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West London Local Skills Improvement Plan (LSIP) Progress Report

June 2025

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Delivered by



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“This progress report has been prepared in accordance with Local Skills Improvement Plans: Stage 2 Guidance (dated November 2023) and is intended to review progress against the local skills improvement plan published in August 2023.”

2. Progress report purpose and audience

The purpose of this annual report on the West London Annex to the London Local Skills Improvement Plan (LSIP) is to communicate the overall progress and impact made since the publication of the West London LSIP in August 2023 and the Progress Report published in August 2024.

It has been 22 months since the publication of the West London LSIP report. Detailed progress against the identified actionable priorities is set out in the Road Map on [page 10](#). The following sections summarise some of the main achievements and it is hoped these will encourage continued engagement by employers to work closely with training providers to help embed skills delivery which is meeting employer needs.

The primary audience of this report is employers already engaged in the implementation of the LSIP and employers not yet engaged, demonstrating to those not yet involved how they might benefit from supporting delivery.

The audience also includes Training Providers (across Schools, Further Education, Higher Education and Independent Training Providers), giving insight into overall progress on LSIP delivery to date and the range of local stakeholders with an involvement in skills and who are playing a vital role in the implementation of the LSIP.

The report sets out the actions taken to date against the actionable priorities as set out in the [West London LSIP Report](#), what the impact and benefits of those actions have been, as well as what still needs to be achieved and any new or more specific actions.

3. Summary of the West London LSIP

The West London annex to the Pan London LSIP is a result of collaborative work with employers, strategic partners and education and training providers. The plan sets out a clear articulation of employers' skills needs, and the priority changes required in the local area to help ensure post-16 technical education and skills provision is more responsive and flexible to meeting local labour market skills needs. Our focus has been to communicate the voice of local business to enable partnership working to provide employer-focused solutions to skills challenges and issues. This greater engagement supports our vision for West London to be a place where local people can find good, local jobs and continue to develop and grow, and employers are confident they will be able to recruit successfully.

West London Business (WLB) as the Employer Representative Body, working in partnership with West London Alliance (WLA) is responsible for the West London LSIP progress report covering the seven boroughs of Barnet, Brent, Ealing, Hammersmith & Fulham, Harrow, Hillingdon and Hounslow.

Six priority sectors were identified, which at the time of LSIP publication made up 52.8% of total employment in West London:

- Creative/Media/Screen
- Health and Social Care
- Hospitality
- Manufacturing, particularly Food and Drink
- Retail
- Transport and Logistics

In addition to the six priority sectors, two additional cross cutting areas were identified: Green skills (including Construction) and Digital skills.

Whilst sectors have their own unique challenges, it is important to highlight the common themes which were identified during qualitative research with employers:

- Poor perception of priority sectors
- Lack of awareness of variety of roles and career pathways
- Businesses cited a gap in young people's work readiness and essential skills
- Lack of coordinated engagement by some sectors with schools and colleges
- Schools are not giving post-16 technical education parity of esteem with academic routes
- Businesses are struggling to offer work placements

Through greater engagement between employers and training providers the West London LSIP set out clear actionable priorities based around four workstreams:

- Supporting more residents into good jobs
- People – building skills system capacity to deliver
- Perceptions, pathways and collaborative infrastructure
- Aligning funding of provision with local need.

Greater detail can be found in the [West London LSIP report](#).

4. Strategic and economic context update

Research from Oxford Economics has highlighted West London as a key critical economic hub with the potential to play a significant role in driving the UK's future growth. The region does however have both economic strengths and challenges. West London boasts a highly skilled workforce, with 57% of residents holding degree-level qualifications. Earnings exceed the UK average, and the area is home to strategic sectors, including life sciences, logistics and aviation, creative industries, and digital activities. However, despite these advantages, the region lags in economic recovery.

Underperformance in the region is, in part, explained by the continued and persistent rising unemployment rate. From a baseline figure of claimants in April 2020 of 65,395 the figure continues to rise currently 87,385 as of April 2025 (data published by ONS). This represents a rise of 33.6% over the period 2020 to 2025, a concerning trend.

Publication of [London's Growth Plan](#) with its number one ambition to get productivity growth back to an average of 2% per year incorporates key strategies in which West London will have a central role. The Growth Plan articulates City Hall's strategic approach in the delivery of skills which incorporates a London Youth Guarantee programme, the development of an Inclusive Talent Strategy and changes to the way London commissions adult education. Within one year the Greater London Authority (GLA) will launch a new fund targeted at reducing key skills gaps holding back growth for the Capital.

