

South London Local Skills Improvement Plan (LSIP) Progress Report

JUNE 2025



**BUSINESS
LDN**



Who is this for?

The [South London annex](#) of the London [Local Skills Improvement Plan](#) (SLP LSIP), published in August 2023, has been developed with employers and stakeholders within the boroughs covered by the South London Partnership. This progress report highlights activity undertaken across South London in 2024 to 2025 to address skills and vacancy gaps, increase employer engagement with the skills system and attract residents into employment within our key priority sectors. This report updates employers, training and skills providers, and other key stakeholders in South London on ongoing activities to strengthen the skills system. It highlights efforts to develop a skilled talent pipeline equipped to access jobs and drive growth.

This progress report, the second of two annual progress reports, has been prepared in accordance with Local Skills Improvement Plans: Stage 2 Guidance (dated November 2023, and updated in February 2025) and is intended to review progress against the London Local Skills Improvement Plan – South London Partnership annex published in August 2023.



Summary of the LSIP

South London Partnership is one of the four sub-regional partnerships that covers London, each has its own annex to the pan-London LSIP. The South London Partnership (SLP) is a sub-regional collaboration of five London boroughs: Croydon, Royal Borough of Kingston upon Thames, Merton, Richmond upon Thames, and Sutton. SLP champions the strengths of the South London Partnership area as a place for people to live, work and thrive. The SLP LSIP annex provides a **strategic framework for sub regional and borough activity and to inform funding and delivery**. Progress on delivery can be found within this report and our [2024 annual progress report](#).

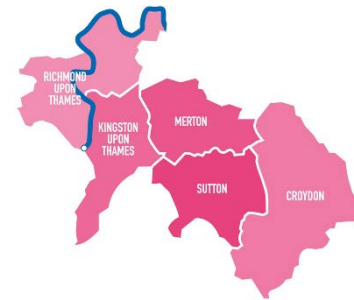
Through research undertaken as part of the SLP LSIP, five priority sectors were named for the region: Construction and the Built Environment, Health and Social Care, Information and Communication, Hospitality and Retail, and Education. Cross Cutting themes were also identified including green skills, digital skills, transferable skills, inclusion, and entrepreneurialism. The LSIP also defines actions to strengthen and embed strong governance to ensure accountability and impact. Across all sectors and themes the SLP LSIP defines clear priorities for implementation including:

- Strengthening relationships between employers and providers
- Provision of skills and training reflective of employer needs and benefits from industry expertise
- Ensure provision of skills and training is accessible for all
- Increasing use of apprenticeships and other non-traditional training routes
- Boosting learner demand for key sectors through pathways and progression routes
- Promoting inclusion and diversity in the workforce
- Nurturing entrepreneurialism and innovation in SLP



Strategic and economic context

In shaping the South London LSIP, businesses, employers, and key stakeholders have universally welcomed the opportunity to develop a more tailored and localised approach to skills. The challenge of ensuring that the skills needed by South London employers are matched by those owned by the workforce, is ongoing. By developing a more strategic approach, the South London annex builds on many of the issues identified within the wider London LSIP but also responds to the specific challenges and opportunities for the existing and future workforce within the SLP sub region.



With a population of over 1.2 million people, the area nurtures a vibrant economy worth more than £30 billion, supporting over 550,000 jobs and home to a growing business base of over 55,000 companies. Our asset base is extensive and diverse, including global reach institutions at the forefront of research and innovation, such as the London Cancer Hub, Kew Royal Botanic Gardens, and the National Physical Laboratory, alongside our unique sporting, heritage and cultural destinations. By working together, the SLP Boroughs champion and look to build on the strengths of South London as a place for people to live, study, work, invest, and thrive.

With the new government and the 2025 policy directives of the London Growth Plan, Inclusive Talent Strategy, and Get Britain Working Plans, South London businesses, employers, and key stakeholders now have a unique opportunity. This is the moment to shape skills provision that positions South London as a subregion championing inclusive business growth, empowering residents with access to skills and employment, and delivering the necessary skills to support our economy and the future of work. We need to work together to maximise future opportunities to access funding through devolution and to build on the strong South London skills and employment eco-system to communicate our strong and shared voice for what's best for London within our sub region.

In Spring 2025 South London Partnership launched a [South London Growth Ambitions Statement](#). It outlines the unique strengths and opportunities of South London within the framework of the London Growth Plan and current UK national economic and industrial policy. It highlights our ambitions in Skills England's priority growth sectors (creative, digital and technology, life sciences) and how we will foster growth in the London Growth Plan

priority clusters across the region (health and life sciences, net zero and nature, the visitor economy and creative & digital). It also focuses on mayoral priorities in health and social care, and construction and the built environment. The statement sets a clear vision for South London's inclusive and sustainable growth to 2035, organised around three integrated investment themes: place, infrastructure, and people. It details our priorities and how we will:

- Achieve transformative improvements in health and well-being outcomes for all citizens.
- Ensure all South London residents have access to the highest standards of lifelong education and learning
- Provide greater access to high-quality, higher-paid, and higher-value jobs for all.
- Secure transformative improvements in digital and transport connectivity.
- Be recognised as a leading destination for sustainable innovation and investment.

This will be achieved by creating a robust and inclusive pipeline of talent, ideas, and creativity, and by increasing investment through research, innovation, and collaboration.

Priorities and actions

What has been achieved so far?

Targeting priority sectors in 2024 to 2025, we have:

- Created LSIP construction, built environment and green skills provision focussed on meeting LSIP priorities, securing additional funding to progress retrofit skills and forging new employer relationships so skills provision meets industry needs.
- Delivered 12 programmes including supporting care leavers into nursing and social care roles, supported work placements, community upskilling, establishing the SWL apprenticeship hub, developing the occupational health workforce, nursing associate apprenticeships and targeting difficult to recruit roles through SWL Integrated Care Partnership.
- Developed specialist skills provision and improved facilities in further education to ensure curriculum keeps pace with industry and build links between employers and education providers, utilising £2.5 million of LSIF funding
- Delivered webinars and events focussing on crosscutting themes of improving learner demand and improving diversity and inclusion in employment.

- Strengthened employer and skills provider relationships.
- Delivered activity to highlight priority sector pathways and inspire the future workforce through engagement with schools and further education providers.
- Developed robust governance structures to oversee delivery of the LSIP and influence skills and employment strategy in South London.

Since publication of the SLP LSIP we've made strong progress on all actionable priorities, showcased through case studies within this report, in addition to further detail in Appendix A. We've done a lot in a short amount of time but there is still plenty to be done.

Since 2023 the SLP has been galvanising partnerships and forging new engagement across the subregion utilising the strategic framework of the South London Skills Improvement Plan,

- Improved strategic partnership between training providers and employers, with evidence-based decision-making and influence on curriculum planning through the formation of our Skills and Employment Alliance and partnership Charter.
- Engaged with over 6535 stakeholders including employers, skills and employment providers and the voluntary and community sector through direct event delivery or attendance (see fig 1).
- Delivered partnership events championing opportunities and careers in our priority sectors
- Built relationships with employers from multi-national companies through to micro businesses
- Encouraged 35 organisations (to date) to become active partners in skills and employment delivery and partnership work through signing the [South London Skills and Employment Partnership Charter](#).



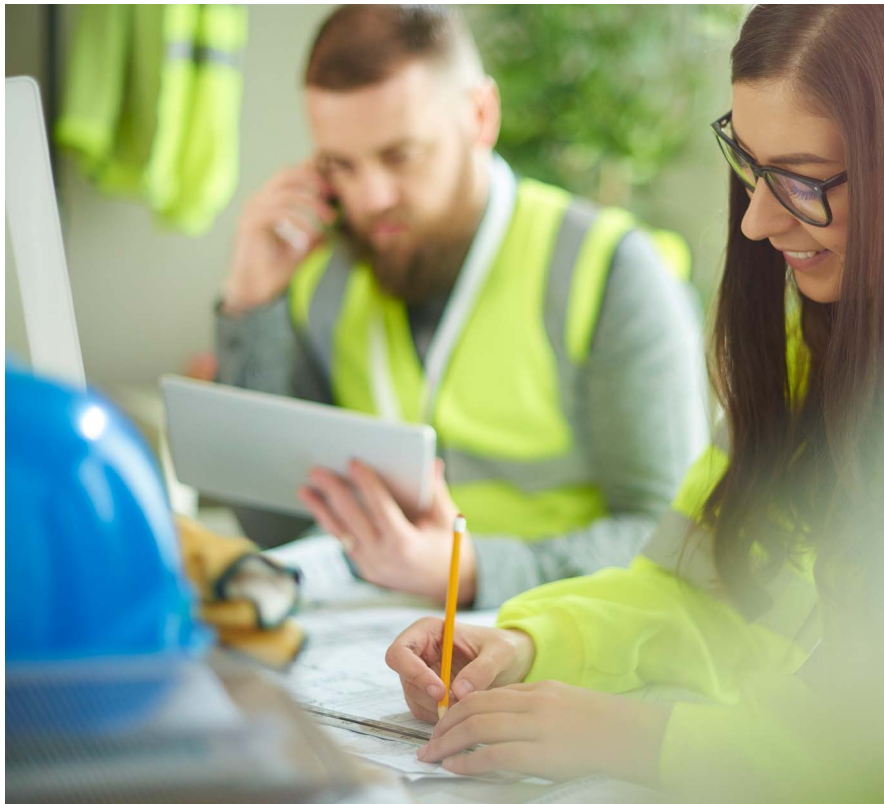
Partner Engagement by SLP on LSIP priorities between 2023 and Oct 2025

