

LEARNING BUSINESS



Funded by
UK Government

THE LONDON LOCAL SKILLS IMPROVEMENT PLAN: PROGRESS REPORT

June 2024

Supported by



LONDON CHAMBER
of COMMERCE AND INDUSTRY



Contents

1. Who is this publication for?	3
2. Summary of the LSIP	3
Priorities and Challenges	4
3. Strategic and economic context update	5
4. Priorities and Actions (Roadmap) - Update	5
Aims and objectives of the Pan-London LSIP	6
Roadmap tracker	6
5. LSIP Impact so far.....	20
Impact on stakeholders	20
Impact on outcomes.....	25
SRP Highlights.....	26
6. What still needs to be achieved?.....	28
7. Endnotes.....	29

This progress report has been prepared in accordance with Local Skills Improvement Plans: Stage 2 Guidance (dated November 2023) and is intended to review progress against the local skills improvement plan published in August 2023. This report was produced in June 2024, but publication was delayed due to the pre-election period.

1. Who is this publication for?

BusinessLDN, the capital's leading business group, published the [pan-London Local Skills Improvement Plan \(LSIP\)](#), in partnership with businesses, providers and key local authority stakeholders in August 2023 as a blueprint to better match high quality training provision for all Londoners to employer demand for skills across sectors. This first annual progress report provides a comprehensive overview of performance against the priorities of the LSIP to date, as well as areas that require further attention. This report is written with a wide audience in mind, from those who shaped the LSIP's formation through to those who have recently become aware of it. As such, it includes some wider context to frame the achievements so far and what to expect next.

The LSIP was shaped by London's employers' priority skills needs. This invaluable intelligence enabled work with education and providers to start to adapt training provision accordingly, while understanding the barriers to delivering high-quality responsive training. The LSIP also put in place a set of actions for London's policy makers that over time will get London's skills system firing on all cylinders. While it is early days, this report sets out what has been achieved so far and draws together evidence and examples of progress and impact. We hope the strong foundations we are building will encourage others to engage with the LSIP in the months and years ahead, allowing us to work collaboratively towards redefining London's skills system including by

- Making it more responsive to employer demands;
- Supporting labour market inclusion; and
- Getting people into good jobs.

2. Summary of the LSIP

The London LSIP maps a route to getting more Londoners into jobs, aiming to better match training provision to employer demand. Phase 1 of the LSIP, which ran from August 2022 to June 2023, enabled BusinessLDN and partners to identify London employers' priority skills needs via a data deep dive and comprehensive consultation process. This produced a series of recommendations in a 'Roadmap' towards a skills system to meet these needs more effectively. In Phase 1, the LSIP set out what needs to change in the provision of training and London government support to help the city's diverse population into better, higher paying jobs. Phase 2 is focused on delivering these actions, with this (and subsequent) Progress Reports tracking progress.

BusinessLDN acted as the lead employer representative body in developing the LSIP in partnership with the Federation of Small Business London (FSB London), London Chamber of Commerce (LCCI) and CBI London. BusinessLDN worked closely with business, sector bodies, training providers, local and national government and the capital's Sub Regional Partnerships (SRPs) to create the LSIP using an inclusive, partnership-based approach. These partnerships bridge the space between local authorities and regional government in the capital. London has four borough-focused SRPs:

- Local London (south-east and north-east London)
- West London Alliance (west London)
- Central London Forward ((central London)
- South London Partnership (south-west London)

To capture regional differences across the capital, London's SRPs produced their own [regional priorities](#) to supplement the pan-London LSIP. Following the approval of the proposed LSIP by the Department for Education in August 2023, the implementation of Phase 2 continues at pace. Organisations across the London LSIP area have been working to act on these priorities and implement the Roadmap. This report considers what has already been achieved, the cultural shifts the LSIP is driving and the changing patterns of engagement it is creating.

Priorities and Challenges

The LSIP outlines the challenges and changes needed across the London labour market focusing on four priority sectors (construction, creative, health and social care and hospitality) and four cross-cutting themes (digital skills, green skills, transferable skills and labour market inclusion) aligned to Mayoral priorities set out in the [Skills Roadmap](#). Several actions emerged from the extensive engagement with employers and providers which the LSIP aims to address, including:

- **Employment support:** Launching a new one-stop-shop to support job seekers by bringing together employment support, careers advice and skills support informed by private sector expertise.
- **Business support service:** Creating a London Recruitment and Skills Support Hub to help employers, especially small and medium enterprises (SMEs) navigate the employment and skills systems, including support with apprenticeship access.
- **Boosting London's digital skills capabilities:** Introducing a new model for galvanizing action on digital skills that brings together the expertise of the private sector and London's leading educators to co- design courses, especially in fast-changing areas. This includes creating a coalition to ensure every Londoner has the everyday digital skills needed for life and work.
- **Green skills:** Boosting green skills to support the Mayor's target of London becoming a net zero carbon city by 2030. This includes a plan to increase uptake of electrical engineering courses in London, particularly through partnered provision, and introduction of "carbon literacy" or green skills training into courses funded by the Adult Education Budget.
- **Transferable skills:** Embedding transferable skills as a core part of training provision, funded by London's Adult Education Budget and associated programmes. Supporting the scaling up of the Skills Builder Framework in London to drive it towards being the primary route for education and business to help build transferable skills in Londoners.

The priorities above seek to address the key challenges identified during the stakeholder engagement process of Phase 1, with actions to address them captured in the Roadmap. Common themes employers reported facing included:

- **Challenges in accessing training** due to a lack of clarity on available provision, and in some cases lack of availability. Co-designing training with employers was seen as essential to effective provision.
- **Difficulties navigating the fragmented and confusing skills system** - a brokerage or skills support hub was proposed to address this.
- **Negative perception issues in some specific sectors**, which are increasingly linked not only to pay but also to lifestyle and working patterns, which can be addressed via a stronger entry-level pipeline with clearer progression pathways and greater flexibility.
- **Inclusion**, and how to ensure workforces better reflect the diversity of the capital's communities.

Providers also reported a range of challenges common across sectors, ranging from the perception of courses and roles to funding models and staffing issues. The current skills system was seen as a drag on training delivery and a barrier to increasing labour market

inclusion. Key challenges included:

- **Difficulties partnering with employers on apprenticeships.**
- **A lack of understanding of the breadth of roles available** for potential new entrants.
- **Staff recruitment and retention** in further education.
- **Overly theoretical training and education**, which dissuades uptake, and needs to be made more practical and applicable, particularly for digital skills.
- The need to **co-create courses and develop a workforce exchange programme** leveraging the expertise of already qualified employees.

3. Strategic and economic context update

When the LSIP was published in August 2023, the capital's labour market faced a complex set of challenges:

- Employers faced a tight labour market;
- There were initial signs of slowing recruitment demand, but without evident impacts on employment outcomes; and
- Disparities in employment outcomes across demographic profiles persisted.

Almost a year on and the labour and skills context remains largely the same. However, unemployment in London grew to 4.6% in February 2024, from 3.7% in December 2023, evidencing a loosening in the labour market. London Business Leader Survey conducted by Survation on behalf of BusinessLDN suggests that there has been a reduction in the proportion of employers struggling to fill vacancies, with fewer than half now reporting challenges compared with 65% at the inception of the LSIP. That said, indicators such as increased reporting of competition for labour suggest that employers are still facing difficulty getting the people and skills they need.¹ Turning to skills, London had the highest percentage of pupils across England entering sustained education destinations after both Key Stage 4 and 16-18 study. But despite having the highest levels of qualifications in the country in London, labour shortage challenges are still being exacerbated by significant skills gaps. Shortages are a long-term feature affecting the efficiency of the existing workforce. This same lack of resources also translates to a gap in capacity for upskilling junior staff. Given consistent demand for the priority skills areas that were identified in Phase 1 of the LSIP, the strategic sectoral and theme priorities have not changed and remain priorities for Phase 2.