Four of the identified priority sectors for West London align with Skills England's growth sectors, Creative, Digital, Construction and Health and Social Care. It is paramount that work on addressing the skills gaps in these areas is co-ordinated at both a sub-regional and national level.

The GLA funded [Skills Academies Hubs](#), with funding extended to end March 2026. These are a central cog in the West London Skills Landscape, and we await confirmation from City Hall as to plans moving forward from 1 April 2026.

Energy supply network constraints remain a key focus within West London as these are a contributory factor to a slowdown in investment, impacting the development of new housing and industrial investment in the area.

Therefore, a concerted effort to address the region's critical skills gaps, in alignment with both sub-regional and national priorities, is paramount to ensuring West London's workforce can effectively contribute to the UK's economic growth and provide good jobs for local people.

5. Achievements to date

Since 2023, the West London LSIP has become a central part of the local skills system and has created opportunities to engage employers in skills conversations and action in a meaningful way. Engagement with employers is taking place in a plethora of ways, with new employers continuing to join the conversation on skills and training. Through the bi-monthly 'Skills Spotlight' email a wide audience of stakeholders is updated and informed on skills activities taking place in West London. Since the previous LSIP progress report was published in July 2024 employer/educator collaboration has encouraged more employers to get involved in the co-creation of curriculum in several of the West London LSIP priority sectors.

LSIP delivery continues to be monitored through the **West London Skills and Employment Board (SEB)**. Employer representation on the SEB has been expanded over the last 12 months with recruitment of a Vice-Chair from the Creative industry sector employer, **Garden Studios**. The Board is now establishing sub-groups in a number of areas and working towards a common data dashboard.

Activity led by West London Alliance on the No Wrong Door programme, funded by the Mayor of London, has complemented LSIP activity. Quarterly networking events during 2024/25 have focused on a number of the LSIP sectors and themes, including hospitality and construction. The West London Skills and Work Finder online resource provides a single front door for learners and employers to find out about and search provision in West London, with over 12,000 unique site users and over 2,000 courses listed from more than 50 providers. Meanwhile, projects to improve coordination of ESOL provision, Section 106 employment obligations in construction and the use or gifting of public sector apprenticeship levy pots have supported an ongoing effort to better integrate the skills and employment landscape in West London.

LSIP activity in West London is coordinated by a **Skills and Employment Partnerships Director** who has been in post since 2023 to end of March 2025 based at West London Business. From 1 April 2025 the function has reduced to a 2 days/week coordinating capacity. This role has enabled the LSIP to make **significant progress** in bringing together education and employers and wider stakeholders involved in the West London Skills landscape. The strong relationships which have been built with providers have enabled real impact, with West London providers reporting meaningful insights from working with the Partnerships Director and stakeholders from across the skills system. Details of this can be drawn from the results of BusinessLDN's provider survey, several examples are highlighted below.

BusinessLDN's (the Employer Representative Body leading the Pan London LSIP) Provider Survey was completed by seven out of the eight FE institutions within West London, providing clear insight into the impact of LSIP and associated Local Skills Improvement Fund (LSIF) activity over the last 12 months on improving the local skills landscape.

The three biggest successes identified by providers is the increase in employer engagement, improvement in aligning objectives between providers and employers and the enhancement of learner facilities.

Alignment of provision to LSIP priorities has increased by an average of 10% across all seven institutions. With institutions unanimously confirming the LSIP programme has enabled providers to be more aware of employers' skills needs and given the opportunity for course provision to be more directly aligned to employers' needs. At the same time providers believe LSIPs are helping employers to navigate the complex skills system.

"The LSIP is enabling students' greater access to employers to develop the right skills for employment and progression" – Tracy Aust FE Principal

There is **clear shift in employers engaging in the co-design of training provision** with 100% of provider respondents stating employer/provider co-design has either significantly improved or improved. All providers also state an increase in provision of transferable skills and essential digital skills training.

In essence, the focused leadership and collaborative approach fostered by the LSIP in West London has demonstrably strengthened the connection between education providers and employers, leading to tangible improvements in skills alignment and learner outcomes.

Working Together

The collaborative approach driven by LSIP activity is not just focussed on employer/educator collaboration. Providers have strategically planned Local Skills Improvement Fund (LSIF) investment to provide sector focused facilities in priority sectors for Transport and Logistics, Retail, Creative and Food & Drink Manufacturing.