Green Skills and Construction	Health and Care	Hospitality and retail	Information, Communication, Creative and Digital	Cross cutting themes	Governance, Education and pan sector
<ul style="list-style-type: none"> • Green Careers Summit • Buying Net Zero: Sustainable supply chains • Retrofit Skills Co-development • Retrofit Skills Launch • Retrofit Launch • Direct Mail and social media campaign to 13,000 construction businesses • Construction Event for SME – delivering micro credentials for construction Event • Retrofit Skills Summit • Careers Transition Event – in to retrofit • Retrofit Round Table • Public Procurement Supply Chains - improving access • Sustainable Engineering and Technology Education Steering Group • Unlocking net zero live • Sustainable technology and engineering advisory Board • CEC House building skills roundtable • Retrofit Taskforce meetings • Green Economy Steering Group • DESNZ Funding group 	<ul style="list-style-type: none"> • Social Care Workforce Partnership Group • SWL Apprenticeships Workshop: increasing uptake • Making it easier to get a job in H&SC task and finish group • WorkWell Partnership Planning Group • SWL Health and Care Apprenticeship Hub • ICP Health and Care Project Workshop • Launch of ICP Health and Care Workforce Event • Kingston Health & Social Care Careers Fair • NHS and social care careers • Health and social care - future of the sectors workforce needs • BIG South London Innovation Summit - Health • Kingston College - Health and Social Care Launch • WorkWell Partnership • SWL ICP apprenticeship Hub • ICP workforce delivery and steering groups 	<ul style="list-style-type: none"> • WLB - Westfields Career Centre Opening • Taste of Hospitality • Hospitality Insights Day • Apprenticeships Uncovered 	<ul style="list-style-type: none"> • Shaping the Future of the Creative Sector in Merton/Sutton events • Creative and Digital Innovation Cluster Network Exploring Creative-Led Business Innovation • Creative & Digital Showcase Event • Leadership Summit (Connectivity and Digital) 	<ul style="list-style-type: none"> • Skills & Employment Community of Practice • Inclusive Employer Webinar Series • Building Inclusive Workplaces: Unlocking Potential at Beckmead College • Pan-London LSIP Webinar series • BIG South London Partnership Board • UKSPF Working group • BIG borough economic regeneration meetings • SEND Employment Forums • South London Cornerstone Employers • UK SPF Partnership meetings • Universal Support with SRPs • LSIP Priority sector employer engagement activity (calls, emails, in person events) • BusinessLDN Skills and Employment Summit 	<ul style="list-style-type: none"> • SLP Growth Directors and Leaders Meetings • Skills and Employment Alliance meetings and webinars • Large employer Forums • Skills and Employment Working Group • LSIF Partnership Forum • Preparing for the 2025 skills agenda (Regional Education Board) • Partnership and strategic boards • LSIP Skills Conference • Empowering SME to deliver social value in public procurement • South London Careers Hub conference and events • Borough career and job fairs • Croydon's Business growth summit • LSIP Promotional video filming • Skills & Employment Alliance • Chamber and business engagement • UKSPF Working group • BIG borough economic regeneration meetings) • Social media posts re LSIP events • BIG SL Partnership Board • The future of Work (Skills and Employment Partnership Charter) event
836 employers and stakeholders ¹ engaged	1556 employers and stakeholders engaged	133 employers and stakeholders engaged	73 employers and stakeholders engaged	1849 employers and stakeholders engaged	2088 employers and stakeholders engaged

¹Stakeholder: e.g. Schools, College, Universities and Independent Training Providers, Employment Support Organisations, Voluntary Community Sector organisations, Councils, Sub Regional Partnerships, Membership Organisations.

Monitoring progress

Monitoring progress on delivering actionable priorities sits with the South London Skills and Employment Alliance, as well as the expertise of further and higher education providers within the Regional Education Partnership that sits alongside the Alliance. The development of the South London Skills and Employment Alliance has allowed for cross-organisational partnership and monitoring of the progress of actionable priorities. As host to the South London Careers Hub, Green Skills Academy, BIG South London, No Wrong Door Integration Hub and Social West London Social Care Academy Hub, SLP is ideally placed to connect with employers and stakeholders across the region and ensure activity is led by them, with LSIP as the overarching strategy for skills and employment in South London.



Benefits and early signs of impact of the LSIP

The LSIP has provided an overarching strategic direction for skills and employment activity across South London with notable outputs and outcomes described within this report. Specifically in 2025 of the training providers surveyed:

- 100% of SLP providers surveyed have created new courses (compared to 89% across London), as well as partnerships with employers to support co-design of provision, work placements and capital investment in equipment aligned to LSIP priorities (using LSIF and non LSIF funding)
- 75% cited new or improved learner facilities and increased or improved employer engagement in the last 12 months
- Increased provision of courses aligned to LSIP priority sectors from 59.3% pre LSIP to 75% now (Pan-London 58% pre and 70% now) with a similar increase on percentage of learners on LSIP aligned courses
- Noted an increase in employer partnerships or interactions and had improved or significantly improved employer/provider co design of training in both South London and across London than before the LSIP
- Felt that LSIP is having a positive impact on meeting employers' skills needs and getting more Londoners into jobs (100% SLP v 94 % pan London) and that providers are more aware of employers' skills needs²
- 100% of providers surveyed had increased transferable skills training, digital skills, digital, carbon literacy and green, creative, health and social care, built environment, entrepreneurialism, ESOL and pastoral, Net zero.



2024–2025 Priority Sector Case studies

The following case studies set out the impact that our work has had on supporting the development of skills for local business and employers in our priority areas.

Health and Care Hub at Kingston College

Priority:

Increase skills & training provision required by the Health and Care sector

- Develop a programme of support for new entrants to the care sector, specifically front-line workers, to include relevant vocational training and career support and pathway progression



Aims:

The need for a skilled health and social care workforce in South London is crucial to meet the sector's demands. Utilising Local Skills Improvement Funding, South Thames Colleges Group (Kingston College) embarked on an ambitious project to create an experiential learning centre. The centre serves as a hub for specialised training and education and will facilitate the development and delivery of customised training programmes that cater to the needs of this sector. Courses are taught by tutors who have the professional industry experience and can be studied flexibly with part time and online learning.



Key Milestones & Achievements to date

- Development of a new [Health & Social Care Hub](#) providing students with the opportunity to practice in simulated hospital wards and home environments, honing their practical skills in the care sector.
- Virtual Reality teaching space with state-of-the-art Metaverse technology, making learning enjoyable and interactive.
- Launch of the facilities
- Visit from from Sir Edward Davey, Leader of the Liberal Democrats
- Production of promotional videos [South London Skills Improvement Plan - South London Partnership](#)
- Development of new Health and Social Care courses including Level 2 (such as safe handling of medication), paramedic science, and ESOL study pathways
- Development of a new Health & Social Care Hub providing students with the opportunity to practice in simulated hospital wards and home environments, honing their practical skills in the care sector.
- Virtual Reality teaching space with state-of-the-art Metaverse technology, making learning enjoyable and interactive.
- Launch of the facilities
- Visit from from Sir Edward Davey, Leader of the Liberal Democrats
- Production of promotional videos [South London Skills Improvement Plan - South London Partnership](#)
- Development of new [Health and Social Care courses](#) including Level 2 (such as safe handling of medication), paramedic science, and ESOL study pathways

"I was delighted to be invited to officially open this impressive new facility which will make a real difference to those who are expanding their knowledge and skills in the field of health and social care. Thank you to the staff and students at Kingston College for welcoming me to the Hub and for allowing me to share in this occasion."

Dr Bill Oldfield, Kingston and Richmond NHS Foundation Trust's Chief Medical Officer

Green Skills & Construction Retrofit Skills

Priority:

Build awareness and knowledge of Green Skills roles and pathways

- Improve access to/provide more L1-L5, including modular and short qualification, supporting green industries, specifically courses such as retrofit, project management, envelope trades and installation of green technology.
- Use the Green Skills Academy Hub to develop a collective brand and shared communication strategy to raise awareness and improve knowledge of the green skills, jobs, and careers across south London.

Aims:

To meet the demand for green sector and construction skills identified in the LSIP, the Green Skills Academy Hub, funded by the GLA and DESNZ, has developed new training pathways, increased access to retrofit and green construction careers, and strengthened employer engagement. These efforts support South London's transition to a sustainable, net-zero economy. Through targeted interventions, strategic partnerships (Retrofit Taskforce), and collaboration with training providers (e.g., John Ruskin College, South Thames Colleges Group, CPJ Education) and employers (e.g., Berkeley Group, Solar Energy UK, Saint-Gobain), the workforce is being equipped with skills for the future of construction and green skills.

Steps:

Key Milestones & Achievements to date

- Engaged over 100 new employers and 6700 Londoners in green training, with nearly 2000 due to hub activities.
- Over 400 residents transitioned to green sector employment, apprenticeships, or work placements.
- Expanded Green Skills provision through the Retrofit Skills Centre, offering career pathways, training resources, employer connections, and job listings. Includes webinars and the Retrofit Careers House digital tool.
- Developed the [Green Skills Careers Tree](#) and [Retrofit Careers House](#), distributed to 95 schools, 32 borough employment officers, and JCP work coaches.
- Established strong governance through the Retrofit Taskforce, securing £400,000 in DESNZ funding for workforce initiatives and promoting green careers.