Following the re-election of Sadiq Khan as Mayor of London in May, the focus of the LSIP on the Mayoral priorities of the green economy, creative industries, digital, health, social care and hospitality sectors remain, with the GLA continuing to play a key role in delivering the LSIP Roadmap. After the recent general election - and with the new administration in place - our collaborative work to deliver the skills that London needs continues at pace.

4. Priorities and Actions (Roadmap) - Update

The LSIP Roadmap sets out actions for removing long-standing challenges in London's skills system, to ensure more effective matching of employers' skills needs to available supply.

¹ The London Business Leader Survey was conducted by Survation on behalf of BusinessLDN. It involved online interviews of business leaders and HR managers in London, between the 6th and 17th of February 2024, with a sample size of 1,209 respondents.

It is important to note that the timeframe we are considering in this report is less than a year, and as such there has not been sufficient time to evidence concrete progress in some cases. This is in part due to the time lag in reporting on skills and labour market data, and in part due to the time required to implement change. Some of the most important priorities in the Roadmap require a change in the skills system to change how skills training and education is designed, delivered and evaluated. However, tangible impacts are already being reported by stakeholders, and we can track the actions being taken, which will lead to important outcomes in the future. Improvement is already notable in:

- The culture of engagement between providers and employers
- Increased collaboration between providers (instead of the traditional competition)
- Skills and labour market intelligence and insight for better matching of skills with demand

Aims and objectives of the Pan-London LSIP

The Roadmap actions are organised around five major areas which identify what key actors (such as employers, providers, and the London government) should be doing to support the LSIP in:

- Meeting London's skills needs
- Supporting and galvanising business action
- Delivering a skills system that is fit-for-purpose
- Building an inclusive London workforce
- Tackling sector-specific priorities

The Roadmap aims to **strengthen, streamline, and amplify** the work that is being done by providers, GLA, Boroughs, employers, and others to support better employment outcomes for Londoners. Delivery of the Roadmap is based on a partnership approach with all of these stakeholders, with all of them represented on the Stakeholder Advisory Group (SAG).ⁱ The four SRPs have each also contributed their own discrete Roadmap actions, as well as contributing to the pan-London actions.

Roadmap tracker

The below tracker shows progress against each Roadmap action in the London LSIP. Where individual actions combine to address a common goal or speak to a specific challenge, they are grouped and explained together. The Roadmap categories are defined by the time they will take to implement, based on their complexity, the resource needed, and the extent to which they require system change:

- **Short-term (1-2 years)** – the action is achievable within the existing system.
- **Medium-term (2-4 years)** – the action is achievable within the existing system but requires more resource allocated to it in order to be achieved.
- **Long-term (4+ years)** – the action requires system change in order to be achieved.

The timescales for the development and implementation of the LSIP are as follows. The LSIP was developed between August 2022 and June 2023. Year 1 of implementation ran from July 2023 to June 2024, and Year 2 will run from July 2024 to June 2025.

Since the LSIP was approved, 17 key actions to deliver to London's future skills have been put into action, with 95% currently on track. Seven further actions are yet to start and are to be prioritised in Year 2.

Priority	Action/ Activity/Milestone	Partners involved (detail roles and responsibilities)	Timescale (start and likely end dates, original and any revisions)	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored and at what intervals)	Progress Status
Meeting London's skills needs – a set of actions for how the skills system needs to change and barriers can be removed to meet the skills needs identified in the LSIP						
Embed transferable skills as a core part of training provision funded by London's Adult Education Budget (AEB) and associated programmes.	<p>The GLA has commissioned research into the provision of transferable skills through the AEB. Scheduled to publish in May 2024.</p> <p>The GLA has performed a deep dive into employability and preparation for work to guide thinking in this area. BusinessLDN worked with the GLA to encourage the adoption of more of these skills into their qualifications.</p>	GLA lead due to AEB component	Medium-term	Change in GLA policy on the AEB, and, resulting from this, an increase in AEB funded course completions with transferable skills component	AEB course data	On track
Include a form of 'carbon literacy' or green skills training in training courses funded by London's Adult Education Budget and associated programmes as standard, similar to British Values.	Evidence of provider action includes the Capital City College Group-led Green Mayoral Academy Hub developing an Introduction to Green Skills, Sustainability, and Careers; South Thames College hub has adapted delivery of Level 2 Diplomas in Electrical and Plumbing to include Sustainability.	GLA lead due to AEB component, providers	Short-term	Change in GLA policy on the AEB, and, resulting from this, an increase in overall green skills courses, including with carbon literacy component	AEB course data	On track
Galvanise more employer/ educator co-design of digital skills provision, including embedding industry-standard curricula and	Ongoing deep dive project led by WPI Economics to explore co-design and co- delivery of advanced digital skills in London,	GLA, ERBs, training providers	Medium-term	Number of employer-educator partnerships with a focus on co-	Employer and provider surveys	On track

certification in FE and HE courses, especially in areas with fast-changing cutting-edge technology. Support employer engagement by establishing a London Digital Skills Partnership based on the model used elsewhere in England. This would build on the Mayoral Digital Academy Hub.	with recommendations for different actors across the skills system.			designed provision. Reduction in the number of employers highlighting an Advanced Digital Skills shortage		
<p>Drive better borough collaboration on vacancies, recruitment, and apprenticeships.</p> <p>This is to include joint promotional campaigns and support programmes, working together on local labour agreements through the Section 106 process, and sharing resources to expand reach.</p>	<p>This is being explored by the Skills for a Sustainable Skyline Taskforce, which BusinessLDN and the SRPs fed into.</p> <p>BusinessLDN is supporting CLF and the Skills for a Sustainable Skyline Taskforce which are piloting a cross-borough partnership approach to s106 agreements working with the property development and construction sectors. This will focus on a small number of apprenticeship completions across multiple sites in the first year as a test case.</p> <p>WLA working with boroughs and the West London Construction Employers Board to improve the uptake of opportunities through Section 106.</p>	GLA, London boroughs, SRPs, London Councils	Long-term	<p>Establishment of campaigns and programmes, volumes of apprentices using them.</p> <p>Establishment of a pilot and associated campaigning literature.</p> <p>Outreach to boroughs and construction and property sector in CLF boroughs.</p>	Data collection from Boroughs CLF updates to BusinessLDN. BusinessLDN represented on Skills for a Sustainable Skyline Taskforce.	On track
The business community and educators to jointly develop a fresh model for 'training the trainer', to ensure teachers keep pace with changing employer	Some providers are using the LSIF to fund train the trainer programmes, such as Local London's "Train the Green Trainer" course.	ERBs, training providers, sector bodies	Short-term	Number of businesses and educational organisations using this model has	Survey collection from providers	Off track

skills requirements, including focusing on the main skills gaps and identifying ways to 'programmatised' existing examples of good practice. Model to include workforce exchange programmes and co-design of training.	West London colleges connecting with the Thames Valley area to learn from their programme, details here .			increased and is reflected in an increased number of workforce exchange programmes and employer-provider co-designed provision.		
Support the scaling up of the Skills Builder Framework in London so that it becomes the primary route for education and business to help build transferable skills in Londoners, and standards across apprenticeships nationally.	Stakeholder promotion of Skills Builder by BusinessLDN, including a dedicated webinar on 18 January 2024 with employers and providers. 46 employers in London are working in partnership with the Skills Builder Framework in 2023/24 (year to date), up from 34 in the previous year. GLA is exploring a potentially expanded role for the Skills Builder Framework in their qualifications.	ERBs, training providers, GLA	Long-term	Adoption of skills builder courses by providers	Survey collection from providers	On track
Supporting and galvanising business action – building on the successes of the LSIP so far to engage more employers in the skills system						
Introduce a 'London Recruitment & Skills Support Hub' including an IAG function, to help employers especially SMEs navigate the employment and skills systems including support with apprenticeship access. This would build on the success of organisations such as the London Progression Collaboration (LPC) and work with the emerging 'Wayfinder' service being developed by London & Partners	London & Partners has launched a 'single front door' called Grow London Local supported by the GLA for SMEs and micro-businesses to navigate support through a single website. The provision is currently in development following a digital service launch. It specifically aims to support ethnic minority, low-income, and female entrepreneurs. The skills support element of the platform launches in June.	GLA, London & Partners	Medium-term	Usage data on new 'single front door' once skills component is added	Data collected	On track

