors Academy (green and digital), London City Institute of Technology, Skills for London</li> <li>• Sir George Monoux College has almost doubled its learners on digital skills provision.</li> </ul>
Green	<ul style="list-style-type: none"> <li>• Green Skills SME events to be delivered in north east and south east London led by LSEC.</li> <li>• Sustainability Careers Fest in November 2023 brought over 1000 year 9 students into contact with employers and training providers to explore opportunities.</li> <li>• Increased use of green jobs advertised on Local London Green Jobs and Skills Partnership</li> <li>• New green skills provision developed by local providers (LSIF)</li> <li>• LSIF research <a href="#">[LINK]</a> on green skills understanding.</li> <li>• Mayoral Academy portals capture information about green jobs, traineeships, courses in one place.</li> <li>• Mayoral Academies allow us to bring employers and colleges together to inform what the Mayoral Academy Hubs are delivering to support the green skills agenda.</li> <li>• Local London attended and contributed to the Greener Greenwich Summit and will be doing the same for the Hydrogen Summit in summer 2024.</li> </ul>

Theme	Activities undertaken
ESOL and Pastoral Support	<ul style="list-style-type: none"> <li>• Our Careers Hub has undertaken a survey with 5 - 8 alternative education providers to understand why young people become NEET within two years of finishing secondary education and to take the learning to enhance careers education pre-16.</li> <li>• Within LB Redbridge, employability/soft skills incorporated into ESOL courses.</li> <li>• Managers as mentors' model implemented through supported employment programmes.</li> <li>• LSEC has prioritised labour market inclusion, expanding targeted provision to support adult learners from disadvantaged groups, including the newly unemployed, long-term unemployed, disabled individuals, older adults, low-wage earners, asylum seekers, and young people not in education, employment, or training (NEET).</li> <li>• Barnet and Southgate College (Edmonton Green Campus) offer an accessible rolling start ESOL course to any age learner providing opportunities that were not previously available to them.</li> </ul>
Skills Provision	<ul style="list-style-type: none"> <li>• Improved accessibility of courses through digital immersive labs (LSIF)</li> <li>• Improved accessibility of courses through modular model (Coventry University London, TEDI)</li> </ul>
Careers Information Advice Guidance and Experience	<ul style="list-style-type: none"> <li>• The work of our careers hub is aligned with our LSIP sectors.</li> <li>• Our Integration Hub has produced resources for residents who are 50 years plus to help guide them closer to the labour market.</li> <li>• A series of workshops are being facilitated by Local London to bring together education providers and employers for a clear view of what is available and ensure quality careers information, advice, guidance and experience is being delivered.</li> </ul>
Cooperation and Engagement	<ul style="list-style-type: none"> <li>• LSIF partnership is enabling and encouraging colleges to work collaboratively ie on higher-level courses.</li> <li>• Engagement with Chambers of Commerce, especially discussions around working collaboratively and targeting employers is underway with view to better sharing training resources.</li> </ul>
Flexibility of Funding Arrangements	<ul style="list-style-type: none"> <li>• Work with Coventry University London is creating new custom modular courses that can be up and running within 6 months.</li> </ul>
Promoting Equality/ Tackling Inequality	<ul style="list-style-type: none"> <li>• Development of SWAPs with JCP to support people into work. (Including LSEC and Waltham Forest College).</li> <li>• Film London's Equal Access Network supporting inclusion in the creative industry to support more people into the sector.</li> </ul>

# LSIF

The Local London LSIF partnership has been established to provide a joined up, strategic and collaborative response to the LSIP priorities and has been led by London South East College and supported by Newham college on the Green Skills Project. Highlighted by the DfE as a very strong collaborative application, the Partnership comprises 23 skills providers, including eight further education (FE) providers, two sixth form colleges, three higher education (HE) providers, nine adult education and two independent training providers from across the nine Local London boroughs and aims to better address employer and learner needs. £3.6m of the £6.5m LSIF is supporting the construction of 11 new green skills training facilities, such as London's first fully funded windfarm operations training centre, regional retrofit centres, and low carbon training labs. The remainder of the capital funds are being used to develop a network of 21 immersive digital hubs with the aim of sharing teaching resources especially for those subjects where providers struggle to find specialist staff. See appendices for full lists of providers within each project.

A large proportion of the £1.5m revenue allocation has been used to develop the curriculum offer in both the green and digital sectors. A range of micro credentials, from L3 to L5, have been developed which allow training providers to better respond to specific employer needs through increased flexibility. OCN London has accredited these micro credentials which empowers further education providers to align with employer needs, a key objective for the Local London Skills Providers Network.