- Hosted events like The Retrofit Roundtable and Green Economy Career Transition event, focusing on sustainable job sectors.
- Collaborated with Built by Us, CITB, and industry bodies to boost workforce diversity in green construction.
- Partnered with John Ruskin College, Berkeley Group, and the Mayor of Croydon to launch a solar, wind turbine, and retrofit training centre.
- Engaged future pipeline through the South London Retrofit Skills Summit and Climate Conference & Action Fayre.
- Expanded Green Skills Courses e.g. via Solar Energy UK Careers conference and Bike Mechanic SWAP Relaunch, providing sustainable transport skills training.
- Supported modular and short courses through South Thames Colleges Group, ng Air Source Heat Pump Installation (Level 3), Small-Scale Solar PV Installation (Level 3) and Retrofit Coordination & Domestic Energy Assessment (Level 2 and 3)
- Delivered CPD training for construction tutors to stay updated with industry developments.
- Provided tailored employability support through an online jobs club and candidate spotlight initiative resulting in job outcomes.
- Upskilled JCP staff with bespoke training on green jobs and net-zero opportunities.



Meeting the needs of hospitality employers and improving demand for sectors.

Priority:

Working with hospitality and retail employers to increase awareness of progression

- Work with employers to create more innovative experiences of the world of work to encourage more people into the sector.

Aims:

The LSIP identified the need to promote opportunities, career progression and opportunities within the hospitality and retail industry. The No Wrong Door Integration Hub (funded by the GLA) developed a series of events highlighting career opportunities within hospitality and retail. Working with key partners such as the South London Careers Hub, schools and training providers (including Beckmead College, Orchard Hill College, South Thames Colleges Group), employers (Unilever, Richmond Hill Hotel, Walter Lily, SRE Rail, Leonardo Hotels, Hilton Hotels, Apex) Hotels training providers and support organisations (Seepie, Enhance Catering, Palace for Life Foundation, Crystal Palace FC, Strand Palace, TERN, DWP Croydon, Smart Works, Inspired CIC, Springboard) the hub has delivered opportunities for students and residents to gain an insight into the industry and the career opportunities within the sector.



Steps:

Key Milestones & Achievements to date

- Active employer engagement of sector employers (203 employers engaged) and 17 business needs assessment meetings to date.
- Development of employer engagement strategy focussing on systems, mapping, employer resources and employer engagement.
- Development of employer resources such as: Employer Resource Web-Page, Business Interest Form and webinar recordings.
- Delivery of 'Apprenticeships uncovered with Unilever', a webinar by Unilever Early Careers team. 11 schools attended with 200+ students reached in the call.
- Delivery of Pan-London LSIP employer-focused webinar on Meaningful Work Insights for Young People. Partnering with the South London Careers Hub, Walter Lily, Richmond Hill Hotel, SRE Rail and South Thames Colleges Group to share insight on work experience models and their impact on young people.
- Hospitality Insights Event at Selhurst Park stadium to give residents an insight into working in Hospitality as well as connect them to job opportunities in the industry. Employers and training providers participated as exhibitors and delivered insight workshops to bring the hospitality industry to life. 6 potential job outcomes resulted from the employer's engagement with residents at the event.
- Delivery of A Taste of Hospitality Work Experience Day in partnership with SLCH for students studying at Orchard Hill (SEND college) providing an immersive day of hospitality sector experiences at Richmond Hill Hotel. 10 students attended the day, learned the practicalities behind distinct roles in a hotel (housekeeping, breakfast service and front of house) and secured further work experience opportunities.
- South London Careers Discovered Event brought together educators, employers, and key stakeholders to enhance understanding of key growth sectors within South London and to support educators in integrating careers into their curriculum. Participants had the opportunity to hear directly from employers, learn about various industries and sectors, and engage in interactive workshops designed for classroom application.

Digital at Richmond and Hillcroft Adult and Community College

Priority:

Improving provision of Digital Skills (Technology)

- Working with Employers to ensure current and future IT and communication skills needs are included within training provision.
- Strengthening relationships between employers and providers

Aims:

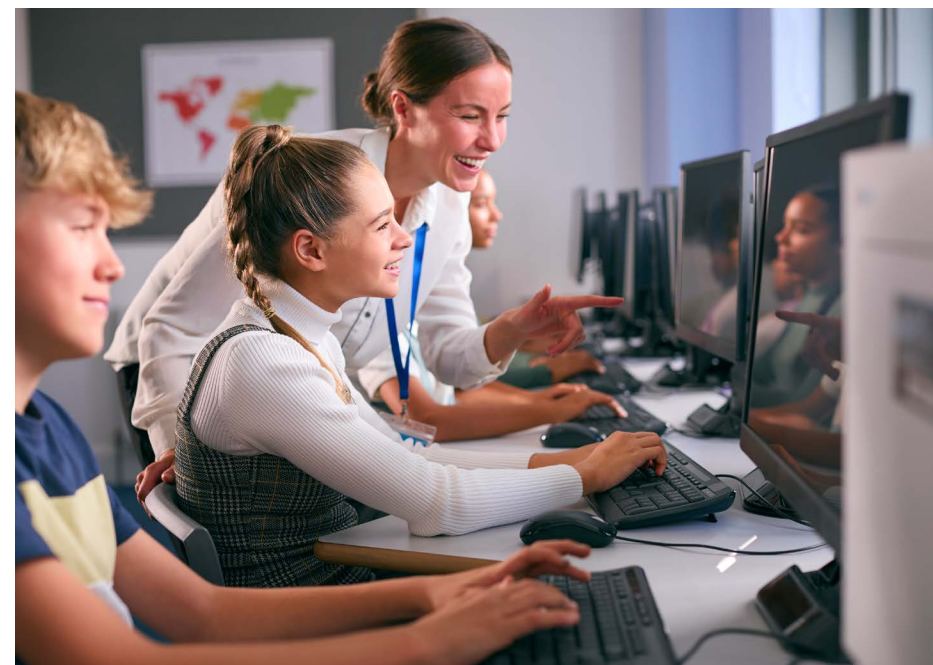
With the rapid pace of technological change and the potential lack of up-to-date content within the curriculum to fully address industry needs there was a clear requirement for an employer-led programme to ensure that current learners could enhance their skills while also providing new entrants with clear and relevant pathways into the digital sector. Additionally, a lack of awareness about both funded and non-funded skills provision, limited access to essential training opportunities. The education sector faces high turnover rates and a skills shortage in vocational and technical teaching of digital skills, making it crucial to develop strategies to attract and keep professionals in this area. As a result, the college looked to:

- Develop an employer-led programme to upskill existing learners and provide clear pathways for new entrants to the digital sector, including relevant vocational training, career support, and progression opportunities.
- Develop digital learning platforms and implement information-sharing and marketing activities to increase awareness and engagement with skills provision.
- Encourage more individuals to enter the education sector, specifically in vocational and technical teaching of digital skills.

Steps:

Key Milestones & Achievements to date

- Upskilling existing learners and creating pathways for new entrants through Cert in Data Analysis, Python Programming, Access to Computing, Intro to Unreal Engine, Cybersecurity Module Changes (120 learners started in Year 2).
- Increasing awareness and engagement in skills provision through courses such as Digital Marketing Planning Award, Intro to Artificial Intelligence, Intro to UI and UX with Figma.



- Encouraging entry into the education sector by onboarding new tutors (3) with industry experience and are actively teaching in the adult sector.
- Case studies of students who have completed courses and transitioned into teaching roles, such as a cybersecurity student now delivering the Amazon Cloud Essentials programme.
- Collaboration and partnerships with businesses have provided valuable industry input and enriched the curriculum. This included collaborations QA Apprenticeships (collaborated on data, cyber, and AI training), Superliminal (provided advice on delivering the UI/UX Figma course), CISCO (hosted a STEM event and provided eLearning materials through the CISCO Skills for All Academy), Google (launched a project using LSIF infrastructure for AI training and Amazon) partnered to develop a cloud essentials program.
- Development of digital learning platforms and marketing activities to increase awareness and engagement in skills provision.

Digital and Creative

Priority:

Strengthening relationships between employers and providers:

- Improve engagement between tech and digital companies with educational institutions to ensure that skill training is technically relevant and up to date.
- Working with Employers to ensure current and future IT and communication skills needs are included within training provision.

Aims:

With digital skills identified as a priority across London, along with the importance of entrepreneurialism and innovation The Business Innovation and Growth (BIG) South London Partnership is aiming to improve engagement between digital and tech companies and educational institutions to ensure that skills training is both technically relevant and up to date. To achieve this, they are working with employers to ensure current and future IT and communication skills needs are included within training provisions.