and the GLA.						
<p>Promoting employment in London's priority sectors</p> <p>Support more employers to sign up to the Mayor's Good Work Standard (GWS), which includes a commitment to lifelong learning and paying the London Living Wage.</p> <p>Streamline and improve coordination between the various important sectoral initiatives and campaigns designed to improve the attractiveness of the London LSIP priority sectors to Londoners of all ages and backgrounds.</p> <p>Showcase businesses that are excelling in working with training providers and running robust quality training programmes through a new digital guide. This should include employers who are successfully engaging young people through marketing and social media campaigns and at events such as BusinessLDN's Skills London job and careers fair.</p>	<p>The GWS and other initiatives have been promoted through a range of routes, including the Mayor's Adult Learning Awards, Love Our Colleges week, and Number Confidence week. Further case studies on what good looks like from employers will be forthcoming.</p> <p>As of March 2024, there were 129 employers accredited to the Good Work Standard. BusinessLDN is beginning to pull together case studies.</p>	GLA, SRPs, and ERBs	Short- to medium-term	Promotion strategies by all bodies – higher employer engagement, including with the GWS, and any employer awareness of campaigns.	<p>Data from applications with GWS</p> <p>Any engagement data from sectoral campaigns and initiatives</p>	On track

<p>Employers reaching out to learners and communities</p> <p>Build an employer-led network to support ongoing engagement between HR advisors/teams and college/career advisors and career hubs.</p> <p>Build a programme that enables the GLA to act as a coordinating body for work placement opportunities for young Londoners.</p> <p>Create a programme that enables large employers to help supply chain SMEs with community outreach and training, with lessons to be learned from the Construction sector.</p>	<p>The formal employer-led network is not yet operational but BusinessLDN and the SRPs regularly bring employers and providers together through the LSIP events programme.</p> <p>The GLA will fund quality work experience placements for 4,500 students aged 16-19 at risk of not being in education, employment, or training (NEET) by March 2025 supported by at least 200 London-based SMEs.</p> <p>Careers Hubs, SRPs, and Workwhile have taken forward a range of initiatives to boost employer outreach, working with the GLA. New programmes and networks are not ready in year one.</p>	<p>GLA, BusinessLDN, and Careers Enterprise Company</p>	<p>Short- to long- term</p>	<p>Programmes and networks up and running</p>	<p>Whether these have been established Overall outcome data from GLA NEET programme</p>	<p>On track</p>
<p>Delivering a skills system that is fit-for-purpose – addressing structural skills system challenges and scaling up existing good practice by employers and providers</p>						
<p>GLA skills policy development and delivery</p> <p>Continue to grow a more modular, flexible approach to the delivery of existing training, through AEB-funded programmes and skills bootcamps.</p> <p>Retain and expand the 10% London Recovery Flexibility in the Adult Education Budget to support the delivery of more locally relevant and bespoke skills programmes to help more</p>	<p>GLA is undertaking research and evaluation of bootcamps and the flexibility in the AEB to inform the next phase of these projects, reporting this summer. Bootcamp funding is guaranteed until 2025. Desk based research has been done on employer incentive programmes.</p> <p>LCCI is leading a thought leadership project outlining how to increase the scale of microcredentials in London. Commitment to extend funding to</p>	<p>GLA</p>	<p>Short- to medium-term</p>	<p>Policy changes and evidence of outcomes</p>	<p>N/A</p>	<p>On track</p>

<p>Londoners into work.</p> <p>Grow the Mayor's Skills Academies Hubs, including by committing to their long-term funding, introducing a clearer operating model, and aligning with the LSIP.</p> <p>Review the success of previous employer incentives in driving up apprenticeship numbers in London to determine how they might be reintroduced specifically to increase hiring of young apprentices and those from diverse backgrounds. Feed this intelligence into national Government.</p>	<p>Mayor's Skills Academies Hubs to March 2025 by the GLA.</p>					
<p>Deliver a clear map of London's skills system through the London Recruitment and Skills Support Hub, which provides accessible information on all the relevant training programmes, their target audiences, a guide to the main actors, and dynamic information on careers that could be linked to different courses.</p>	<p>The first iteration of a London Skills Map for AEB provision has been launched.</p>	GLA	Short- to medium-term	Delivery of the skills system map	Delivery of skills map and positive feedback from users	On track
<p>Move skills funding towards more sustainable multi-year funding settlements as opposed to short-term piecemeal funding pots.</p>	<p>GLA is working in partnership with London Councils, SRPs, and other key stakeholders in London to make the case for multi-year settlements, including exploring options where this might be possible within existing devolved funding streams.</p>	GLA, London Councils	Long-term	Move skills and employment funding towards more sustainable multi- year funding settlements as opposed to short-term piecemeal funding pots.	GLA is working with other actors in London to drive this.	On track

Maintain the relaxed residency requirements on learner access in the Adult Education Budget to ensure a broader range of Londoners have access to training.	<p>GLA is committed to maintaining these requirements.</p> <p>London Chamber of Commerce and Industry has produced a paper on modular training and is now moving forward to a commission document for future consideration.</p>	GLA	Short-term	Residency requirements on learner access in the Adult Education Budget are maintained to ensure a broader range of Londoners have access to training.	N/A	On track
Drive more sustainable engagement between business and schools/colleges, working closely with the Careers & Enterprise Company to ensure schools are promoting the priority sectors in each sub- region.	<p>SRPs, including CLF and WLA, have been engaged closely with Careers Hubs in their areas to promote alignment with the LSIP.</p> <p>BusinessLDN to run an LSIP event on improving careers provision in London in July 2024, convening employers, training providers, and careers professionals to discuss action needed to build a transformative London Careers Service.</p>	GLA, CEC, ERBs	Short-term	Collaborative working with CEC, schools and colleges are engaged with business	Number of schools and colleges promoting the priority sectors.	On track
LSIP Course Open Data Project Take forward this project into Phase 2, acting on recommendations to improve the accessibility of FE course provision data and how it links to occupation outcomes and learner volumes.	<p>ODI Working Group managed by ODI and supported by Cetis LLP on technical implementation.</p> <p>Developing a course data set standard into a Minimum Viable Product. Testing Occupation Data which is being merged into the sample course data.</p> <p>WLB is scoping a fuller test of the course data set standard on all FE course data for the WLA area, and possibly also all HE course data.</p>	ERBs/SRPs/ training providers	Short-term	Development of a course data set standard which improves accessibility of FE course data	Catch-ups between BusinessLDN and West London Business	Off track