The **Transport and Logistics** sector has seen the creation of the [Logistics Skills and Careers Hub](#) at West Thames College's Feltham site, following the recommendations of the feasibility study published in 2024. The physical hub space is complimented by a [Logistics Microsite](#) with its primary purpose to inform the future talent pipeline of career and training opportunities in the sector. West Thames College has taken the lead, devising the 16–18 programme of provision in Logistics as well as additional adult courses. The 16–18 programme has successfully recruited a viable class of students on to a newly delivered **BTEC Business and Logistics** course and is being heavily supported by **Wincanton** as the primary employer, collaborating in the delivery of the programme. Further courses due to start in academic year 2025/26 include Certificate in International Supply Chain Logistics for adults and Transport Management Systems.

“The LSIP is helping raise awareness of Logistics as a sector and employer of good jobs” – Logistics Employer

A Logistics Skills and Careers Partnership Board has oversight of the hub and provides strategic direction, leading on KPIs and outcomes, ensuring the employer voice is central to decision making.

Several Logistics specific events have been delivered with a primary goal of raising the profile of the sector to a wide-ranging audience. The next event, due to take place in July 2025, will focus on **Women in Logistics** and is being sponsored by several employers in the sector.

In addition, Harrow, Richmond and Uxbridge College (HRUC) is leading on enhancing training provision for the aviation sector with the introduction of **BTEC Level 3 Diploma in Aviation Operations** and the commencement of **T Level in Management and Administration - Team Leadership/Management Pathway** with an **Aviation focus** to commence delivery from 2025/26 academic year.

Across West London the **Creative sector** has seen ten newly refurbished facilities which are currently supporting students to develop the skills they need to enter the sector with significant funding from the Local Skills Improvement Fund (LSIF). Over 800 students have accessed the facilities to date. These facilities are enabling students to learn using industry standard equipment preparing them for a seamless transition to employment, with regards to technical skills. Concurrently, engagement with employers has resulted in the embedding of pertinent transferable skills into course planning, with employers stressing the importance of team working, communication and reliability.

There has been collaboration across West London with joint training for teachers through an **industry engagement day** delivered by **ShadowHouse Films**. The day provided teachers with direct industry insights helping to bridge the gap between educators and the film, TV and games industry. Attendees gained insight into industry expectations and recruitment processes.

Ultimately facilitating a feedback loop to improve college curricula and preparing students better for successful careers in the screen industry.

The part-LSIF funded state-of-the-art **STUDIO** opened at Barnet and Southgate College on 12th February 2025. This multimedia production facility, supported by **Elstree Studios** will ensure West London is at the forefront of nurturing talent in the Creative Sector. Development of this art studio has created facilities to enable new and existing provision to be delivered in areas such as Music Production, TV production and Games/Animation.

“STUDIO at Barnet and Southgate College is more than just a facility; it’s a hub for creativity, learning, and community engagement. By providing top-tier resources and fostering industry connections, Barnet and Southgate College is setting a new standard in education for the creative and media industries.” Neil Coker, CEO and Principal, Barnet and Southgate College

[Skills & Jobs Fest](#) - the large-scale one-day film and TV skills festival, which took place in July 2024, focused on raising awareness of training for roles identified as in ‘high demand’ and less well-known roles exceeded expectations with attendance numbers reaching 1500. The event was organised by the West London TV & Film Skills hub in conjunction with employer **Garden Studios**. It also demonstrated successful collaboration between the West London Film and TV Skills Hub and the West London’s four Creative Enterprise Zones.

The creation of the NWL **Health, Care, and Life Sciences Workforce Development Forum** has been a driving force behind collaboration in these sectors. Since March 2024, the forum has facilitated two key face-to-face events: one focusing on collaborative curriculum development between colleges and NHS/Social Care employers, utilising the NWL Integrated Care Board "I am ready" document to align education with industry needs; Colleges have used this document to inform curriculum planning and delivery, to ensure learners are prepped for interviews and prepared for progression to work in this sector.

The next forum event centred on the **Care Sector**, promoting collaboration among West London colleges, the H&SC Skills Academy and Skills for Care to maximize resources and enhance training through industry-standard facilities and cutting-edge curriculum, ultimately aiming to fill sector vacancies and skills gaps. – creating corridors of learning. The Care sector event followed initial engagement between Harrow, Richmond and Uxbridge College (HRUC) and Skills for Care following an introduction by the LSIP Skills and Employment Partnership Director. The relationship has enabled engagement with over 200 employers from a variety of care settings – Domiciliary, Supported Living and Residential Care Homes.

As a result of this collaborative work, various projects involving colleges and employers have taken place, such as guest speakers, reciprocal teaching, sector-specific days, industry assignments, curriculum input, and work placements."