Steps:

Key Milestones & Achievements to date

- Delivery of the [Creative & Digital Technology Innovation Programme](#) led by London South Bank University's (LSBU) Immersive Media Hub. The programme was designed to support start-ups, established businesses, social enterprises and charities in South London to develop their in-house capacity/workforce to accelerate their technology/product development through access to a range of technologies such as virtual reality, motion capture, virtual production and high end editing workstations, access specialist expertise and facilities and network and connect with a cohort of creative and digital technologies companies and academics.
- 'AI in Action – Real World Applications & Impacts' Conference, Kingston in October 2024, over 120 attendees, looking at the impact of artificial intelligence on high street 'front-line' businesses and the future skills required within the workforce: Kingston Chambers
- Establishment and delivery of The Creative and Digital Innovation Cluster, a dynamic network of South London-based creative and digital businesses connected by location and a drive to create a supportive business community, The Creative and Digital Innovation Cluster is led and supported by a Leadership Team and 3 Task Forces and supports South London creative and digital businesses with a platforms for growth, networking opportunities, peer learning and support, collaborations and connections with experts, resource sharing and skills development.
- South London Creative & Digital Industries Network ([Creative Industries Network](#)) led by Kingston University and UAL comprises 80+ creative and digital businesses looking across key sector issues such as access to funding; availability of workspace/facilities; and workforce/skills – four network sessions held across 2024/25 and this work was showcased at LGA Conference in Harrogate;
- 'AI and Your Career: Navigating the Future', joint promotions on event with the London School of Innovation looking at how artificial intelligence is shaping the future job market and learn how individual should look to navigate their careers.
- £1.4m UKSPF funded innovation programme in partnership with LSBU (lead, Kingston University, UAL, St. Mary's Twickenham, and the University of Roehampton).
- Innovation Support Programmes for MSMEs have been delivered across Circular Economy, Low Carbon, Digital Health & Wellbeing, Creative and Digital Tech, and 'Improving London'.
- Innovation vouchers programmes launched and projects running across Arts & Creative Tech and Business & Community Sectors across LSBU Kingston; UAL; Roehampton.
- Over 100 SMEs receiving innovation support and or undertaking a formal knowledge exchange with improved productivity.

Cross Cutting Themes

Transferable Skills –Employability Badging (LSIF) 2025 Update

Priority:

Priority: Strengthening relationships between employers and providers

- Explore development of digital learning platforms, information-sharing, and marketing activities to promote higher levels of awareness and engagement of skills provision.

Aims:

[WorkSkills Kingston](#) is a community-focused digital badging platform designed to support both informal and formal learning funded by the LSIF. It creates “stackable” pathways to guide learners toward sustainable industries, aiding mature workers in transitioning to new sectors and offering younger learners essential, work-related skills for career guidance. Working with key partners (such as Achieving for Children, Fulham FC Foundation, Kingston College, DWP, Kingston Chamber of Commerce, Integration Hub, City Changer Projects Kingston, Kingston Council, Coombe Academy and schools in Kingston) WSK's innovative Community Digital Employability Badging program aims to drive local participation in existing work skills and employment pathways, close industry skills gaps, and build capacity for employers and community groups, as identified in the LSIP. The badges recognise skills and act as shareable digital references containing information about achievements.



Key Milestones & Achievements to date

- Over 300 digital badge basics badges and over 750 work skills and employability-related badges have been issued to date Securing educational partnerships such as with Coombe Academy and other local schools to create a [‘World of Work’ Day badge](#), acknowledging learners’ career insights and essential skills development.
- [The Essential Skills Academy Badge](#) developed in partnership with The Skills Builder Partnership has helped 14 migrant participants gain essential work skills Health & Social Care Support, with four successfully securing employment.
- Developing further vocational micro-credentials in key sectors (health and social care, digital-tech, sports & activities, finance & professional services) such as the Fulham FC Foundation's [‘Made in Fulham’](#) credential, a structured 13-week programme integrating multiple badges, and the Essential Skills Academy for Health & Social Care
- SEND-focused badges with [Kingston College to validate progress and achievements](#) for learners with additional needs, enhancing work skills pathways.
- Work Skills Kingston, in partnership with Navigatr, has won a global [1 EdTech award for “Education to Work partnerships”](#) for its innovative use of digital badges as part of the LSIP, highlighting its impact in bridging education and inclusive employment.
- Endorsement of badges and the programme from trusted employer, educational, community, local and regional statutory organisations.
- <https://navigatr.app/badge/5681/kingston-bright-futures-aons-work-insights-programme> Badging developed and awarded to students participating in a structured work experience and work placement initiatives such as the [Abbey Coffee Shop Barista Badge](#):
- [SEND Pathways](#): In partnership with Achieving for Children this initiative provides supported internships and vocational training for young people with Special Educational Needs and Disabilities (SEND).
- Development of [practitioner and organisational badges](#) to recognise partnership activity those who support skills development and employment initiatives within their communities, and support inclusive and sustainable recruitment practices.

Improving Skills and Employment Governance in South London

Priority:

Ensure impactful and measured changes driven by the LSIP

- Create a governance structure in south London that will be accountable for monitoring and overseeing the delivery of actions of the London and the south London annex of the LSIP
- Create a framework, by way of a concordat/agreement that sets out responsibilities and accountabilities for delivery of the LSIP for businesses, training providers, anchor institutions and stakeholders supporting skills and employment in south London.

Aims:

The LSIP identified the need to embed strong governance within the strategic landscape of skills and employment delivery in South London. There was a need to support borough level governance and good practice established through the management of the Local Skills Improvement Fund. South London Partnership led on developing a governance system that integrates with existing borough and education-based provision and encourage increased engagement from partners and employers to commit to engage with the governance system in order to improve skills and growth in South London.

Steps:

Key Milestones & Achievements to date

- Development of a [South London Skills and Employment Alliance](#) bringing together a cross-organisational partnership of business leaders and employers from South London priority sectors, educational providers, local authorities, voluntary and community sector, employment support organisations and other sector stakeholders to strengthen the skills and employment system in South London (South London Partnership, South Thames Colleges Group, Kingston Council, Love Wimbledon, 2Toucans, University of Roehampton, London South Bank University, London Learning Consortium, Clarion Futures (part of Clarion Housing Group).
- The structure of the Alliance incorporates both strategic discussions with key stakeholders and employers as well as operational delivery of programmes. The Alliance provides leadership and strategic direction of the South London Local Skills Improvement Plan, galvanises engagement across the sector using employer networks,

and provides constructive challenge, strategic guidance, and specialist advice.

- Establishment of the South London Regional Education Provider Board. Comprised education providers to collectively consider emerging skills needs, partnership delivery and curriculum design. The REP builds directly on the success of governance created through LSIF Funding and provides legacy for this collaborative sub regional partnership approach.
- Development, launch, and engagement on the South London Skills and Employment [Charter](#) for local businesses, providers and employers to demonstrate their organisation's commitment to working in partnership, developing sustainable and inclusive workforce and engaging with the skills system (33 signatories).

South London Skills & Employment PARTNERSHIP CHARTER

Who are we
Under the leadership of the [South London Skills and Employment Alliance](#) the Skills and Employment partnership charter brings together a collaborative of employers, training providers, employment support organisations and Local Authorities that make up the skills and employment system in South London.

Vision
By signing the South London Skills and Employment partnership charter we're coordinating and collaborating on the action we commit to take to make the boroughs of the Royal Borough of Kingston and the London Boroughs of Croydon, Merton, Richmond and Sutton great places to live, learn and work.
Working in partnership we will build a more responsive skills and employment system that builds on growth and is shaped by the voice of business and industry. One that gives South Londoners the skills they need to work and opportunity for businesses to thrive. We recognise that the skills environment is ever changing so we will be agile and responsive to ever shifting skills needs in the capital.
South London will have committed and engaged employers working in partnership with responsive training providers. Our communities will have equitable access to a coherent skills and training offer that is built on employer's insight and partnership. We will, together, deliver the ambitions of the South London annex to the London Local Skills Improvement Plan and respond to the needs of the London Growth Plan and Skills England strategy.

Ambitions of the South London Local Skills Improvement Plan

- Strengthening relationships between employers and providers
- Provision of skills and training reflective of employer needs and that benefits from industry experience
- Provision of skills and training demand that is accessible for all
- Increasing use of apprenticeships
- Boosting learner demand of key sectors
- Promoting inclusion and diversity in the workforce
- Ensuring residents have the skills to succeed
- Nurturing innovation and entrepreneurship
- Strengthening and embedding strong governance to ensure accountability and impact.


Why?
As signatories we:

- Have pride and actively invest in South London as a great place to live, learn and work
- Improve the skills and employment system by being more responsive and agile
- Take action to boost economic productivity and inclusive growth
- Understand our role in shaping the skills provision and employment support programmes delivered in South London
- Understand our role and the part we play in an employment and skills system that responds to local needs and prepares a workforce equipped with the skills to get jobs now and in the future.
- Demonstrate our social value commitments and are well placed to apply for funding.

Commitments

We are:	We will:	By:
A partnership	Actively work in partnership, sharing resources and knowledge. Have staff who can navigate the skills and employment system	<ul style="list-style-type: none"> Engaging with local employers or training providers Building relationships with colleges, training providers and universities Participating in sectoral advisory groups as required Attending events to promote our business and industry Staff have gained the skills and employment charter credential
Agile and responsive	Engage with the design of a South London shared skills curriculum To get involved when needed and to change what we do based on emerging needs	<ul style="list-style-type: none"> Demonstrating how we have progressed actionable priorities defined with the South London LSIP and reporting on action taken Formalising pathways of progression from further education to higher education (skills providers) Responding to annual surveys from South London Partnership and attending at least one South London Partnership event per year Reviewing training and curriculum in line with skills needs (skills provider) Informing skills providers about emerging and future skills needs (employers)
Inclusive	Shape skills and training provision to meet the needs of and provide benefits to our communities and residents Commit to boosting diversity and improving inclusivity within our organisations Provide good work for South Londoners	<ul style="list-style-type: none"> Seeking resident voices and actively demonstrate engaging with our communities and those that support residents. Review and implement changes to training and recruitment to support increasing diversity in the workforce. Offer supported internship opportunities where possible Being a Disability Confident organisation Adhere to good and fair work charters such as the G4 Good Work Standard and Good Business Charter Advertise vacancies through employment support organisations, Job Centres and Council job linkages
Sustainable	Improve employability of young people and enhance links with local education providers	<ul style="list-style-type: none"> Providing work experience, work shadowing and work trials for students Achieve the CEC Employers Standards Offer/deliver apprenticeships from level 2 upwards Support school and careers events