Building an inclusive London workforce – practical steps to harness the LSIP as a vehicle for labour market inclusion						
<p>Facilitating better access to employment for underrepresented Londoners</p> <p>Create a one-stop-shop model to support job seekers that brings together the co-location of employment support (Job Centre Plus), careers advice (National Careers Service) and skills support (training providers) modernised through private sector expertise.</p> <p>Ensure that the GLA's programmes and funding (including the AEB, Jobs and Skills for Londoners Fund, No Wrong Door programme, UKSPF funding, Mayoral Skills Academies, bootcamps, and careers programme) work together to deliver the priority skills needs and employment support identified in the LSIP for under-represented and disadvantaged Londoners, utilising the support and engagement of London's employers.</p> <p>Support employers to deliver more training, apprenticeships and jobs to minoritised groups - including black and disabled Londoners and care leavers - through a plan that includes</p>	<p>The No Wrong Door programme, delivered by the sub-regional integration hubs is working effectively to join up services and respond to local needs. The programme has also done extensive engagement with employers to promote pathways into employment for all Londoners.</p> <p>GLA is leading a pilot programme to support more young people onto apprenticeships to make it easier for employers to find apprentices. It has commissioned a partner organisation to provide brokerage and wraparound services and will be contacting employers this summer.</p>	<p>GLA, SRPs, Boroughs</p>	<p>Short- to medium-term</p>	<p>Creation of one stop shop; number of people supported with employment, training, careers advice</p>	<p>Increase in apprenticeship from minoritised groups and disabled Londoners</p>	<p>On track</p>

building relationships between employers, training providers, charities and intermediary organisations, sharing best practice, and identifying solutions for overcoming common barriers.						
<p>Communicating better with London's underrepresented learners</p> <p>Test marketing and communication strategies and tactics to hone key messaging that can reach and engage those furthest from the labour market.</p> <p>Use LSIP Stage 2 to undertake a deep dive analysis of specific barriers faced by different ethnically diverse and minoritised groups when accessing the skills system and London labour market.</p> <p>Create a targeted campaign, promoted through the boroughs and local community learning, to increase awareness of the availability of travel bursaries in London, and build confidence in young people to travel beyond their borough.</p>	<p>The London Learner Survey will continue to be used to unearth insights across these areas. Outreach efforts e.g., via the integration hubs and the London Multiply programme also help to address these issues.</p>	GLA, ERBs, Boroughs	Short-term	Data on greater labour market inclusion for groups far from the labour market	AEB data	On track
Work with the London Office of Technology & Innovation (LOTI) to support and amplify its 'Get London Online' campaign to help disadvantaged Londoners gain access to devices, connectivity,	Since July 23, the GLA has shared information on 'Get London Online' with providers and actively encouraged them to become 'Digital Inclusion Hubs' – 12 providers have now achieved this.	GLA, Boroughs, ERBs	Short-term	Promotional work in collaboration	Campaign engagement data	On track

and learn digital skills.						
Tackling sector specific priorities						
Deliver a London policy to scale retrofit, which supports work at the national level and draws on the work of the Energy Efficiency Taskforce, establishing robust local delivery plans.	<p>This was discussed at a BusinessLDN Green Skills Event at City Hall with Deputy Mayor Shirley Rodrigues on 17 November 2023 and covered as part of a London Councils report. BusinessLDN also made a submission to the London Assembly Environment Committee's enquiry into green skills.</p> <p>This led to an appearance at the assembly hearing and giving evidence.</p> <p>GLA and London Councils have convened a jointly-owned programme to explore the development of a more coordinated approach to retrofit delivery across London. They have commissioned Arup to undertake an initial review which will be reported to the London Partnership Board in March 2024</p>	GLA, City of London Corporation/ Skills for a Sustainable Skyline Taskforce, London Boroughs	Medium-term	GLA to deliver policy with Boroughs	Regular catch-ups between BusinessLDN and GLA	On track

Not pursued as a priority in Year one:

Given the extensive nature of the Roadmap actions, it has not been possible to pursue all of them in year one, so the following actions will be taken forward in Year 2 (July 24 to June 25):

Priority	Action/ Activity/Milestone	Partners involved (detail roles and responsibilities)	Timescale (start and likely end dates, original and any revisions)	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored and at what intervals)	Progress Status
Embed Essential Digital Skills (EDS) across training provision funded by London's Adult Education Budget and associated programmes, especially in more modular provision, supported by organisations including Future Dot Now, the Good Things Foundation, and Skills Builder Partnership.	<p>GLA is considering this alongside wider AEB reforms and reintroduction of a Level 2 IT course.</p> <p>BusinessLDN is pushing forward EDS through membership of Future Dot Now.</p>	GLA lead due to AEB component	Short-term	Change in GLA policy on the AEB, and, resulting from this, an increase in AEB-funded course completions with essential digital skills component	AEB course data	Expected Delivery Year 2 Q3 (January to March)
Commission research to understand learner appetite and motivation in the LSIP priority skills need areas, and how learner demand might be increased where it is weak. Work with training providers and community groups to explore options for increasing the availability and accessibility of local community learning spaces for all.	Community outreach is being driven forward by the No Wrong Door programme and Skills for Londoners community outreach. In 2024 the GLA will launch a £450,000 Open Innovation Challenge to support up to 15 innovators to develop or scale solutions under the Mayor's Challenge LDN Programme.	GLA	Short- to medium-term	Number of community learning spaces, number of people engaged, user feedback, destination/job outcome data for those using community learning, research into learner appetite completed.	GLA Data	Yet to start Expected delivery Year 2 Q1 (July to September)

Providers give space and facilities for freelancers to support their businesses in return for learning opportunities for their learners (e.g., mentoring by freelancers), learning from good practice e.g., Big Creative Education.	London boroughs and WLA aim to use LSIF funding for the creative and media sector to upskill existing freelancers to encourage diversity in the workforce and contribute to the growth of the sector.	Providers, freelancers	Medium-term	Provider engagement/behaviour change	Data collection from providers	Yet to start Expected delivery Year 2 Q2 (October to December)
Drive a transition from traditional qualifications-led recruitment practices to a skills-led approach to establish a robust pipeline of diverse talent. Stage 1 will be a deep-dive data analysis to better understand the diversity of the workforce in the priority sectors. Stage 2 will draw on national and global employer good practice, with a view to piloting a skills-led recruitment approach in a priority sector where workforce diversity is below average. Stage 3 will use the learnings to develop a digital toolkit to support employers to move to a skills-led approach.	For action in Y2	ERBs, BusinessLDN	Medium- to long-term	Progression of adoption in recruitment practices across London employers	Data analysis followed by pilot and creation of digital toolkit	Priority for Year 2 Expected delivery Year 2 Q3 (January to March)
Set up a new programme through the Mayoral Academy Hub for sharing resources and best practice for delivering pastoral support, particularly for younger employees, to more rapidly upskill new entrants to the industry.	For action in Y2	Employers and GLA	Short-term			Yet to start Expected delivery Year 2 Q3 (January to March)

(Creative sector) Create a skills-broker model to coordinate and streamline training across jobs, giving more certainty for freelancers' skills development for specific events or productions. With the short-term nature of most work/projects, this will help address the difficulty for those employees trying to train on the job as they move between projects.	The GLA Culture team is identifying approaches to creative bootcamps to encourage the right spread of applicants. The Screen Skills model is a relevant example of what is possible. Looking into a pilot to see how freelancer co-operatives could help.	GLA, London boroughs	Medium-term	Creation of new brokerage model	Reduction in creative sector skills shortage	Yet to start Expected delivery Year 2 Q3 (January to March)
Convene sector bodies, funders and educators to build a plan that drives up the delivery and uptake of electrical engineering courses in London, particularly through employer-partnered provision like apprenticeships.	For action in Y2. BusinessLDN advocacy around green skills has been summarised in the previous section. GLA supporting electrician apprenticeships including through Mayor's skills academies.	GLA, London Councils, training providers, sector bodies, CEC	Short-term	Production of a plan by the different stakeholders	Analysis of number of courses on offer, starts and completions over time.	Yet to start Expected delivery Year 2 Q3 (January to March)
Health and Social Care: review the need for a Level 2 business administration course for administrative and back-office roles.	BusinessLDN held a health and social care panel event, starting the process of galvanising stronger relationships between NHS employers and providers. Follow-on activity was identified, such as a meeting between NHS London and the Association of Colleges.	Providers	Medium-term	Providers to develop new business administration course	New course developed and number of achievements	Yet to start Expected delivery Year 2 Q2 (October to December)

5. LSIP Impact so far

Impact on stakeholders

To understand the progress that has been made on the LSIP and what impacts key stakeholders (both providers and employers) have seen so far, we conducted extensive stakeholder engagement across a set of structured interviews with providers, a survey of all London FE Colleges and Independent Training Providers, and a survey of more than 1,200 London employers.ⁱⁱ

These conversations with the organisations responsible for delivering the impacts of the LSIP over the coming years shone a light on the experience of delivery in Year 1. In this section, we explore this, progress made and challenges faced, as well as impacts they are already seeing from the LSIP. We also highlight some key case studies showcasing the excellent progress that has been made against LSIP priorities on our [microsite](#).