One of the key issues identified within the LSIP, was the need for adult skills providers to improve their employer consultation processes to better inform their local skills strategy in order to ensure local skills provision can better meet the needs of local employers. Recognising this need, the Local London LSIF partnership commissioned a report to understand the evolving digital and green skills needs of construction industry employers in Local London. Engaging with over 20 employers recommendations included:

- The development of an employer consultation framework to be rolled out across all skills providers to improve the consistency and efficiency of employer consultation methods across the sub-region.
- Establishing a network of local or sub-regional skills assessors with an appropriate level of sector experience and knowledge to overcome the skills shortage in specialist areas.
- The use of strategic partnerships with independent training providers to deliver some skills via an e-learning or blended learning model.
- Investment in high-quality specialist training which can be syndicated or shared across the provider network to minimise costs.
- The upskilling of staff so they can be better informed in their interactions with employers.
- Skills providers need to increase the provision of micro-credentials rather than traditional qualifications to allow greater flexibility for employers.



LSIF revenue funding has been spent on developing a range of training and upskilling opportunities for staff. Liaison with key partners in the digital sector such as Teachermatic and Tablet academy has led to the purchase of licenses for partners to help staff improve their digital knowledge. Within the Green Project, providers have been given the opportunity to upskill staff to collectively form the Retrofit Academy Local London. In addition, the funding has allowed the development of a series of training courses developed in partnership with Quantum and BIM Academy.

The LSIF project commissioned a piece of research which revealed that while half of the young Londoners asked are keen to pursue a 'green' career, over a third admitted to having little to no knowledge of what green skills

means. This information has been shared via London wide broadcasting and the research will be repeated next year to hopefully demonstrate increased awareness of the green and digital sectors.

Through strong relationships, Local London is working to introduce local and regional employers directly to their local FE provider to facilitate conversations around green and digital skills supporting businesses to have a skilled workforce pipeline and contribute to closing the wider skills gaps. Looking forward, Local London wants to continue to make investment work more intelligently and more efficiently, whilst ensuring employers and learners continue to be supported in navigating the skills systems. If you are an employer in north east or south east London, please get in touch with your local FE provider to explore what support is available to you in future-proofing the digital and green skills of your workforce.

All information relating to the Local London LSIF can be found on the new website [www.locallondonskillsproviders.com](http://www.locallondonskillsproviders.com)





# Planned LSIP activity

The below shows some planned Local London LSIP activity. If you want to be involved in any of our engagement, please get in touch with us for an introductory conversation:

[LSIP.LocalLondon@redbridge.gov.uk](mailto:LSIP.LocalLondon@redbridge.gov.uk)



## Spring



- Quarterly Employer Sub-group (21st May 2024)
- Quarterly Skills & Employment Board (31st May 2024)
- Creative Sector Engagement Workshop (TV/Film)

## Summer



- Quarterly Meeting with Local London based Chambers of Commerce
- Business LDN and sub-regional partnerships (SRPs) - Discussion on Crosscutting Themes
- Quarterly Employer Sub-group (15th July 2024)
- Quarterly Skills & Employment Board (26th July 2024)

## Autumn



- GLA - Discussion on Crosscutting Themes
- Quarterly Meeting with Local London based Chambers of Commerce
- Quarterly Employer Sub-group (21st October 2024)
- Quarterly Skills & Employment Board (1st November 2024)

## Winter



- Logistics Sector Engagement Workshop
- Manufacturing Sector Engagement Workshop
- Construction Sector Engagement Workshop
- Quarterly Meeting with Local London based Chambers of Commerce
- Quarterly Employer Sub-group
- Quarterly Skills & Employment Board

## CASE STUDY

### Chambers of Commerce

Given the variance in Local Skills Improvement Plans (LSIPs) between London and the rest of the UK, it was deemed appropriate to engage with **Chambers of Commerce**, which play a pivotal role in leading LSIPs outside London. Recognising the significant influence chambers of commerce wield in engaging employers and businesses, we organised a meeting with the six chambers operating in the Local

London sub-region. The objective of this meeting was to foster collaboration and explore avenues for engagement with the chambers networks and members, keeping the actionable priorities front of mind. Discussions provided a platform for attendees to share insights on LSIPs and the challenges encountered by their members in navigating the skills system. A focal point of the meeting was the challenges around dissemination

of clear and meaningful information for employers. The meeting served as a good starting point and assurances that we are working together to be able to better share information on the skills agenda with employers. Moving forward, we aim to make this a quarterly meeting to update chambers on the work of the LSIP and continue to feed information to and from the group.



## CASE STUDY

### Social Care Engagement

Local London initiated a series of workshops tailored for employers and sector representatives, aimed at delving into ongoing conversations about skills gaps. Following lively discussions within our Employer Sub-group, we hosted a **Social Care** round table event on 4th March 2024. This event served as a gathering point for Local London programmes and Social Care providers to gain insights into the strategic landscape of social care across north east London. The objective was to

explore existing partnerships, map out ongoing activities within social care, and brainstorm ways to bolster employment and career opportunities within the sector, aligning with the priorities outlined in the LSIP. The event featured presentations from key players including Local London's Careers Hub, Integration Hub, employment programmes and Care Providers Voice. These presentations ignited crucial conversations among attendees, shedding light on pertinent initiatives and fostering

a deeper understanding of the sector's dynamics. Moving forward, the insights gleaned from these discussions will be channelled back to the employer sub-group for further exploration and to chart out our next steps. This event marked the beginning of an essential dialogue, paving the way for collaborative efforts to address skills gaps and enhance opportunities within the social care sector. Learnings from facilitating this activity will also be taken forward for the series including other sectors.