Signature: _____
Organisation: _____
Date: _____

 South London Partnership

Challenges and barriers

Despite the many positive changes and progress made on the actionable priorities during year 2 (2024-5) of LSIP delivery, challenges remain apparent. These include:

- Coordinating timing and alignment of national, regional strategy and local priorities in South London.
- An ongoing challenge of short-term funding to enable system change before it can become business as usual as well as medium term funding of initiatives to increase capacity and effectiveness. This raises concerns over sustainability of non-core but highly developmental and collaborative activities.
- Despite ongoing efforts to integrate industry-experienced teaching staff into education, colleges report that the FE workforce remains one of the biggest restraints in their ability to meet demand and increase capacity for sectors like Construction.
- We are dedicated to addressing this issue, particularly within the construction and engineering sectors, and acknowledge the potential investment required to support these initiatives. Additionally, it is recognised that businesses in South London face limitations in providing skilled staff for teaching roles, compounded by remuneration challenges within the FE sector. Consequently, businesses may prefer to onboard and develop their own talent rather than depend on the broader education system.
- Shaping skills delivery is not necessarily perceived as a priority for businesses (particularly micros and SMEs who are working hard to maintain business in the current economic climate).
- A challenge of engagement from partners who are linked in with the many streams of activity related to skills and improvement, a large employer or multi-national company may be engaged with another region as well as local connections to schools therefore making it challenging to ask them to also engage in place-based activity, creating confusion and engagement fatigue.
- A growing but limited awareness of Local Skills Improvement Plans and the leading role they play in ensuring workforce skills and training matches the needs of employers.

- We continue to face experience gaps where residents possess the necessary transferable and essential skills for a role but lack the work experience required for industry recruitment. To address this, we will explore ways to increase employer interactions and provide more opportunities for residents to experience the world of work. This includes supporting employers in integrating new talent into their recruitment processes and management training structures.



What still needs to be achieved?

The SLP LSIP has made notable progress on all the actionable priorities included within the action plan. All the priorities remain relevant for the third year of delivery, and we welcome the opportunity to progress the actions that have been started but require ongoing activity to ensure that they become business as usual throughout 2025 and beyond. Focus for 2025-2026 onwards includes:

- Responding to the London Growth Plan, Inclusive Talent Strategy and emerging policy.
- Delivering on the shared ambitions of the South London Growth statement
- Embedding and maximising opportunities through the South London skills and employment governance structure and partnerships.
- Analysis of activity on developing the further education workforce based on new and emerging technologies and innovation.
- Understanding changing skills needs of employers in preparation for the revision of the LSIP in 2026.

Progress on South London Actionable Priority Roadmap

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
Delivering the LSIP Priorities						
Ensure impactful and measured changes driven by the LSIP	Create a governance structure in south London that will be accountable for monitoring and overseeing the delivery of actions of the London and the south London annex of the LSIP-	SLP (lead), Local Authorities (co-chair), Training providers, Employers	August 2023- October 2025+	South London Skills & Employment Alliance, subgroups, Meetings & Events	Terms of Reference Minutes Attendee lists	Complete (see case study in report) • South London Skills and Employment Alliance - South London Partnership formed and completed a cycle of meetings resulting in the creation of the Skills and Employment Partnership Charter. • Newly established Regional Education Partnership. • Inclusion of actionable priorities within SLP programme delivery (Integration Hub, Green Skills Academy Hub, South London Careers Hub, Social Care workforce and Care and BIG South London)
	Create a framework, by way of a concordat/agreement that sets out responsibilities and accountabilities for delivery of the LSIP for businesses, training providers, anchor institutions and stakeholders supporting skills and employment in south London.	SLP, Training providers, Employers	August 2023- October 2025+	Practitioner level champion badges Strategic partnership Charter		Complete • Collaborative development of the South London Skills and Employment partnership Charter for organisations to commit to partnership, sustainability and inclusion. • Development of Skills and Employment Champions for practitioners to gain recognition for their partnership and ability to support others to navigate the skills and employment system and help to deliver the ambitions of the LSIP.

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
Engaging Employers and Improving Pathways						
Strengthening relationships between employers and providers	Explore funded roles to lead co-ordination between employers and providers e.g. to complete training needs analysis of organisations, identification of jobs, and signpost them to the right educational provider.	SLP, Employers	March 2024-October 2025	Officer time, Employer forums Events	Programme monitoring, Skills & Employment Alliance	Complete <ul style="list-style-type: none"> • Funded role that focusses on employer engagement (LSIP, No Wrong Door Integration Hub, and UKSPF). • Delivery of an employment engagement strategy • Employer engagement outreach and individualised needs assessment meetings to identify employer needs and signpost the employer to programmes or training provision best able to meet employer's needs.
	Explore development of digital learning platforms, information-sharing, and marketing activities to promote higher levels of awareness and engagement of skills provision	Local Authority (Lead) Training Providers,	January 2024-October 2025	Workskills Kingston Events & Communication	Badges issued/ student	<ul style="list-style-type: none"> • Workskills Kingston delivery of LSIF funded employability badging programme highlighting transferable skills. See case study
	Explore collaborative recruitment campaign for tutors and trainers, targeted at employers, for all educational institutions, to encourage more people into the education sector, specifically into vocation and technical teaching and basic skills (English, maths, and digital skills).	Training providers, Employers	January 2024-October 2025+	Partnership meetings, mobile unit	Businesses, stakeholders engaged. Event/activities	On track to deliver <ul style="list-style-type: none"> • Through the LSIF, colleges have been increasing engagement with industry to increase tutors within further education. • Development of training opportunities for tutors entering the system. • LSIF funded mobile education unit to increase awareness of opportunities in Education sector.
	Work with the SLP Careers Hub to develop a strategic approach to work experience and T Level placements to contribute to employability levels and improve work-readiness levels among young entrants to the job market	Careers Hub Regional Education Partnership Employers	August 2023-October 2025+	Webinars, communications & events	Events/activities Businesses/ stakeholders engaged	On track to deliver <ul style="list-style-type: none"> • Regional Education Partnership formed and able to provide strategic forum for discussion of work experience and T Levels. • SL Careers Hub delivery of PAN London webinars: focusing on T-Levels and connection between education institutions and business and a series for schools and colleges, amplifying technical and vocational pathways across sectors

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
Boosting learner demand for key sectors	Working with employers and linking them to existing assets such as the Careers Hubs, Mayors Academy Hubs, employment support programmes and job brokerage services to raise the profile of careers and pathways of sectors with high job vacancy and skills shortages across all priority sectors	South London Careers Hub, SWL Social Care Academy Hub, schools, colleges and training providers and Employers	August 2023- October 2025+	<ul style="list-style-type: none"> • Assemblies, employer encounters • Communications, media, and websites 	Events/activities Businesses/ stakeholders engaged	On track to deliver <ul style="list-style-type: none"> • Employer engagement with employers linking them existing assts, local authorities and training providers. • Southwest London Social Care Workforce Academy hub delivery of training to groups where there is an under-representation through specific tailored sessions. For example, sessions with a special focus on transferable skills for over 50s, men into care SL Careers Hub delivery of • Classroom2careers programme – a meaningful experience of the world of work programme, partnering schools with a local business to offer multiple, sequenced, touch points, progressive, experiences of the world of work project. Facilitated over 15 partnerships in the past 2 years and we are looking to expand this in the 2025/6 academic year. • Delivery of Careers Uncovered – Delivering meaningful experiences of the world of work within the health and care sectors. To date, 60 encounters have been delivered or in the pipeline, within half an academic year, 600+ students engaged so far in encounters, 31 schools/colleges taken part (15 schools/ colleges have had more than 1 encounter) Collaboration with NHS Recruitment Hub, voluntary sector (Age UK, Journey to Healthcare CIC, FutureDent, community centres). • Delivery of Teacher Encounters – Teachers connected with employers from across the creative industry, to highlight the various careers and pathways within this industry and supporting teachers to link careers to their curriculum. 21 teachers benefitted from these teacher encounters. • Development of “Love Where You Live” videos which showcase local career pathways, including health and care, construction, and education. • Delivery of teacher encounter workshops within the creative industry to build the gap between educators and business 10 employers, 12 teachers. Working to ensure that educators are aware of the employability and work readiness skills that young people need within the sector.

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
Increasing use of Apprenticeships	Improving employer awareness and access to support through the apprenticeship levy and working with organisations, such as the London Progression Collaboration, to make it easier for businesses to engage with apprenticeships.	TPs, ERB, LPC, employers, public sector organisations	March 2024-October 2025+	• Events, communications	Apprenticeship Hub governance	On track to deliver <ul style="list-style-type: none"> • Development of a new South-West London Health and Care Apprenticeship Hub, £400k investment to develop a system to improving the recruitment and retention of apprenticeship and the spend and transfer of the apprenticeship levy. • Supported Pan-London webinar series on apprenticeship.
	Boost the number of 16-18 choosing apprenticeships through more employer and training provider engagement with schools across south London	South London Careers Hub (Lead), Training Providers	August 2023-October 2025	• Events, webinars, communications	No of apprenticeships	On track to deliver <p>SL Careers Hub delivery of:</p> <ul style="list-style-type: none"> • South London Careers Hub delivery of PAN London live broadcasts showcasing a broad range of employers, apprenticeship providers and FE colleges to give YP further information and options regarding the wealth of apprenticeship options across South London. • Pan-London webinars aimed at parents and carers, to help raise awareness of the apprenticeship landscape and build up knowledge with this audience, as to the breadth and variety of apprenticeships available to young people. • Unilever Apprenticeship webinar in conjunction with South London Partnership for schools and colleges within the South London Careers Hub. Audience members had the chance to hear directly from Unilever and their current apprentices on the pathways and routes available to them via the apprenticeship route. • Supporting schools and colleges across the South London region with activities and talks within National Apprenticeship week. • Development of a new Southwest London Health and Care Apprenticeship Hub, £400k investment to develop a system to improving the recruitment and retention of apprenticeship and the spend and transfer of the apprenticeship levy. • An apprenticeship awareness event with London Borough of Richmond to promote apprenticeship pathways within local government.