BusinessLDN engagement summary

- Over **400 contacts** opened the LSIP newsletter, with a **9% click rate** compared to 6% average.
- BusinessLDN contributed to **20 industry events**.
- **Awareness raising** through consistent media activity, podcasts and social updates.
- **Evidence** for the London Assembly Environment Committee.
- **Contribution** to London Higher Tertiary Education Report.

Early signs of positive outputs and impact

Whilst our engagement suggested it was too early to see concrete **quantitative** evidence of the changes to skills and labour matching that the LSIP is driving, many providers were keen to emphasise the areas in which they are already seeing benefit and impact. In our survey of providers, **86% reported that the LSIP is having a positive impact on meeting employers' skills needs and getting more Londoners into jobs.**ⁱⁱⁱ

Most of our stakeholders considered the biggest success of the LSIP so far to be improvements in how providers work together to meet employer need. Behavioural and cultural change has enabled providers to work more collectively and flexibly, as well as providing more opportunities to connect with employers and understand those needs. This means employers are receiving a clearer, more joined-up response from providers, which reflects changed realities more quickly.^{iv}

There is some early evidence of positive impact on employers from this improvement in collaboration in the annual London Business Leader Survey, which we ran during the LSIP's development and then repeated this year between the 6th and 17th February.^v The survey shows increased engagement with almost all types of educational provider offerings. The most significant of these changes was an increase in the number of employers working with FE colleges, up 4 pp to 27% of all respondents. The number reporting that they are delivering apprenticeships was up 3 pp to 30%. As the impacts of the LSIP filter through, we expect to see this number continue to improve. Providers also reported on average 4.3 more employer partnerships or interactions since the LSIP's introduction and cited engagement between employer and providers as the main way the LSIP was having an impact. 62% of providers reported that employer/provider co-design has improved since the LSIP.^{vi}

The increased collaboration not only applied between employers and providers - the majority of the providers we spoke to highlighted improved partnerships across all key bodies with a stake in the London skills market, including local government and other key stakeholders.^{vii}

This increased collaboration is giving providers valuable feedback and input from various sectors, as well as allowing for sharing of best practice and resources across the region.

Others see the LSIP as a valuable tool for informing course design as well as providing a deeper connection with employer feedback.^{viii} Whilst stressing that changing course content is a long process, it was nonetheless highlighted that the guidance and advance warning of key areas of skills demand has been of great benefit in planning course design since Phase 1. Colleges are expected to formally set out how they are responding to the LSIP in their accountability agreements, due to be submitted in June.² The strategic oversight and support role played by BusinessLDN and the relevant SRP was also highlighted, benefiting providers with pooled insights, research, and networking opportunities to foster innovation and collaboration.^{ix}

There may be some early impacts on improving awareness and matching of local training courses to local needs.^x Four percentage points (pp) fewer employers identified the relevance or quality of local training courses as a barrier (36%), suggesting the possibility that coordination and awareness efforts are beginning to improve employer perceptions and the matching of skills needs with training supply.

Similarly, there has been some improvement in employer responses on recruiting diverse candidates. The number of respondents who feel their workforce reflects the diversity of their communities has increased 4 pp to 54%, the number citing community outreach efforts by 4 pp to 38%, those using blind CVs by 6 pp to 29%, and the respondents leveraging more diverse talent identification and recruitment approaches by 3 pp to 33%.^{xi}

The Local Skills Improvement Fund (LSIF) is increasing investment

The LSIF enables FE providers across a geographic area to respond collectively to the priorities outlined in their local LSIPs. It is designed to provide investment in the technical skills system to better support the needs of the local labour market and the wider economy. It is available across two financial years, ending in 2025, and provides just over £19m across London during this period to:

- Provide investment in new facilities and equipment
- Fund the development and delivery of new courses and curriculum
- Support excellence in college leadership, governance, and teaching to create a sustainable approach to addressing local skills needs, particularly at levels 3-5^{xii}

The LSIF's role in encouraging collaboration and coordinating investment between colleges and providers, further supported by the LSIP facilitation of employer-provider co-creation, was repeatedly stressed as a significant change to past ways of working in the education and training sector.^{xiii} There are many examples of the LSIF unlocking new investments to create innovative, more flexible, and more targeted course and training options. This is evidenced in a number of innovative, collaborative approaches to developing new course and training resources, including:

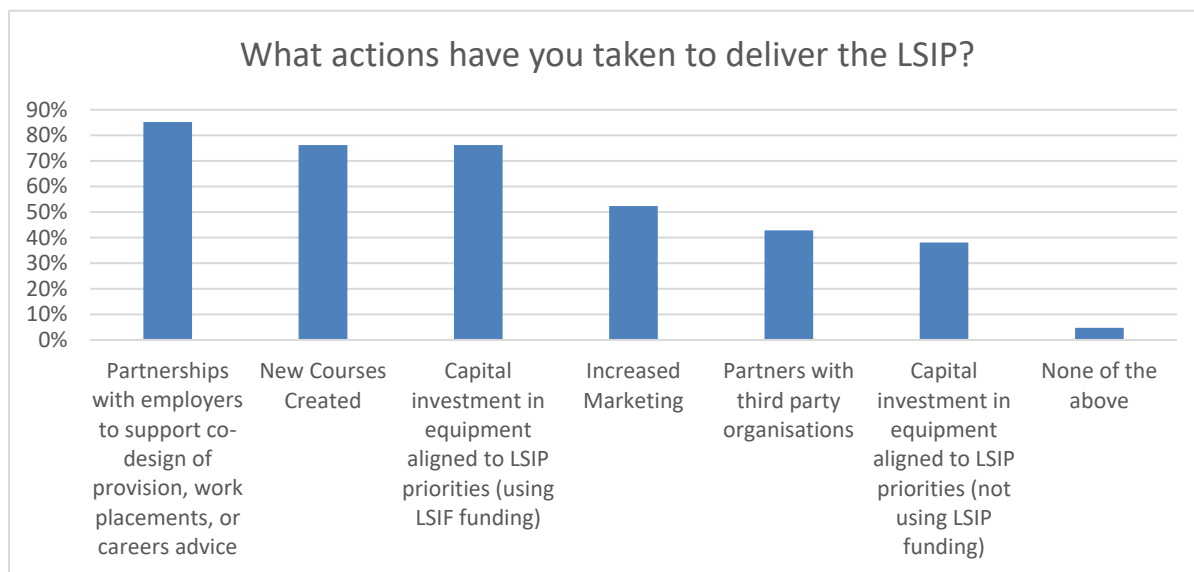
- **Provider coordination and collaboration on classroom technology** – Colleges across the Local London Skills Network are working together to coordinate the provision of immersive classroom technology funded through their LSIF. This network enables the sharing of key training resources such as presenters from the business community as well as teaching resource.^{xiv}

² The Accountability Agreement sets out the overall expectations of colleges, and what colleges, designated institutions and local authorities in scope will deliver, in return for Department for Education funding. It is also used as a vehicle for reflecting on and publishing the outcome of Local Needs Duties.