# Appendix 1

The below provides updates from key FE providers in the Local London sub-region and goes into more depth for each provider than the overview of providers in the main body of the report. Each provider has given us sight of key deliverables and progress of alignment with the LSIP since its publication in 2023. Further information will be included in each institutions Statement of Accountability that will be released in June 2024.

**Barking and Dagenham College (BDC) and the East London Institute of Technology (ELIoT)** has strategically enhanced its curriculum to address the priority sectors identified in the LSIP bolstering support for the growing construction sector. The college has increased the delivery of short programmes in construction trades including Electrical Installation, focusing on foundational skills while incorporating green building practices and new technologies. These courses respond to evolving industry standards and highlight the college's commitment to sustainability, ensuring that students are well-prepared to meet the demands of the future workforce. Skills competitions at BDC are integral to their educational framework, aligning with the LSIP priorities that emphasise the priority sectors. The Inter College Skills Show at BDC not only showcases student excellence but also serves as a vital platform for curriculum innovation. By engaging students in competitions across various fields, including Computer Aided Design, Electrical Installation, and Hospitality, BDC highlights the practical skills of its students while soliciting crucial industry feedback. These competitions

allow students to demonstrate their capabilities in scenarios that mimic real-world challenges, thereby enhancing the relevance of their education. This focus on real-world applicability is essential as it helps students prepare for the workforce by providing them with the skills necessary to meet local and regional economic needs, as highlighted in the LSIP. The feedback from these events is invaluable for continuous curriculum development, ensuring that programmes are responsive to the evolving industry standards and needs. This strategic approach not only enriches students' learning experiences but also strengthens BDC's role in supplying a skilled workforce essential for sustaining the economic expansion in Local London's priority sectors. ELIoT is taking a demand led approach and matching fully funded 'stepping stone' jobs to employer needs to upskill or move learners closer to the labour market.

**Leyton Sixth Form** are best place to support the LSIP priority areas of Digital and Creative and Health and Social Care based upon their existing facilities and areas of expertise. Collaborating with other educational institutions, Leyton

Sixth Form ensures a coordinated approach to curriculum planning, adapting to challenges such as qualification reform and industry placement difficulties. Utilising LSIF, the college invests in digital and green skills development, including immersive learning labs and staff training. Leyton Sixth Form's engagement with local, regional, and national priorities extends to curriculum development, employer engagement, and providing impartial careers guidance and opportunities for students in various sectors like Digital and Creative, Health, Science, and Maths, fostering employability through partnerships with industry leaders. The college is now approved to deliver T Levels in Health and Education and Early Years, expanding its provision in these areas. Additionally, the college provides comprehensive careers guidance and employability support to ensure students are well-informed about their options post-18 and equipped with the necessary skills to achieve their goals. Through partnerships with placement providers and various industries, the college offers students opportunities for practical experience and skill development in areas such as IT, Computing, and Engineering.



All young learners at **London South East Colleges (LSEC)** participate in a minimum of five days of industry-related work experience to develop employability skills, with a new Skills Project being introduced for Level 2 and below courses in the 2024/25 academic year to bridge the gap between education and employment. This project aims to align curriculum content with industry needs by collaborating with employers to design activities that equip learners with essential job market skills. Digital skills are embedded throughout the curriculum, and a new digital activity encourages learners to record presentations on their career progression, enhancing their digital and presentation skills. The Construction and Manufacturing and Creative subject areas have already exceeded their growth targets, with a 3.1% increase in Construction and Manufacturing and a 4.6% increase in Creative. Employer engagement is strong, with six panels and various activities, such as projects, lectures, and visits, supporting curriculum alignment with industry standards. The first round of employer meetings for the 2023/24 academic year focused on skills gaps and recruitment needs, with further validation of course content planned for the next meetings. The college are increasing both their employer engagement and T-level provision by September 2024 to align more closely with the LSIP priority sectors. LSEC are the programme

lead for the Local London LSIF and have been instrumental in driving collaboration between the 23 skills providers across the partnership. LSEC has also led the Local London Mayors Academy Green hub focusing on providing employment opportunities within the Green sector particular for disadvantaged groups. LSEC has also driven the employment and skills conversations within the Bromley Economic Partnership having a newly strategic role leading the Good Work Bromley 'Skills and Employment' Exchange.

**Newham College** has forged collaborative partnerships with colleges and other educational providers in the Local London sub-region, undertaking various projects to address skills shortages. These initiatives encompass the Mayor's Academy focusing on Green and Digital education, a partnership with Queen Mary University for the London City Institute of Technology, and the creation of state-of-the-art digital twin training areas through the Skills for London project. Additionally, the college is collaborating with multiple institutions to establish new green technology centres and develop micro credential qualifications. Newham College is also upgrading its infrastructure and facilities to meet growing demand, by implementing energy-efficient measures such as fitting new windows and EV charging.