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
	Boost the number of 16-18 choosing apprenticeships through more employer and training provider engagement with schools across south London	South London Careers Hub (Lead), Training Providers	August 2023- October 2025	• Events, webinars, communications	No of apprenticeships	On track to deliver SL Careers Hub delivery of: • South London Careers Hub delivery of PAN London live broadcasts showcasing a broad range of employers, apprenticeship providers and FE colleges to give YP further information and options regarding the wealth of apprenticeship options across South London. • Pan London webinars aimed at parents and carers, to help raise awareness of the apprenticeship landscape and build up knowledge with this audience, as to the breadth and variety of apprenticeships available to young people. • Unilever Apprenticeship webinar in conjunction with South London Partnership for schools and colleges within the South London Careers Hub. Audience members had the chance to hear directly from Unilever and their current apprentices on the pathways and routes available to them via the apprenticeship route. • Supporting schools and colleges across the South London region with activities and talks within National Apprenticeship week. • Development of a new Southwest London Health and Care Apprenticeship Hub, £400k investment to develop a system to improving the recruitment and retention of apprenticeship and the spend and transfer of the apprenticeship levy. • An apprenticeship awareness event with London Borough of Richmond to promote apprenticeship pathways within local government

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
	To develop/promote better steppingstone or bridging qualification through business administration to support new entrants into the sector, filling the gap left by the removal of the L2 business administration apprentices	Training Providers	June 2025-October 2025+	tbc	tbc	On track to deliver: <ul style="list-style-type: none"> Providers are including stepping stone qualifications within curriculum design. Richmond and Hillcroft Adult Community College have embedded bridging content into the Level 2 Data Analysis Certificate and Level 3 Access course, including vocational skills and industry-relevant content to better prepare learners for apprenticeships. Additionally, they have established a targeted partnership with QA Apprenticeships in priority areas such as Data, Cybersecurity, and AI.

Cross Cutting Themes

Build awareness and knowledge of Green Skills roles and pathways	Improve access to/ provide more L1-L5, including modular and short qualification, supporting green industries – specifically courses such as retrofit, project management, envelope trades and installation of green technology	SLP (lead), Training Providers, Employers	January 2024-October 2025+	<ul style="list-style-type: none"> Website, media & communications Events and activities 	Website analytics Course enquiries No. employers, stakeholders, residents engaged	Complete <ul style="list-style-type: none"> Creation of a one-stop-shop platform for SME supply chain to signpost people to relevant training, including carbon literacy and retrofit skills training. Development of a careers transition programme for people considering green careers, creating micro credentials for green skills and video and webinar resources. Development of micro credentials in green skills, as part of the Retrofit Skills Pilots in south London. Introduction of new courses in retrofit and green construction, including solar energy and sustainable transport. See case study
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PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
Build awareness and knowledge of Green Skills roles and pathways	Use the Green Skills Academy Hub (South London Retrofit taskforce) to develop a collective brand and shared communication strategy to raise awareness and improve knowledge of the green skills, jobs, and careers across south London	SLP (Lead) Green Skills Academy Hub JCP Providers, Employers	January 2024- October 2025+	Retrofit Taskforce & action plan Communications, media, website Events & activities	No. employers, stakeholders, residents engaged	Complete <ul style="list-style-type: none"> • Development of a Retrofit Skills Plan for south London, codeveloped by the South London Retrofit Taskforce and makes part of the greater southeast Retrofit Action Plan. Introduction of new courses in retrofit and green construction, including solar energy and sustainable transport. • Expansion of the Retrofit Skills Centre, offering career pathways and training resources, along with the Retrofit Careers House for virtual career exploration. • Distribution of the Green Skills Careers Tree to 95 schools and various employment officers, providing vital information about green career pathways. • Enhanced partnerships with Jobcentre Plus (JCP), including drop-in sessions, the GSA Virtual Job Club, and collaborations with employers to connect job seekers with green job opportunities. • Secured £425,000 in funding for targeted workforce initiatives and hosted key events such as the Retrofit Roundtable to outline a roadmap for scaling retrofit skills. • Collaborations with CITB to improve representation in green construction. • Special efforts to engage young people and under-represented groups, including collaborating on the South London Retrofit Skills Summit at AFC Wimbledon and the Climate Conference & Action Fayre. • Focus on Continuous Professional Development (CPD) for teaching staff and JCP work coaches to ensure alignment with current green industry standards. • Tailored training through partnerships, such as the Solar Energy UK partnership and Bike SWAP Relaunch. • Increased employer engagement through direct job placements, career fairs, and workshops. • Over 80% of JCP staff now refer claimants to green careers, and 15+ construction tutors were upskilled to enhance green training delivery. • Strong participation in green job initiatives like the Candidate Spotlight Initiative, resulting in job placements for candidates. • See case study.

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
Improving provision of Digital Skills (Technology)	Explore commissioning research to understand impacts of AI and automation on the jobs across south London and develop a plan to mitigate impacts on south Londoners job opportunities through skills development	Business LDN, SLP, BIG South London, Higher Education, Chambers of Commerce.	December 2023- October 2025	Commissioned research	Report	On track to deliver <ul style="list-style-type: none"> • BusinessLDN have commissioned a report to capture advanced digital skills needs and offer thought leadership on how we galvanise collaboration between the GLA and Training Providers around advanced digital skills provision. • SLP completion of academic literature review of AI and impact on workforce. • ‘AI in Action – Real World Applications & Impacts’ Conference, Kingston in October 2024, over 120 attendees, looking the impact of artificial intelligence on high street ‘front-line’ businesses and the future skills needed within the workforce. • ‘AI and Your Career: Navigating the Future’ event in Sutton in October 2024– joint promotions on event with the London School of Innovation looking at how artificial intelligence is shaping the future job market and learn how individual should look to navigate their careers.
	Improving basics skills for IT, specific to a sector and relevant to the technology used – this could be embedded and/ or standalone – across all priority sectors	Training Providers	January 2024- October 2025	Mobile e-learning van and trailer.	Residents engaged, Event and activities	On track to deliver <ul style="list-style-type: none"> • Digital skills pilot in Kingston via primary care networks. • Inclusion of vocationally relevant IT skills within curriculum design

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
	Entrepreneurial skills to be embedded across the curriculum for all educational institutions to support innovation and business growth.	Training providers	September 2024- October 2025+	Course prospectus	Learners Courses	On track to deliver <ul style="list-style-type: none"> • Inclusion within curriculum planning academic year 2024-5. • E.g. Richmond and Hillcroft Adult Community College has embedded entrepreneurial skills into the curriculum through a combination of dedicated modules, project-based learning, and partnerships with industry experts. • Courses include elements such as business planning, digital marketing, and financial literacy to equip learners with the skills needed to develop and sustain their own ventures. • Provision of opportunities for learners to engage in enterprise challenges, pitch competitions, and mentorship programs with local businesses and entrepreneurs. These initiatives ensure that learners gain practical experience and develop an entrepreneurial mindset, preparing them for self-employment or innovative roles within organisations. • E.g. Croydon College promote entrepreneurship in all curriculum areas, particularly within Engineering, Construction, Health & Social Care, Business, Childcare, Hair & Beauty areas. • L3 engineering students' participation in a 'game changer' event, with a focus on digital tech design ideas. This was completed in conjunction with Roehampton university where they pitched ideas to employers and were awarded a first spot prize. Current Employer related activity shows 58% of eligible students have having participated equating to 73,185 hours of employer involvement within the curriculum.