- **Sharing resources and collaborating to develop micro-credentials** - London South East Colleges is collaborating with a group of 23 providers, employers, and an Awarding Body to develop 50 microcredentials to upskill employees in key sectors (e.g. training on heat pumps for a plumber who only needs updating on the latest technology, not wider green training).^{xv}

Responses to the LSIP

Our stakeholders have identified a variety of ways in which the LSIP is already being delivered. Our survey of 21 London providers showed large proportions delivering a variety of actions, with over 50% reporting they have increased partnerships with employers, created new courses, increased capital investment, or increased their marketing:



The actions most often highlighted in interviews were the changes being made to provision to respond to the needs of Londoners identified in the LSIP. Some highlighted expanding course provision for digital skills and green skills, particularly as add-ons to existing courses.^{xvi} However, some providers highlighted the difficulties in providing for some shortage areas, such as the construction of solar panels, as it is difficult to get experts to deliver the training.^{xvii} In the digital sphere, stakeholders reported codesigning courses with employers and the integration of skills such as AI into the curriculum. Overall our providers reported a 9 pp increase in the proportion of their courses that are aligned to LSIP priority sectors since the inception of the LSIP, in part because of these changes to provision.^{xviii}

Providers reported increasing provision of key LSIP skills training across the following areas:

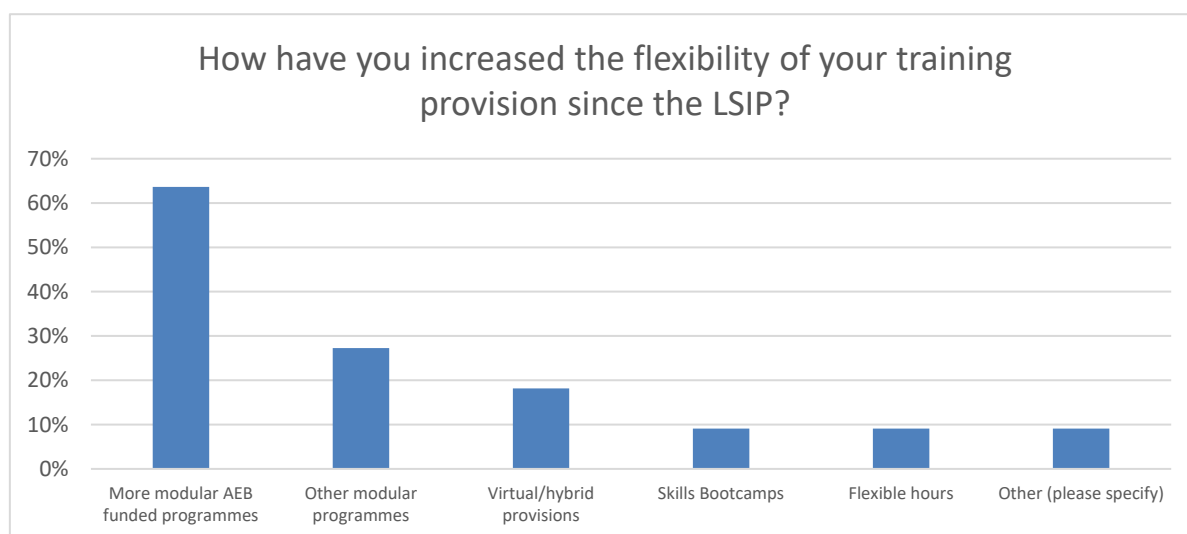
- **More than half** reported increasing or greatly increasing provision of **transferable skills training**.
- **52%** reported increasing or greatly increasing the provision of **Essential Digital Skills training**.
- **40%+** reporting increased provision of **key digital skills** such as web design professionals.
- **Data analyst roles** and **coding languages** also saw growing provision with **23.5%** and **21%** reporting an increase respectively.
- **Green skills** saw increased provision across the board, but in particular, **50%** reported an increase in **green tech skills**, and **40%** each for **heat pump engineers and installers** and **plumbers, heating and ventilating installers**.
- Built environment roles show a more mixed picture - significant increases in provision for **electricians and electrical fitters (45%)** and **plumbers, heating, and ventilating installers (40%)** but a much more mixed picture across the remaining LSIP priority occupations.

- There was significant improvement in provision against the creative key LSIP occupations, with **60%** reporting increased provision of training for **photographers, audio-visual, and broadcasting equipment operators**, and **10-40%** reporting increases across remaining priority occupations.
 - In health care training, provision was reported to have increased by **60%, 58%, and 26%** respectively for **Paramedics, Care Workers** and **Nursing**.
 - By contrast, the hospitality sector saw minimal reported increases in provision of training for priority occupations. Only **chef** training opportunities show significant improvement, with **16%** reporting an increase in provision.

The expansion of course provision is also targeted by some providers at addressing the needs of diverse and disadvantaged learners, such as ESOL, SEND, and care leavers. South Thames College Group for example has developed a work-related curriculum, supported internships, employability badges, and mobile units to reach out to these cohorts and provide opportunities for progression.^{xi}

In general, our stakeholders reported efforts to align course development with employer needs through a variety of initiatives, such as the University of Westminster West London Alliance project.^{xx} A commissioning brief style approach was used as a way to improve the match between what employers need and what is on offer.

The flexibility provided by the Mayor and GLA AEB budget allowed some providers interviewed to take innovative approaches to structuring courses without having to worry about losing funding as a result.^{xxi} 48% of respondents to our provider survey stated that they had increased flexibility since the introduction of the LSIP. As can be seen in the table below, this was overwhelmingly driven by the use of more modular AEB-funded programmes.



Stakeholders also cited ongoing work to identify the skills gaps and employer demands they can respond to within the LSIP's priority areas, resulting in investment in new facilities, new qualifications, and new technology to help prepare learners for the workplace.^{xxii}

Barriers to delivering the LSIP

Through our stakeholder engagement, providers identified the barriers they perceived to successfully delivering the LSIP, and we discussed in more detail those that were consistently identified as the most pressing challenges. In our survey of London training and FE providers, the following barriers to delivering the LSIP were identified:

What are the main barriers faced to improving and/or increasing provision?	Rank
Lack of skilled teachers to provide the training	1
Complexity of the skills system affecting the ability to introduce new provision quickly	2
Low engagement with employers*	3
Process for developing apprenticeship standards and training qualifications too slow	4
Low engagement with government (GLA, Local, National)	5
Uncertainty of future demand	6
Low learner demand	7
Lack of clarity on government requirements	8
Lack of technology / equipment	9
Not enough funding	10
Constraints on funding	11
Lack of physical space for increased provision	12
Lack of data (demand data, employer data, course provision data)	13
There are no barriers	14
Other	15

These barriers aligned closely with those identified during stakeholder interviews, where we gained additional insight into how these barriers were impacting providers:

Challenge of engaging SMEs - London's economy features a large proportion of SMEs, with limited awareness of the LSIP. This fragmented skills demand was identified in Phase 1, and actions are already underway to address it, however, it is still considered a barrier to delivery by some of our key stakeholders. One of the engagement challenges is to reach employers of all sizes.

Key sectors still struggling to attract staff - sectors such as healthcare and construction are still struggling to attract staff. In the healthcare sector, pay was still considered a significant issue, whereas in the construction sector there are major challenges in finding the right skills to deliver the net zero transition. This is not only applicable to employers - providers are also struggling to find the staff to respond to demand for training. More than half of providers cited a lack of skilled teachers as a barrier.

Need for flexibility - whilst some providers have already seen some benefit from the increased flexibility of funding available within the AEB budget, it is clear more needs to be done. Stakeholders at higher education institutions, where the timeframes for course validation are significantly longer than for other LSIP-engaged institutions, have spoken to us about the challenges the current regulatory barriers pose to adapting their courses flexibly.