The current **NewVic** curriculum is aligned to three key shortage areas identified in the LSIP: creative industries, health and social care, and digital. Over the last 2 years (22/23 and 23/24) there has been an increased number of students enrolling in creative industries (+82), health and care (+54), and digital (+88). Learners can choose to study vocational or T level courses. Collaborative work with the local NHS and Newham General Hospital allows delivery of the Care certificate required for many roles in the sector. Partnerships with local childcare settings support work experience for T level provision. In digital, NewVic offer A level and vocational courses in IT, Cyber Security, Computer Science, Digital and Creative Technologies and IT Networking and Systems. They have recently introduced T level Digital. NewVic works very closely with LB Newham to deliver the Late Arrival programme to support 14-16 year olds arriving from abroad to study five GCSEs. This is a crucial partnership designed to support young people to settle into life in the UK and prepare for their career aims and ambitions. NewVic has a growing number of SEND learners (84) studying the 'Preparation for Work and Adulthood' curriculum and are developing partnerships to work with LB Newham and local employers to deliver 'supported internships' from 24/25.



Over the past four years, **Sir George Monoux College** has added specialist courses in alignment with national, regional, and local priorities, such as Computer Science, Building Design, ESOL, and an A Level Progression Pathway. This strategic shift towards high-demand regional skills sectors has led to increased enrolments in key areas since 2021/22: Digital Skills enrolments nearly doubled from 98 to 192, Creative enrolments grew from 188 to 218, Health and Social Care enrolments increased from 154 to 220 and Built Environment enrolments rose from 16 to 25. Between September 2023 and July 2024, senior leaders and governors reviewed the curriculum to ensure alignment with the LSIP. They identified eleven courses with long-term growth potential, including A level in Art, Biology, Business, Economics, Law, Media, and Psychology; single vocational qualifications; Level 3 Digital vocational courses; academic provision for 14-16-year-olds; and T Level Foundation and Level 3 courses in Health, and Digital sectors. Consequently, for the 2024-25 academic year, new or expanded courses include A Levels in Art, Media, Biology, Economics, Business, vocational certificates in Art, Health and Social Care, and T Levels

in Nursing, Health and Social Care Transition, Digital and T Level Digital Transition, Science and T Level Science Transition, Extended Diploma in Digital, and a broader GCSE offer for Year 10 and 11 pupils.

**Waltham Forest College** has actively contributed to the development of the Local Skills Improvement Plan (LSIP), aligning its curriculum with key priority areas identified in the plan. This strategic realignment has resulted in a significant increase in enrolments, notably: +49% in Construction, Engineering, and the Built Environment; +16% in Creative Industries; +36.5% in Health and Care; +73% in Hospitality; and +89% in Digital. Moreover, the college has demonstrated a strong commitment to Labour Market Inclusion, with targeted provision supporting adult learners from disadvantaged groups. Collaborative efforts with Job Centre Plus have led to the development of Sector Based Work Academy Programmes (SWAPs), facilitating local unemployed residents' access to employment opportunities. Furthermore, the college has adapted its curriculum to accommodate an influx of asylum-seeking learners, including specialised courses for ESOL refugees aged 16-18. Responding to

the increased number of young people not in education, employment, or training (NEET) due to pandemic-related disruptions, the college has introduced bespoke employability study programmes and expanded supported internship provision. Additionally, collaborative partnerships with colleges and other providers in the Local London sub-region have been forged, resulting in joint projects such as the Mayor's Academy initiatives and LSIF projects. Notably, Waltham Forest College is developing a Retro fit centre and digital immersive suites to meet emerging skills demands, with completion expected by 2025.



## Appendix 2

The below outlines the 23 organisations that comprise the LSIF partnership. LSEC lead on the digital project and Newham College on the green project.

### 10 FE Colleges

Barnet and Southgate College  
Barking and Dagenham College  
Capel Manor College  
Capital City College  
Leyton 6th Form College  
London South East College  
New City College  
Newham College  
Shooters Hill 6th Form College  
Waltham Forest College

### 3 HE Providers

Ravensbourne University London  
University of East London  
University of Greenwich



### Adult Education

Redbridge AEB  
Greenwich AEB  
Bexley AEB  
Waltham Forest AEB  
Barking and Dagenham AEB  
Newham AEB  
Barnet and Southgate AEB  
Bromley AEB  
Mary Ward Centre

### Wider Partners

Local London  
Business LDN

### 1 Independent Training Provider

Quantum Group

\* AEB = Adult Education Budget

The table below outlines the green and digital LSIF projects, the digital project is connecting each location through digital immersive labs offering each learner the same experience regardless of location.