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
Promoting inclusion and diversity in the workforce	Encourage training providers to promote and deliver training to groups where there is an under-representation in specific sectors e.g., women in construction and tech.	Training providers (Lead)	By October 2025	Course prospectus	Learners Course	On track to deliver <ul style="list-style-type: none"> • Included within employer engagement, co-development of courses and curriculum. • E.g. RHACC hosting of targeted events. The CISCO STEM Festival focused on encouraging women to pursue careers in IT, 'Access to Apprenticeships' event, in partnership with QA Apprenticeships, highlighted diversity and inclusion by showcasing minority groups and positive gender representation through videos and case studies.
	Support employers to develop a more inclusive workforce through training and knowledge building to drive inclusive recruitment and retention practices. Including training and tools for employers/businesses and their managers to support employees with disabilities, and long-term health conditions	SLP (Lead) Employers ESOs CVSE	August 2023- October 2025	Communications, website/resource directory Events & activities	Residents engaged, Events/activities, Employers and stakeholders engaged	On track to deliver <ul style="list-style-type: none"> • Delivery of Inclusive Employment Conference and monthly webinar series engaging employers and stakeholders. Positive feedback, re-attendance, accessible short learning. • Design and distribution of Inclusion Toolkit for employers recognising the lack of resource within SMEs and micros to engage in external training and development. • Co-production pilot that brings together people with lived experience of disability and health conditions to bring together ideas and solutions for employers and the production of creative assets (film, illustration, imagery) to welcome those with disabilities into the workforce. • Online signposting website and resource directory for employers • Localised pathways for those with additional barriers to employment

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
Health and Cares						
Increase skills & training provision required by the Health and Care sector	Vocationally relevant ESOL, communication and cultural skills training, with a focus on supporting international recruitment and migrant workforce	SLP Social Care Workforce Academy Hub, Training Providers Employers	September 2024- October 2025+	Course prospectus	Learners Courses	On track to deliver <ul style="list-style-type: none"> • South-West London Social Care Workforce delivery of increased skills & training provision for international recruits in Southwest London developed for each displaced international care worker to provide support to those affected by sponsorship revocations whilst waiting to be matched with new sponsors. • Since 2024 learning and upskilling including ongoing "learn while they wait" initiatives, including workshops and training in safeguarding, Mental Capacity Act, and care standards have been delivered to over 500+ displaced care workers.
	Business training for managers, to include developing skills on budgets and finance, marketing and recruitment and learning and development and coaching training for managers	SLP Social Care Workforce Academy Hub, Training Providers Employers	By October 2025	Course prospectus	Learners Courses	On track to deliver <ul style="list-style-type: none"> • South-West London Social Care Workforce delivery of business training and coaching for line managers. Developed due to lower levels of pastoral support for apprentices which were identified as contributing factors for completion and retention rates. • In partnership with Workwhile, contextualised line manager training for managers, mentors and supervisors of apprentices or junior members of staff within SME care organisations across SWL. Developed in partnership with organisational psychology experts in employee engagement and in diversity, equity and inclusion, the programme introduces line managers to relational line management principles. The programme aims to develop line managers from being staff who task manage others, to leaders who motivate and engage their teams. Pilot – 20-line managers (17 signed up/12 attended first session 6 hours of course content over 4 weeks plus tools and resources with follow up coaching sessions and pre-programme baseline and post-delivery impact surveys. • Collaborative development (RHACC and HSC firm) of a 'Finance for Non-Finance Managers' course to launch in 2025/6. This course aims to equip managers with essential financial skills to enhance their decision-making and operational effectiveness.

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
Increase skills & training provision required by the Health and Care sector	Develop a programme of support for new entrants to the care sector, specifically front-line workers, to include relevant vocational training and career support and pathway progression	Integrated Care System/ Partnership (Lead) SLP Social Care Academy Hub, Careers Hub Training providers	October 2025+	Programmes for residents Events & activities Communications & media	Programmes placements, residents engaged	<p>Complete</p> <ul style="list-style-type: none"> • Delivery of the Social Care Academy Hub supporting residents into good jobs through coordinating skills and employment services to create pathways, making social care a sector of choice including the launch of the SWL Social Care Academy Hub website and career toolkit Delivery of training to groups where there is an under-representation through specific tailored sessions. For example, sessions with a special focus on transferable skills for over 50s, men into care • Establishment of a health (science and care) cluster via BIG South London to build collaboration in terms of research and innovation and the potential for linking investment and development activities across South London's strategic sites and asset base (such as the London Cancer Hub) but would also look at innovation and sustainability within the health and care workforce in Southwest London • LSIF funding of new health and care suite at South Thames Colleges Group (Kingston College) to help students, studying health and care related courses, to experience what work in in a health and care setting might be like (see case study). • The South-West London Integrated Care Partnership (ICP) have made £3.8m available through the ICP Priorities Fund to deliver programmes to support new entrants to the sector 12 programmes developed and delivered in 2024-2025 including supporting care leavers, nursing, occupational therapy, apprenticeship hub, supported placements Funding has enabled delivery of <ul style="list-style-type: none"> • 100 work experience placements via the South London Careers Hub to support development of talent pipeline and highlight opportunities (careers pathways) and support for employer to provide experiences of the world of work. • Development and launch of an Apprenticeships Guide by the SWL Social Care Academy Hub (in partnership with Southwest London Integrated Care System), supported by a targeted mini campaign to align with National Apprenticeship Week. • Delivery of 50 paid work placements in social care via the Academy Hub, including skills development, participants are upskilled in social care with employers and short courses to see if social care is right for them before being offered a job interview.

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
Increase skills & training provision required by the Health and Care sector	Improve supply of short courses e.g. professional youth work qualifications, functional skills for health and care L5 care management.	Social care academy hub, Training providers, Employers	By October 2025	Course prospectus	Learners Courses	Complete <ul style="list-style-type: none"> Increasing provision of courses offered by training providers Promotion and signposting of courses via the SWL Social Care Academy Hub <ul style="list-style-type: none"> Kickstart Your Social Care Career Find the Right Training Provider Already Working in Social Care? Upgrade Your Skills! Training While You Work –Starting a Career in Social Care? Explore These Entry-Level Courses – <ul style="list-style-type: none"> New to the UK & Looking to Work in Social Care?
	Conduct deeper analysis into health and social care gaps and linking with strategic health and social care workforce activity via SLP and the Integrated Care Board.	SWL ICP (Lead) SLP, Training providers Local authorities	Jan 2024-Oct 2025	Research, design, and launch of strategy	Progress on priorities, Delivery of actions	Complete <ul style="list-style-type: none"> Publication of South-West London Integrated Care Partnership Strategy including workforce priority and priorities fund Delivery of BIG South London Innovation Summit, 'Future Health South London', LSBU Croydon in November 2024, over 300 attendees (increase of 25% from 2023) – including summit track on employment and workforce entitled 'Challenge 1: Making the Future Work - Train, Retain, Reform'.

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
Construction and the Built Environment						
Boosting the numbers of people in the construction sector and increasing diversity of the workforce	Boosting the number of people in the sector' - Work with CITB, Women in Construction and other industry bodies to work on increasing recruitment of underrepresented groups, for example through providing employer led women in construction courses	CITB Training providers SLP	June 2024- October 2025+	Courses prospectus Links with employers	Learners Courses	Complete <ul style="list-style-type: none"> • Incorporated within skills provision • E.g. <ul style="list-style-type: none"> • New capital equipment at Harrow, Richmond and Uxbridge College has significantly improved the facilities available to students in construction and resulted in increased numbers of student (+47 students) wishing to enter the industry by training at our campus. • Croydon College delivery of 'women in construction' events with Galloway Homes. This is being undertaken across secondary schools (from girl's only schools within the borough). • Green Skills Academy Hub collaborations with CITB to improve representation in green construction.
	Identifying funding opportunities for green skills provision for 16-18s to improve pipeline of young people into sector and adapting the language to link green construction to positive impacts on the environment	SLP Green Skills Academy Hub, Careers Hub	By October 2025	Funding application Events & activities Communications & media New skills provision	Amount of funding Employers, residents, stakeholders engaged	On track to deliver <ul style="list-style-type: none"> • Development of Retrofit Skills Centre • Green Skills Hub and South London Careers Hub collaboration on the South London Retrofit Skills Summit at AFC Wimbledon and the Climate Conference & Action Fayre.

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
Construction and the Built Environment						
Responsive skills & training provision to meet current and future demand of the construction sector	Level 1 and 2 construction courses should be increased, specifically for scaffolding and building envelopers and insulation to meet retrofit demands and adding 'bolt-ons' in specific skills, such as roller dumper or trades to CSCS training	Training providers, Employers	By October 2025	Micro credential courses, new courses	Courses, starts. No of CSCS cards issued	On track to deliver <ul style="list-style-type: none"> • As part of the retrofit programme delivery have develop entry pathways into construction and new micro credentialing qualifications. • Developed L1 qualification for insulation with an insulation manufacturer and ITP, are a pre qual to L2. • Working with STCG to reinstate the CSCS test centre to improve access to CSCS testing. • Croydon College development of new Level 2 programmes in carpentry and are planning to deliver T level construction as a progression route from 25/26. Curriculum planning undertaken in conjunction with employer engagement reflective of local skills needs (local market intelligence). Introduction of a Diploma suite, starting at L1, in brickwork due to local skills gap. Electrical level 3 qualification has been maintained, despite a national downturn in offer, due to a shortage in electricians and the need for electrical skills development identified as part the mayor's agenda.
	Funding of construction courses should incorporate licence to practice/CSCS card	Training Providers	By October 2025	tbc	Courses with CSCS incorporated	On track to deliver <ul style="list-style-type: none"> • Audit of courses with licence to practice in progress • Working with STCG to reinstate the CSCS test centre to improve access to CSCS test
	Improve access to short higher-level (L3, L4 & L5) courses in construction management and retrofit coordination	SLP (Lead) Training Providers Employers	By October 2025	Online/website	Short Courses Programme starts	On track to deliver <ul style="list-style-type: none"> • Delivery of retrofit funded L4 & L5 qualifications for Retrofit Assessors and coordinators. • Increased signposting and availability via the www.retrofitskillcentre.org to improve the access for people wanting to re-train and upskill.