Uncertainty over future LSIF funding - many of our stakeholders highlighted how important the LSIF funding had been in incentivising the collaboration between providers, as well as wider collaboration across the sector. It was repeatedly emphasised that when the incentive of this funding runs out in 2025 they were unsure the current levels of collaboration could be maintained.

Employers lack resources to deliver training – multiple providers reported high demand from employers to upskill their existing staff, but them having limited time capacity to do so. Evening classes were said to be becoming more popular in part for this reason. Labour and skills shortages exacerbate this challenge, with fewer experts with the time to train on the job,

and fewer expert trainers available.

Barriers to delivering for minoritised groups - our survey of providers identified outreach costs, funding, role models, and stigma around certain courses or pathways as the main barriers to improving provision to minoritised groups. The challenges and affordability of offering accessible short courses at low/no fee in order to better serve these groups were also raised.

Impact on outcomes

Working with Lightcast, a global leader in labour market analytics, we have produced a baseline data analysis for this year to allow us to measure the impact of the LSIP on aligning London's education and skills provision to our priority skills needs. The data analysis captures:

- **The supply side** – to what extent has London's FE and apprenticeship provision aligned itself to the priority skills needs
- **The demand side** – how has employer demand for our priority occupations changed?

Supply side

Using Lightcast analysis of DFE data, we can see that in the academic year 22-23 there were 47,774 FE achievements related to the occupations identified in the built environment, 123,316 for creative, 88,459 for Digital, 32,752 for Green Skills, 48,055 for Health & Social Care, and 5,391 for Hospitality. There were significantly higher figures in each area for the number of enrolments, which may be an indication that provision is starting to pivot towards the target occupations. The largest increases were in Built Environment (81%), Green Skills (68%), and Health and Social Care (64%).

We only have achievements data for apprenticeships, but the comparable figures are 519 for Built Environment, 501 for Creative, 1626 for Digital, 456 for Green Skills, 927 for Health and Social Care, and 271 for Hospitality.

Demand side

Using Lightcast job postings data, we can see which occupations in the priority sectors and cross-cutting themes are the most in-demand among employers in September 2022-August 2023.

- There were 40,762 postings in the priority occupations in **Built Environment**, the top occupations were mechanical engineers (9,163) and civil engineers (7,950).
- There were 106,670 postings in the priority occupations in **Digital**, the top occupation was programmers and software development professionals (94,582).
- There were 105,709 postings in the priority occupations in **Creative**, the top occupation by far was programmers and software development professionals (94,582).
- There were 18,169 postings in the priority occupations in **Green**, the top occupations were electrical engineers (6,117) and electricians and electrical fitters (4,740) postings.
- There were 92,606 postings in the priority occupations in **Health and Social Care**, the top occupations were other nursing professionals (18,971) and database administrators and web content technicians (15,391).
- There were 43,925 postings in the priority occupations in **Hospitality**, the top occupations were chefs (21,069) and waiters and waitresses (8,711).

SRP Highlights

In phase one of the LSIP, the four SRPs developed their own sub-regional LSIPs, and the full progress updates on these will be published in conjunction with this pan-London report, on our LSIP microsite, available [here](#). Below, we have captured a brief snapshot of their work – which we've also referenced earlier in the report.

Local London

Key updates

Since the publication of the Local London 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. 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. Engagement within the Local Skills Improvement Plan (LSIP) framework is characterised by an employer-led approach, aiming to forge closer collaborations between employers and providers while integrating them into the wider skills ecosystem.

Key Actions

- Our Skills and Employment Board governs the LSIP and the Employer Sub Group to the board ensures that everything we do is steered by our employers.
- Existing Local London programmes such as the careers hub and Integration Hub have worked to strategically align with LSIP priorities
- An 'Employer Offer' and 'Interest Card' have been developed to showcase how we work with businesses. A successful £6.5 million bid for LSIF funding has led to innovative green and digital initiatives in the sub region. Including:
 - the construction of 11 new green skills training facilities
 - Development of a network of 21 immersive digital hubs with the aim of sharing teaching resources
 - Developing the curriculum offer in both the Green and Digital Sectors, including a range of micro credentials, from L3 to L5

Next steps

- Through the LSIF, work has been commissioned to develop a pilot assessment tool for construction employers to assess their own skills needs – this will be developed further over the coming year
- Expansion of the Employer Sub Group is planned, to include members from all Local London's priority skills areas
- Ongoing engagement with stakeholders to align courses to LSIP priorities through a series of roundtables will continue, building on existing relationships and insights.

West London Alliance

Key updates

Employer engagement undertaken by WLA is already seeing some successful outputs. In particular, the engagement is providing useful insights into future skills needs.

The Creating Inclusive Workplaces project is building a network of local SMEs who are on the journey to become more inclusive employers. Whilst funded through the GLA's No Wrong Door programme, this business engagement directly supports the improved, sustained engagement with employers that is essential to transforming the skills system.

The West London Retail Skills Hub launched on the 6th of June 2024 as a result of a partnership between West London College, Spark! and Westfield. Provision will range from industry insight days and short courses to T levels, Higher Nationals and Apprenticeships.

An LSIF funded feasibility study into the logistics sector led by West Thames College has provided 20 recommendations to boost skills provision, including the creation of an employer led Logistics Skills Hub.

Key Actions

- City Hall has made significant progress in aligning its' Skills Bootcamps funding to West London LSIP priorities, with the exception of the retail sector where more efforts are needed for alignment
- A Partnerships Director has been recruited to provide capacity to monitor and support implementation of LSIP recommendations and help strengthen relationships across the skills ecosystem
- Collaborative activities have been delivered with three mayoral academies to enhance knowledge and understanding of sectors and promote clearer career pathways into them
- A feasibility study on establishing a transport and logistics training and careers hub has been completed and is awaiting publication of its recommendations
- An NHS employer roundtable event convened by WLB & West London Health and Social Care skills hub enabled critical understanding of employer needs for College's curriculum planning and design of simulation suites.

Next steps

- Publication of the recommendations of the Food and Drink Manufacturing feasibility study
- Once FE colleges' and LSIF funding allocation resource constraints ease, the 'Trade to Teach' dual professional teaching pilot will be launched
- Research in to the ESOL system in West London has been completed and published. Stakeholders, including the GLA, are working through how to implement the recommendations given funding resource constraints
- Hospitality sector collaboration being driven forward, planned employer expo for Q4 2024 with West London being a pilot region to deliver the Hospitality UK's – 'Hospitality skills passport' through local Further Education colleges.

South London Partnership

Key updates

The LSIP business case allowed SLP to secure £1.1m of funding for skills and employment support for their priority sectors. These include retrofit / construction and health and social care.

Since the LSIP, strategic partnerships between training providers and employers in the sub region have improved. The newly formed South London Skills and Employment Alliance has been formed and provides strategic direction for skills improvement in the sub region. The use of evidenced based decision making, based on the insights of the LSIP and ongoing collaboration, is influencing and improving curriculum planning.

Key Actions

- Engagement with over 900 stakeholders and communications to over 13,000 employers
- Integrated Care Partnership Priorities Fund used for program of support for new entrants to the care sector, especially front-line workers
- SLP have been awarded funding from DESNZ to create and deliver a retrofit skills action plan to grow supply chain skill capacity
- A free inclusion Toolkit and guide to the skills and employment offer in South London has been designed and distributed, targeted at SMEs
- The co-production pilot is bringing together disabled people to co-produce and provide employers with greater insight into ways of working.
- An initial pilot phase of the Employability Badge Pathway Framework was completed with positive partner feedback and participation
- Four new courses were created across health and care, construction, IT and digital. Retrofit micro-credentialling has also been introduced.