Actively supported by West London Business, West London Institute of Technology (WLIoT) has led the way in the initial development of a **Food & Drink Manufacturing (F&DM)** Skills Hub, one of the key recommendations stated in the F&DM feasibility study published in Q3 2024. Creation of the **Food and Drink Innovation and Skills Hub** delivered by the WLIoT will be a collaboration between Harrow, Richmond and Uxbridge College (HRUC), Brunel University and University of West London. This work will enable clear career pathways to be articulated and the full suite of training provision for the sector in West London to be accessible via a microsite. The hub is due to launch on 5 June 2025. HRUC is in the process of being approved as an Approved Food and Drink Engineering training provider with the National Skills Academy for Food and Drink Industry (NSAFD). This is an important step forward in delivery of specialist training within the West London region.

“The commitments set out in the FDM feasibility report led by the West London Institute of Technology (delivered through HRUC) and its partners is leveraging the collaboration of expertise to transform the skills and innovation needed for this highly valuable sector in West London.” - Jo Withers, Chief of Business Strategy, HRUC

Changes Made to Training Provision in West London

One of the strategic aims of the LSIP process is to encourage changes to training provision to meet employers' needs better. In some cases this may be through new provision, or through employers and educators working together to influence the content of existing training.

An ever closer working relationship has been established with West London FE Colleges ([Appendix ii](#)) and other training providers. We are starting to see changes to curriculum and content especially through the support of the £4.8m **Local Skills Improvement Fund** (LSIF) which had funds allocated in alignment with five of the LSIP priority sectors.

Results from the BusinessLDN provider survey confirm **new provision** has commenced in all the LSIP priority sectors, including cross cutting themes Digital and Green skills, including construction.

Examples of the areas and types of new provision planned or already in delivery through support of the LSIP include:

Digital	Green	Construction
Web design professionals including software developers (Level 3, 4 and 6)	Carbon and Sustainability managers with carbon literacy skills	Plumbers, heating and ventilating installers
Coding languages such as Python Software Development technician (Level 3 and 4)	Skills needs for developing green technology such as EV charging point installer	Carpenters and Joiners
Information technology professionals n.e.c.	Heat pump engineers and installers	Electricians and electrical fitters
	Green electrical engineering	Plasterers
	Heritage retrofit including electricians and electrical fitters	Construction project managers and related professionals
	Skills Bootcamp Combined Domestic Energy Assessor and Retrofit assessor	Skills Bootcamp Gas Engineering
	Skills Bootcamp Retrofit Coordinator	
	Skills Bootcamp Land Management and Arboriculture	
	Skills Bootcamp Championing Sustainability in the Workplace	

Creative Sector	
Event technicians	Audio visual and broadcasting operators
Game development	Information Technology professionals for creative context
L3 NextGen Diploma in Games, Animation and VFX Skills	L2 & L3 Diploma in Creative Media Production

T-level Content Creation and Production	L2 & L3 Music Performance and Production
Skills Bootcamp Become a Production Assistant	Skills Bootcamp Digital and Broadcast Media

Food and Drink Manufacturing	
L3 Food and Drink Maintenance Engineering Planned for delivery 2025/26	L3 Food and Drink Technical Operator Planned for delivery 2026/27

Skills Bootcamps are training courses of up to 16 weeks, giving people the opportunity to build up in-demand sector specific skills and provide a guaranteed job interview on completion. In addition to the Bootcamps listed above, West London training providers have delivered Bootcamps in the Health and Hospitality LSIP priority sectors and are increasingly coordinating and aligning their proposals to meet employers' needs and play to providers' specialisms and strengths.

Supporting the future talent pipeline

The LSIP Skills and Partnership Director has worked closely with **West London Careers Hub** to ensure priority sectors in the West London economy are central to careers activities. As a result of this close collaboration the careers hub has delivered teacher encounters in Health, Digital, Construction and Hospitality sectors with a teacher encounter planned for the Retail sector in July 2025. These encounters will enable 100 teachers to improve their knowledge in priority sectors by learning first hand from employers.

Six West London schools partnered with hotels across West London to provide students with experiences of the workplace in the Hospitality sector. The hospitality connect programme enabled students to encounter hands-on opportunities in a hotel setting and hear the opportunities for career progressions within the sector and myth bust negative perceptions.

In collaboration with **Skills Builder Partnership** and **Spark!**, West London Business delivered a lunch and learn webinar, part of a pan London series of webinars, to support employers in improving their understanding on the skills system and articulating the benefits to employer engagement. The webinar focussed on the benefits of recruiting young people from an employer perspective and how the **Skills Builder** framework can assist in creating fairer, more objective recruitment practices.