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
Construction and the Built Environment						
	Improve/increase work with employers to harness industry expertise to help upskill existing teaching staff (CPD) and ensure teaching is up to date with new and emerging technologies	Training providers	By October 2025	Courses prospectus Links with employers	Learners Courses	<p>On track to deliver</p> <p>On track to deliver Employer engagement in course co-design. E.g.</p> <ul style="list-style-type: none"> • Harrow, Uxbridge and Richmond Colleges annual review of provision and five-year development plan created in association with employers and local skills needs information. Work closely with the ECITB and other employers to ensure that our delivery of courses meets the needs of the sector and is preparing students for direct entry into the industry. • Development of partnerships between colleges and employers (HRUC, Kingston College & Soldamatic) to ensure students were able to access facilities during capital works and benefiting from employer led tutor upskilling and AR virtual welding equipment. • GSA, John Ruskin College, Berkeley Group, and the Mayor of Croydon partnership to open a solar, wind turbine, and retrofit training centre and co-hosted the Green South Thames College Lab launch, where students, employers, and training providers explored sustainability-focused technologies and courses. • STCG hosted two Solar Careers Conferences in partnership with SEUK, that engaged with employers, FE and local school learners, DWP and key stakeholders. • Development of modular and short courses through South Thames Colleges Group, including Air Source Heat Pump Installation (Level 3), Small-Scale Solar PV Installation (Level 3) and Retrofit Coordination & Domestic Energy Assessment (Level 2 and 3) • GSA brokered a partnership between STCG and Solar Energy UK for an entry-level solar installation course. ensuring the course was designed and approved by an awarding body within three weeks, providing targeted recruitment support, ensuring sufficient candidate enrolment and securing post-training job placements/ job outcomes. • CPJ Education and Saint-Gobain partnership to create a specialist retrofit skills training programme for Drylining & Insulation • See case study.

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Construction and the Built Environment						
	Explore the potential to use S106 and employment and skills plans, for employers to provide a range of skills support, as identified in the SLP Building the Future toolkit to include Supported Internships, teaching/ training hours, experiences of the world of work, T 'level placements.	SLP, Local Authorities	October 2025+	Social value framework	Framework. No. of employers	On track to deliver SLP leading pan London social value framework to accelerate retrofit
Information and Communication						
Working with Employers to ensure current and future IT and communication skills needs are included within training provision	Improve engagement between tech and digital companies with educational institutions to ensure that skill training is technically relevant and up to date. Potentially through a south London Curriculum Advisory panel for information, communication and technical skills which could be supported through the Mayor Academy Digital Hub	Training providers (Lead),	January 2024- October 2025	Curriculum Development Creative and digital cluster	Cluster leadership team	On track to deliver <ul style="list-style-type: none"> • Through the South London Retrofit Skills Pilot project, University of Roehampton and South Thames College progression of a curriculum development project, which will invest in the co-development of a seamless FE/HE pathway codesigned with industry. • BIG South London establishment of the Creative and Digital Innovation Cluster, a dynamic network of South London-based creative and digital businesses connected by location and a drive to create a supportive business community. • Creative & Digital Technology Innovation Programme – funded by the UK Shared Prosperity Fund – designed to support companies in developing their in-house capacity/workforce to accelerate their development through access to a range of technologies from virtual reality, motion capture, virtual production. • South London Creative & Digital Industries Network – led by Kingston University and UAL – network of 80+ creative and digital businesses – looking across key sector issues such as access to funding; availability of workspace/facilities; and workforce/skills – four network sessions held across 2024/25, and this work was showcased at LGA Conference in Harrogate.

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Hospitality and Retail						
Targeted skills & training to reflect the diversity and accessibility of the workforce	Develop and strengthen employment skills programmes for hospitality and retail to include vocationally relevant communication and numeracy and strengthen core/ transferable skills for sector related to vocational training.	Training providers (lead) Employers	January 2024- October 2025	Regional Education Partnership (LSIF Partnership Board)	No of students engaged Training/ employment outcomes	On track to deliver <ul style="list-style-type: none"> • Inclusion of vocationally relevant communication, numeracy and core/ transferable skills -e.g. utilising recipes (numeracy), planning sessions (organisation skills), auditing (organisation skills) via Kingston Adult Education. • Introduction of new training provision in the hospitality and retail sector for the Croydon College higher needs SEN cohort, with new facilities for selling clothes through the Vinted App, Coffee Service and a new public facing shop (resourced by the LSIP grant). Development a programme of vocational training for SEN Students, rather than Life Skills, to include real life work experiences, communication and practical skills, increased through 2 new programmes up to Level 1: 3 new courses commenced for 2024/25, with 49 students. • Development of new curriculum: Introduction of new T-level qualifications for September 25/26 to run alongside the Engineering childcare T-levels launched in 24/25.
Working with employers to increase awareness of progression	Work with employers to create more innovative experiences of the world of work to encourage more people into the sector	Careers Hub, Employer engagement Integration Hub, Employers Training providers	January 2024- October 2025	Events, webinars & activities Communications & media Employer encounters	Students/ resident engaged No employers/ stakeholders engaged	On track to deliver <ul style="list-style-type: none"> • Active employer engagement of sector employers (xx employers engaged) and business needs assessment meetings. • South London Partnership delivery of an employer led Apprenticeships webinar (Unilever), and an employer focussed webinar to learn about work experience models and opportunities. • Hospitality Insights Event at Selhurst park (xxx visitors) engaging in hospitality and retail focussed workshops, engaging with employers and skills providers. • Delivery of A Taste of Hospitality Work Experience Day for students studying at Orchard Hill (SEND college) to have an immersive day of hospitality sector experiences at Richmond Hill Hotel. • South London Careers Discovered Event delivered by the South London Careers Hub brought together educators, employers, and key stakeholders to enhance understanding of key growth sectors within the South London partnership and support educators in integrating careers into their curriculum. Participants had the opportunity to hear directly from employers, learn about various industries and sectors, and engage in interactive workshops designed for classroom application. As well as learning seminars and CPD sessions for educators, senior leadership teams, and career linked governors.

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Education						
Ensuring that workforce supply can keep pace with demand	Explore focusing on specific cohorts (e.g. retirees, graduates, economically inactive etc) to encourage them to teach basic skills and vocationally relevant skills, working more flexibly	SLP, Local Authorities, Training Providers	Start by October 2025	tbc	tbc	On track to deliver <ul style="list-style-type: none"> Regional Education Partnership established and will be focusing on FE tutor recruitment as part of strategic agenda. Incorporated within skills provision e.g. Kingston Adult Education delivery of Level 3 Education & Training and Level 3 Assessing Vocational Achievement to train people to become teachers / assessors or to upskill existing teaching / assessing staff. Staff at HRUC Richmond engage in industry led CPD which enables them to complete industry placements with employers, which further enhances their understanding of employer needs and new industry requirements. RHACC promote training for the education workforce by supporting learners in transitioning into teaching roles through a structured teacher training programme: e.g. student from the 2023/24 cybersecurity course who benefitted from the LSIF project. After completing the course, they pursued an Education and Training Award in autumn 2024 and are now preparing to co- deliver the Amazon Cloud Essentials programme alongside an experienced tutor.
Increase tutors in the further education and adult education sector	Develop a simple model and collectively market a south London 'Train the Trainer' course, specifically aimed at employers to boost capacity across the education sector	Training Providers, SLP	Start by October 2025	tbc	tbc	On track to deliver <ul style="list-style-type: none"> Incorporated into skills provision, e.g. Kingston Adult Education <ul style="list-style-type: none"> Development of a classroom facility with equipment needed to train people who would like to become teachers / assessors or to upskill people who are already teachers / assessors in specific areas to boost capacity across the sector. Development and delivery of four new programmes within the Train the Trainer suite: Level 3 Award in Education & Training for people to begin their journey into teaching. Level 3 Award in Assessing Vocational Achievement for people to train to become assessors. Level 3 Understanding Mental Health for existing professionals to gain greater understanding regarding mental health to support their learners more effectively. Level 3 Diploma in Early Years Educator for existing professionals to progress into the early years' education sector Marketed into newly researched areas and learners have either been enrolled or are currently being enrolled. Development of Level 4 and/or Level 5 Teaching qualification for people on Level 3 Education & Training to progress onto. This / these will be developed after this LSIF funding cycle. Croydon college discussion with SMU regarding a partnership delivery of initial teacher training qualifications (at primary level). College Executive representation on the Croydon Educational Partnership board in which relevant workstreams focus on recruitment and maintenance of staff, with a recruitment to be delivered in April 2025.

PRIORITY	ACTION	PARTNERS INVOLVED (ROLE)	TIMESCALES	METHOD/ OUTCOMES	MONITORING	PROGRESS STATUS
Education						
Working with Employers to ensure that training providers benefit from industry expertise	Strengthening social value commitments, through public and private sector procurement, to encourage more industries/employers/ businesses to work with educational institutions and provide support for current tutors (CPD), deliver masterclasses to students and support curriculum development and evaluation based on local and sector needs.	SLP, Local Authorities, Training Providers	Start by October 2025	tbc	tbc	<p>On track to deliver</p> <ul style="list-style-type: none"> • Incorporated into skills provision e.g. • RHACC have onboarded three new industry-experienced tutors this term. These tutors are currently undergoing teacher development while actively delivering courses in the adult sector. Collaboration with employers to ensure industry expertise is embedded in our curriculum: <ul style="list-style-type: none"> • Superliminal, a large web agency, provided insight into delivering the UI/UX Figma course, which is now running. A newly hired tutor with industry experience and a postgraduate qualification in UI/UX is leading this course. • CISCO hosted a STEM event and has contributed additional e-learning materials through the CISCO Skills for All Academy, enhancing learners' programmes. • Google working on an AI project using LSIF infrastructure, with college staff supporting sessions and upskilling to become future AI trainers. • Amazon partnering to develop a Cloud Essentials programme for 2025/26. As part of our 'Grow Your Own' initiative, a cybersecurity learner has progressed into a teaching role to deliver this course. • At Croydon college employers form an ongoing and active part of the curriculum including set assessment tasks, work placements, industry visits 58% participation in at least 1 relevant employer linked activity with 45% of students having attended an external work placement.