Next steps

- The Health and Care Programmes will be implemented
- Sector focuses over the next period will be on education, hospitality and retail and communications.
- Continuing to invest in greater partnership working and on the introduction of partnership agreements

Central London Forward

Key updates

Meeting Central London's Skills Needs – the central London LSIP annex - set out an ambitious plan to reshape the post-16 technical system in central London. We focused on five priority sectors for London – financial and professional services, health and care, hospitality and retail, digital, and arts, recreation and entertainment. The report also focused on two cross-cutting priorities of net zero and tackling labour market inequalities.

CLF has been working with skills providers, employers and employer organisations, boroughs and other stakeholders to implement the priorities set out in the plan.

We have focused on strengthening partnerships between providers and employers, utilising the Local Skills Improvement Fund effectively, promoting apprenticeship starts and levy sharing, supporting curriculum development, and providing intelligence to inform provision.

Key Actions

- CLF is working with Bridge Partnership – a coalition of 16 education and skills providers and 72 employers – to shape the use of the LSIF. The funding is focused on green and digital skills. Uses include low carbon labs to teach installation and maintenance of green tech, curriculum development, and a green digital campus
- CLF are working with Workwhile to promote apprenticeship opportunities and to support the transfer of unspent levy funds from large employers to local SMEs. The work will deliver a minimum of 30 SME apprenticeship opportunities and 10 T Level placements
- CLF worked with Whole Life Consultants to produce a report quantifying the labour and skills needs from retrofit in central London, shared with providers, employer organisations and boroughs across central London
- CLF is working with the City of London's Skills for a Sustainable Skyline Taskforce to ensure we have the skilled workers needed to decarbonise the commercial built environment. We are working with boroughs to share best practice around Section 106, and to improve completions of construction apprenticeships
- CLF is working with the Central London Careers Hub to ensure careers IAG in central London is informed by and aligned to the LSIP priorities

Next steps

- The "Good Work in Central London" research will be launched later this summer
- CLF is working with the GLA to map the growth of green jobs in London
- Shared communication tools for the Central London Careers Hub around essential skills will be developed to ensure smoother transitions between school and work
- Local needs assessments will be aggregated to understand the extent to which local provision is meeting employer needs

6. What still needs to be achieved?

Despite a looser labour market which is significantly more employer-driven than when the LSIP was designed, the next steps and priorities for the LSIP remain consistent with the original plan.

The significant success of employer-provider engagement, operating alongside the work of policymakers and funders such as the GLA, will continue to be built on, realising the vision of the LSIP. This collaboration has already produced innovative approaches to the challenges of delivering the skills the city needs against the backdrop of its complex labour market.

As the LSIP continues to deliver, in future iterations of this report we will have a clearer data picture for the period we are measuring, and as such will be able to report back on the more tangible, quantifiable benefits, as well as insights from engagement with key stakeholders.

In the second year of the LSIP, skills-led recruitment will be a big theme. Key priorities to build on the successes of the first year and to continue to optimise the outcomes for London learners include:

- Decision-making and then delivery of required GLA policy around AEB flexibility, modular learning/bootcamps, and employer incentives.
- Implementation plan around Advanced Digital Skills research conclusions.
- Driving increased provision of and access to green and transferable skills.
- A focus on labour market inclusion across all key priority areas.
- Driving a transition from traditional qualifications-led recruitment to a skills-led approach, starting with a deep dive data analysis, followed by a pilot and the creation of a digital toolkit to support employers based on the learnings from this work.
- LCCI is leading an advocacy campaign on the development of more modular training options in GLA-funded provision. This will include producing a position paper in August 2025 on how funding could be used to support the growth of microcredentials in London.
- Scoping out what good looks like for a London Careers Service. This will include running an event on Careers Education on July 9th and exploring the involvement of the private sector in supporting this service. In particular, how employment support (Job Centre Plus), careers advice (National Careers Service), and skills support (training providers) can be co-located and modernised.

As we push to achieve these goals and align skills supply with demand more closely, employers' contributions are critical. To deliver the skills system that London needs, employers must take heart from the ongoing efforts and early successes in the LSIP to meet their priority skills needs and seize this opportunity to work with and inform the training provision being delivered by London's quality skills providers. Only through continued collaboration will the steps to improve the flexibility and accuracy of provision for employers be solidified into a new way of working.

7. Endnotes

- ⁱ The Stakeholder Advisory Group (SAG) is comprised of business leaders and education leaders and provides feedback and expert guidance on the LSIP. SAG members include: **Chair** – Central District Alliance; **Vice Chair** - Newham College; London Higher; Middlesex University; Association of Independent Professionals; Microsoft; Central London Forward; Setax Training & Consultancy; Ramboll; West London Alliance; Quod; AELP London; LTC Scaffolding; London Councils; Vorboss; HOLEX; GLA; West London College; Transport for London; The Crown Estate; WSP; Association of Colleges; Initially London; London South East Colleges.
- ⁱⁱ Survation for BusinessLDN, *Weighted survey of more than 1,000 London business leaders and HR managers*, available [here](#) accessed at 29/05/23
- ⁱⁱⁱ BusinessLDN Survey of London FE and Training Providers, February 2024
- ^{iv} Structured Interviews with providers conducted by WPI Economics, April 2024
- ^v Survation for BusinessLDN, *Weighted survey of more than 1,000 London business leaders and HR managers*, available [here](#) accessed at 29/05/23.
- ^{vi} BusinessLDN Survey of London FE and Training Providers, February 2024
- ^{vii} Structured Interviews with providers conducted by WPI Economics, April 2024
- ^{viii} Structured Interviews with providers conducted by WPI Economics, April 2024
- ^{ix} Structured Interviews with providers conducted by WPI Economics, April 2024
- ^x Survation for BusinessLDN, *Weighted survey of more than 1,000 London business leaders and HR managers*, available [here](#) accessed at 29/05/23
- ^{xi} Survation for BusinessLDN, *Weighted survey of more than 1,000 London business leaders and HR managers*, available [here](#) accessed at 29/05/23
- ^{xii} Department for Education, *Local skills improvement plans (LSIPs) and local skills improvement fund (LSIF)*, available [here](#), accessed at 14/05/2024
- ^{xiii} Structured Interviews with providers conducted by WPI Economics, April 2024
- ^{xiv} Structured Interviews with providers conducted by WPI Economics, April 2024
- ^{xv} Structured Interviews with providers conducted by WPI Economics, April 2024
- ^{xvi} Structured Interviews with providers conducted by WPI Economics, April 2024
- ^{xvii} Structured Interviews with providers conducted by WPI Economics, April 2024
- ^{xviii} BusinessLDN Survey of London FE and Training Providers, February 2024
- ^{xix} Structured Interviews with providers conducted by WPI Economics, April 2024
- ^{xx} Structured Interviews with providers conducted by WPI Economics, April 2024
- ^{xxi} Structured Interviews with providers conducted by WPI Economics, April 2024
- ^{xxii} Structured Interviews with providers conducted by WPI Economics, April 2024

OUR MISSION

AT BUSINESSLDN, OUR MISSION IS TO MAKE LONDON THE BEST CITY IN THE WORLD IN WHICH TO DO BUSINESS, WORKING WITH AND FOR THE WHOLE UK.

We work to deliver the bigger picture, campaigning to tackle today's challenges and to secure the future promise of London. We harness the power of our members, from sectors that span the economy, to shape the future of the capital so Londoners thrive and businesses prosper. We support business to succeed—locally, nationally, globally. We link up with other cities around the UK, to ensure the capital supports a thriving country.

We campaigned for the creation of the office of London Mayor and Transport for London, for the Elizabeth Line, for congestion charging, we incubated Teach First and run the UK's largest annual jobs and careers fair, Skills London. We create opportunities for our members, from sharing insights to providing platforms, from making introductions to finding new talent. We facilitate collective, organisational, and individual ambition. Becoming a member of BusinessLDN helps to keep London and the UK working—for business, for Londoners, for the whole country.