Project 1 - Digital Immersive Labs	Project 2 - Green
<ul style="list-style-type: none"> <li>• Barking and Dagenham AEB</li> <li>• Barnet and Southgate College</li> <li>• Barnet and Southgate AEB</li> <li>• Bexley AEB</li> <li>• Bromley AEB</li> <li>• Capel Manor</li> <li>• Capital City College</li> <li>• Greenwich AEB</li> <li>• Leyton Sixth Form</li> <li>• Mary Ward Centre</li> <li>• Newham AEB</li> <li>• Quantum Group</li> <li>• Redbridge AEB</li> <li>• Shooters Hill</li> <li>• Waltham Forest College</li> <li>• Waltham Forest AEB</li> <li>• London South East Colleges (Plumstead and Holy Hill)</li> <li>• New City College (Epping and Redbridge)</li> </ul>	<ul style="list-style-type: none"> <li>• Quantum Group - Demonstration Installer Booths renewable technologies</li> <li>• Waltham Forest AEB - 2 Mac suite classrooms</li> <li>• Greenwich AEB - Green Skills centre delivering renewable tec training</li> <li>• Redbridge AEB - Green and Digital Skills Hub</li> <li>• Capel Manor - Vertical living wall</li> <li>• Waltham Forest - Retrofit Training Centre - Smart Pod/ Bungalow</li> <li>• Barking and Dagenham - Green construction demonstration centre (Smart Bungalow/Pod)</li> <li>• New City College group - Retrofit smart bungalows across 2 sites</li> <li>• Capital City College Group - Wind operations training centre</li> <li>• London South East College Group - Retrofit &amp; Green Skills Centres of excellence</li> <li>• Newham College - Low carbon training centre and additional renewable tec equipment</li> </ul>

## Appendix 3

The below table highlights some top-level activity against each of the 15 actionable priorities that were recommended in the LSIP. This activity has been pulled from conversations with as many stakeholders as possible and is not an exhaustive list of LSIP related activity in the Local London sub-region but an overview of the work that has been undertaken and the progress that has been made since September 2023.

Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
<b>Actionable Priority 1.</b> Training providers and educators should be cognisant of the skills gaps identified in this and the London-wide LSIP when developing their curricula	<ul style="list-style-type: none"> <li>• Sector based Work Academy Programmes are happening across the sub-region.</li> <li>• Local London (LL) Employment programmes building links between providers and employers to get people upskilled and into employment.</li> <li>• Deep Dive Roundtable Series for priority sectors underway</li> <li>• Local London bringing LSIP priorities to the attention of key education meetings e.g. Monthly Mayoral Academies, ACE Heads etc</li> </ul>	<ul style="list-style-type: none"> <li>• Local London continue to map out available SWAPs and to promote to residents.</li> <li>• FE designing curricula including SWAPs based on priority sectors</li> <li>• Employers volunteering to support careers information, advice and guidance (CIAG) in schools</li> </ul>	<ul style="list-style-type: none"> <li>• College group meetings</li> <li>• Local London programmes.</li> <li>• Workshop formats including employers, sector bodies, DWP, chambers and FE providers.</li> <li>• 1:1 meeting between college LSIF leads and Local London</li> </ul>	<ul style="list-style-type: none"> <li>• Actions set from individual workshops</li> <li>• Progress report</li> </ul>	<ul style="list-style-type: none"> <li>• On track for long term delivery to Sept 25</li> </ul>



Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
<b>Actionable Priority 2.</b> Mechanisms to assist employers and trainees to navigate the training provision landscape and provide improved careers information, advice and guidance (CIAG), should be explored and piloted.	<ul style="list-style-type: none"> <li>The Local London Integration Hub is developing publications targeted at adults based on LSIP priority sectors jobs and training (both employed and unemployed).</li> <li>Mayoral Academy portals capture information about green jobs, traineeships, courses in one place.</li> <li>Chambers meeting with Local London to explore needs of businesses.</li> <li>Work Connections Site.</li> <li>UKSPF - People and Skills - place for employers to go to find solutions for their needs. Upskill the people that are giving the advice to the employers and trainers.</li> <li>Local London's Career Hub 'Working with Employers' Strategy will utilise the CEC Employer Standards platform to understand how employers are engaged in and promoting routes and pathways to young people in education.</li> </ul>	<ul style="list-style-type: none"> <li>Local London Integration hub has developed the resource</li> <li>Local London Employer Engagement Officer, Senior Policy Manager and Director</li> <li>CEOs and chairs of chambers</li> </ul>	<ul style="list-style-type: none"> <li>Employer representative bodies (ERB) completing the workstream completing the workstream</li> <li>Deep dive/ working group with Local London Chambers including NE &amp; SE Chambers</li> </ul>	<ul style="list-style-type: none"> <li>Publication of documents for all Integration Hub priority groups</li> </ul>	<ul style="list-style-type: none"> <li>On track for long term delivery to Sept 25</li> </ul>

Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
<b>Actionable Priority 3.</b> Residents should be provided with careers education, information, advice and guidance on alternative routes for young people such as bootcamps and degree apprenticeships	<ul style="list-style-type: none"> <li>Guidance and community of practice for professionals working with young people, keeping professionals up to date on local market information (LMI) and skills.</li> <li>London LMI - supported by London Careers hubs provides young people, residents, and teachers with local labour market information.</li> <li>The Local London Careers hub is focused on the LSIP priorities and engages with all stakeholders and residents to raise the routes into the sectors by sending information to schools, providing careers leaders with updates of events and holding careers fairs that promote routes into key LSIP sectors.</li> </ul>	<ul style="list-style-type: none"> <li>Employer representative bodies (sub-regional partnerships) direct work</li> <li>Local Authority SEND Board</li> </ul>	<ul style="list-style-type: none"> <li>Developing Local London/ pan London targets for bootcamps/ apprenticeship degrees</li> </ul>	<ul style="list-style-type: none"> <li>Increase in bootcamps and degree apprenticeship starts</li> </ul>	<ul style="list-style-type: none"> <li>On track for long term delivery to March 25</li> </ul>

Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
<b>Actionable Priority 4.</b> Training providers should seek to engage with employers and businesses to explore areas where a focus can be upon 'skills' over 'qualifications'	<ul style="list-style-type: none"> <li>• Micro Credentials have been developed across the LSIF partnership in Digital and Green sectors</li> <li>• The Engineering and Design Institute (TEDI) is offering an agile and modular response for young people who do not necessarily have maths and/or English upon leaving school or are from a disadvantaged background.</li> <li>• Barking and Dagenham College and East London Institute of Technology (ELIoT) are offering fully funded 'stepping stone' courses and through a demand led approach are matching courses to the needs of the employers.</li> </ul>	<ul style="list-style-type: none"> <li>• LSIF Partners</li> <li>• TEDI, Local London Careers Hub</li> <li>• Barking and Dagenham College, ELIoT</li> </ul>	<ul style="list-style-type: none"> <li>• Increased Uptake of Micro Credentials.</li> </ul>	<ul style="list-style-type: none"> <li>• Annual LSIF and LSIP Report</li> </ul>	<ul style="list-style-type: none"> <li>• On track for long term delivery to Sept 25</li> </ul>

Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
<b>Actionable Priority 5.</b> Providers should explore ways in which they can provide more flexible courses, including shorter/modular courses and online learning.	<ul style="list-style-type: none"> <li>Through the LSIF, partners are offering an increased flexibility of courses via the digital labs.</li> <li>Coventry University are providing modular courses and are engaged with the Local London Employment and Skills Board to discuss this.</li> <li>LB Bexley - are working with LSEC to run SWAPs, there is a digital employer lined up and are exploring warehousing and health and social care.</li> <li>LB Redbridge - lobbying for providers to be more flexible and more linked to job opportunities.</li> <li>Get Set delivering SWAPs with lots of opportunities linked.</li> </ul>	<ul style="list-style-type: none"> <li>LSEC/LSIF Green and Digital Leads</li> <li>Coventry University</li> <li>Local authority partners</li> <li>ERB (SRP) direct programmes</li> <li>East London IOT</li> </ul>	<ul style="list-style-type: none"> <li>Increase on programmes such as T levels, apprenticeships and AEB</li> </ul>	<ul style="list-style-type: none"> <li>Qualitative data from FE providers</li> </ul>	<ul style="list-style-type: none"> <li>On track for long term delivery to March 25</li> </ul>
<b>Actionable Priority 6.</b> Consideration needs to be given to how additional pastoral support can be provided to learners and the support that employers can provide to support new entrants, e.g. mentoring	<ul style="list-style-type: none"> <li>Research by Local London to explore apprenticeship retention levels in relation to what affect pastoral support could have on the high dropout rate.</li> <li>UKSPF - People and Skills, matching resident to vacancy and ensuring they stay on, mentoring both the employer and employee.</li> </ul>	<ul style="list-style-type: none"> <li>Employer representative body (sub-regional partnership) direct work</li> <li>Local Authority SEND Board</li> </ul>	<ul style="list-style-type: none"> <li>Improved 'supported employment' provision and mentorship initiatives</li> </ul>	<ul style="list-style-type: none"> <li>More people with additional needs in employment and sustained employment.</li> </ul>	<ul style="list-style-type: none"> <li>On track for long term delivery to Sept 25</li> </ul>



Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
<b>Actionable Priority 7.</b> Providers should work with employers to identify new and additional ways of expanding the digital skills provision.	<ul style="list-style-type: none"> <li>LB Bexley - running a digital SWAP with an employer offering home based roles.</li> <li>-Employers who have social value written into contracts with council are running workshops on digital skills to unemployed adults.</li> <li>LB Greenwich - deliver laptop training for interns on supported internships with managers as mentors.</li> <li>LB Enfield - Enfield Youth Hub and STEPs (adult brokerage) delivers range of digital literacy, maths English - this is delivered by Capel Manor.</li> <li>DSIT funding for pilot scheme to support cost of AI skills training for SMEs.</li> <li>LSIF development has led to engagement with digital employers across the sub-region.</li> </ul>	<ul style="list-style-type: none"> <li>Local authority partners</li> <li>Local London SEND Board</li> <li>LSIF college partners</li> </ul>	<ul style="list-style-type: none"> <li>Employer engagement events</li> <li>LSIF</li> </ul>	<ul style="list-style-type: none"> <li>Local London SEND board</li> <li>Annual LSIF Report</li> <li>Annual LSIP Report</li> </ul>	<ul style="list-style-type: none"> <li>On track for long term delivery to Sept 25 and ongoing</li> </ul>

Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
<b>Actionable Priority 8.</b> Providers and boroughs need to consider how additional and alternate provision of ESOL	<ul style="list-style-type: none"> <li>LB Barking and Dagenham - working with adult colleges to find out who on ESOL courses are interested in social care and working closely to progress into the sector for example getting learners into settings to facilitate efficient learning and then onto further courses once language is at a sufficient level for that course.</li> <li>Within LB Redbridge, employability/soft skills incorporated into ESOL courses.</li> <li>Waltham Forest College specialised courses for ESOL refugees aged 16-18. Leyton Sixth Form offer bespoke study programmes that include ESOL. Barnet and Southgate to offer ESOL SWAPS from 2024/25.</li> </ul>	<ul style="list-style-type: none"> <li>Local authority partners</li> <li>Local London SEND Board</li> <li>LSIF partners</li> </ul>	<ul style="list-style-type: none"> <li>Increase and availability of ESOL provision.</li> </ul>	<ul style="list-style-type: none"> <li>Accountability statements.</li> </ul>	<ul style="list-style-type: none"> <li>On track for medium term delivery from April 24 to Sept 25</li> </ul>

Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
<b>Actionable Priority 9.</b> Providers to explore ways in which they can provide real time information on training opportunities to both employers and residents	<ul style="list-style-type: none"> <li>Through existing relationships with Chambers of Commerce in the Local London sub-region, we can work to provide relevant and real time information to employers.</li> <li>E-business Programme network - three providers work with SMEs to develop digital connectivity. Engaged business are well placed to be made aware of other training opportunities.</li> <li>Green skills events for SMEs by LSEC/LSIF.</li> </ul>	<ul style="list-style-type: none"> <li>Employer representative body (sub-regional partnership) direct activity</li> <li>LSEC</li> <li>Chambers of Commerce</li> </ul>	<ul style="list-style-type: none"> <li>Workshop series</li> <li>Employer engagement</li> <li>Events</li> </ul>	<ul style="list-style-type: none"> <li>Workshop calls to action and follow up. Continued quarterly chambers meetings.</li> <li>Event attendees</li> </ul>	<ul style="list-style-type: none"> <li>On track for long term delivery to Sept 25</li> </ul>
<b>Actionable Priority 10.</b> Providers and employers should explore new ways to provide sector-focused brokerage, and increased education-business partnership activities	<ul style="list-style-type: none"> <li>SWAPS, Skills Bootcamps, Mayoral Academies, UKSPF, AEB courses.</li> <li>Employer engagement through sector bodies i.e. London Region Construction Training Group (LRCTG)..</li> <li>Sector based workshops.</li> </ul>	<ul style="list-style-type: none"> <li>Mayoral Academies</li> <li>FE partners</li> <li>Sector bodies i.e. LRCTG</li> </ul>	<ul style="list-style-type: none"> <li>Course uptake</li> <li>Employer engagement monitoring</li> <li>Workshops Series</li> </ul>	<ul style="list-style-type: none"> <li>Accountability Statements</li> <li>Annual LSIP Report</li> <li>Workshop calls to action and follow up.</li> </ul>	<ul style="list-style-type: none"> <li>On track for medium term delivery from April 24 to Sept 25</li> </ul>

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<b>Actionable Priority 11.</b> Providers and public sector stakeholders should explore ways to instil greater cooperation across the skills landscape	<ul style="list-style-type: none"> <li>Local London sector specific workshops.</li> <li>Local London providing opportunities for greater engagement between employers, providers and local authorities.</li> <li>Promotion of LSIP to providers in relation to local needs duty.</li> <li>Roll out of LSIF digital network of 21 hubs</li> <li>Through the LSIF partnership, principals have pledged to sign up to a set of KPIs to increase collaboration across the sub-region over the next two years.</li> <li>Recruitment of Local London LSIP Employer Engagement Officer.</li> </ul>	<ul style="list-style-type: none"> <li>Local authority partners</li> <li>Local London SEND Board</li> <li>Employer representative bodies (sub-regional partnerships) direct activity</li> <li>LSIF partners led by LSEC</li> </ul>	<ul style="list-style-type: none"> <li>Workshops series</li> <li>Local London as a central partner with ability to disseminate information</li> <li>Increased course uptake through immersive labs</li> <li>Employer engagement monitoring</li> </ul>	<ul style="list-style-type: none"> <li>Workshop calls to action and follow up.</li> <li>Annual LSIP Report</li> <li>Accountability Statements</li> <li>Annual LSIF Report</li> </ul>	<ul style="list-style-type: none"> <li>On track for delivery by March 25</li> </ul>



Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
<b>Actionable Priority 12.</b> More flexibility required in funding arrangements including on use of Apprenticeship Levy, to increase responsiveness of providers	<ul style="list-style-type: none"> <li>• Raised challenges of ease of using the Apprenticeship Levy, inc restrictions and complications through research by Local London.</li> <li>• Explore sector-based solutions e.g. creative industries.</li> <li>• Skills for Care disseminate the <a href="#">Workforce Development Fund (WDF)</a> on behalf of the Department for Health and Social Care (DHSC) to providers / staff within the Adult Social Care (ASC) sector.</li> </ul>	<ul style="list-style-type: none"> <li>• Employer representative bodies (sub-regional partnerships) direct activity</li> <li>• Research partners</li> <li>• Skills for Care/ DHSC</li> </ul>	<ul style="list-style-type: none"> <li>• Research</li> <li>• Employer and training provider workshops</li> </ul>	<ul style="list-style-type: none"> <li>• Research Report</li> <li>• Workshop calls to action and follow up</li> </ul>	<ul style="list-style-type: none"> <li>• On track for long term delivery to Sept 25</li> </ul>
<b>Actionable Priority 13.</b> Explore opportunities to work with DWP to help employers learn more about employing people with a disability and to promote uptake of the Disability Confident Scheme. To work with Disability Confident Level 3 (Leaders) to mentor other employers	<ul style="list-style-type: none"> <li>• Training to enhance awareness of routes into employment for careers leaders working with students who have disabilities.</li> <li>• Disability Confident event with DWP informative event around Access to Work.</li> <li>• Ability NOT Disability workshops with DWP and SEND organisations, business breakfast for employers (annual).</li> <li>• Discussion topic at employer/training provider workshops.</li> <li>• No Wrong Door - Integration Hub.</li> <li>• DWP employment programmes.</li> </ul>	<ul style="list-style-type: none"> <li>• Employer representative bodies (sub-regional partnerships) direct activity</li> <li>• Local authority partners</li> <li>• SEND Board</li> <li>• Disability Confident Scheme</li> </ul>	<ul style="list-style-type: none"> <li>• Workshop event series.</li> <li>• Increased disability confident committed, employers and, leaders</li> <li>• Employer engagement</li> <li>• Integration Hub</li> </ul>	<ul style="list-style-type: none"> <li>• LSIP Annual Report</li> <li>• Individual partners monitoring</li> <li>• Local London employment programmes monitoring</li> </ul>	<ul style="list-style-type: none"> <li>• On track for medium term delivery from April 24 to Sept 25</li> </ul>

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<b>Actionable Priority 14.</b> When designing their curricula, providers should also focus on skills that address key issues such as poorer employment and skills outcomes for certain groups, such as those with protected characteristics and health conditions, and underrepresentation of those groups in certain sectors	<ul style="list-style-type: none"> <li>• Work and Health and Pioneer Programme.</li> <li>• Place and Train Model supports sustainment in employment.</li> <li>• The Local London Careers Hub - Undertake a survey with 5 - 8 Alternative education providers to understand why young people become NEET within two years of finishing secondary education and to take the learning to enhance careers education pre-16.</li> <li>• LSEC - theatre programme for SEND. Targeted provision to support the newly unemployed, long-term unemployed, disabled individuals, older adults, low-wage earners, asylum seekers, and NEET young people.</li> <li>• Refilling the Well (UKSPF), holistic look at job search with view to move closer for those who are wanting to work but aren't ready and what positive changes can they make.</li> <li>• Social Care (Skills for Care) - values based recruitment looking at other groups i.e. ex-offenders for a wider appeal.</li> <li>• The Engineering and Design Institute (TEDI) is targeting underrepresented groups with 40% of its learners identifying as neurodiverse.</li> </ul>	<ul style="list-style-type: none"> <li>• Employer representative bodies (sub-regional partnerships) direct activity</li> <li>• Local authority partners</li> <li>• SEND Board</li> <li>• FE partners</li> <li>• Skills for Care</li> </ul>	<ul style="list-style-type: none"> <li>• Increased accessibility and sustainment for disadvantaged groups</li> <li>• Sector specific initiatives</li> </ul>	<ul style="list-style-type: none"> <li>• Accountability Statements</li> <li>• LSIP Annual Report</li> <li>• Individual partners monitoring</li> </ul>	<ul style="list-style-type: none"> <li>• On track for medium term delivery from April 24 to Sept 25</li> </ul>

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<b>Actionable Priority 15.</b> When designing their curricula, providers should be conscious of the skills that lead to in-work progression, to better paid and higher skilled work, as well as entry level skills	<ul style="list-style-type: none"> <li>Good Work Programme (UKSPF) sets out what a good job is.</li> <li>Essential Skills Study Programmes and Skills Bootcamps being delivered by Barnet and Southgate College, Leyton Sixth Form, LSEC, Newham College and Waltham Forest College.</li> <li>Supported Internships offer a more holistic pastoral approach with managers as mentors.</li> </ul>	<ul style="list-style-type: none"> <li>GLA (UKSPF)</li> <li>FE college partnership (LSIF)</li> <li>Local authority partners</li> </ul>	<ul style="list-style-type: none"> <li>Increased basic skills/ employability provision across the sub-region</li> <li>Study programmes</li> <li>'Supported internship' programmes</li> </ul>	<ul style="list-style-type: none"> <li>Accountability Statements</li> <li>Increased 'supported internship' uptake</li> </ul>	<ul style="list-style-type: none"> <li>On track for medium term delivery from April 24 to Sept 25</li> </ul>

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