In November 2024 the second [West London Youth Careers Summit](#) convened over 230 stakeholders with one clear aligned purpose – develop a roadmap to significantly reduce youth unemployment and boost productivity across West London. This is vital piece of the jigsaw to upskill local people giving them the necessary skills to meet the needs of local recruitment opportunities. Across London, youth unemployment rate is a staggering 16.8%, a stark contrast to the national unemployment rate of 4.4%. Early intervention is vital to support young people aiding them on their journey to obtaining good local jobs. The organisations partnered on the Summit are also working together to promote the Employer Standard for Career Education.

'We work on the same issues but work in Silos, opportunity to brainstorm how we can forward the agenda working in partnership' – Digital skills hub lead

By working together, stakeholders are unlocking opportunities, bridging skills gaps and creating a brighter more inclusive future for young people across West London.

6. Priorities during 2025

Together, with employers and providers, the LSIP has achieved much. We have built on the foundations of the previous 12 months which have enabled new courses to commence in September 2024 with more new provision in curriculum planning for 2025/26 and beyond. Employer input to curriculum content has grown significantly since introduction of LSIP and LSIF delivery. In 2025 it will be important to keep this momentum and focus as partner relationships develop.

There are no significant changes to existing actions as set out in the West London LSIP. Minor changes and adjustments are detailed in the Roadmap, implemented following feedback from stakeholders. For example, instead of running a programme to recruit and train new ESOL tutors, work has focussed on supporting and upskilling current tutors and improving the current system.

There are no significantly new actions, although under the workstream of 'People – building a skills system capacity to deliver' there are discussions taking place between FE and HE institutions on how to implement modular pathways for learning within the West London region underpinned by flexibilities in the reformed Growth and Skills Levy.

The BusinessLDN provider survey revealed key barriers to aligning education with employer needs: a shortage of skilled teachers, employers' difficulty in defining their skills requirements, and a lack of dedicated employer discussion forums. These challenges mirror priorities in the West London LSIP, making them a focus for the next six months. Laying the groundwork to obtain more granular and timely data on employer needs, both in terms of employability and sector- or role-specific skills, is a priority for West London partners ahead of the LSIP refresh.

The GLA Wave 6 Bootcamp funding, represents a significant investment in London's skills landscape. The West London LSIP should guide the GLA in ensuring the bootcamp programmes commissioned are better aligned with the specific priorities of West London employers and skills stakeholders, guaranteeing the training provided addresses the region's unique labour market demands and creates sustainable employment opportunities.

Emphasis on the employer voice will continue to be central to our activity in 2025, with activities to extend our reach to a wider audience - a focus in the coming months.

By keeping the employer voice at the centre of our work and harnessing the momentum of our shared achievements we can ensure West London has a skills driven thriving economy for future generations.

Appendices

i. Priorities and actions (LSIP Roadmap)

Priority	Action	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
Supporting more residents into good jobs	Fund a dedicated post to support West London businesses with inclusive recruitment	WLA Funded via GLA 'No Wrong Door' Programme	Q2 – Q3 2024	<ul style="list-style-type: none"> - Appointment of 'GoodPeople' specialist organisation in social impact projects to deliver 'Creating Inclusive Workplaces' project. - West London Guide to Inclusive Recruitment and Retention Published - SMEs in WL upskilled and implementing improved Inclusive Recruitment Strategies 	<ul style="list-style-type: none"> - Building network of SMEs - Funding for 20 employers to receive 1-1 support to achieve inclusive workplace goals - Inclusive Recruitment and Retention Guide published 	<ul style="list-style-type: none"> - On track - 52 registered employers from micro to larger SMEs - 72 unique employers attended events - 23 1:1 employer bespoke support sessions - Inclusion outcomes: Creative Opportunities for SEN students - Enriching Work Experience Programmes - Strengthening Career Support - Topics covered in webinars include: Young People and SEND - Menopause Awareness - Care Leavers - Neurodiversity - Creating Inclusive Workplaces guide published - Creating-Inclusive-Workplaces-toolkit

Priority	Action	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
Supporting more residents into good jobs	Engage more employers through a collaborative approach to delivering WL Recruitment Fairs	<ul style="list-style-type: none"> - WLA - WLB - WLCH - GLA skills hubs - Spark! 	Q2 2024 – Q1 2025	<ul style="list-style-type: none"> - Joint planning & delivery of recruitment fairs by partners - Recruitment of Skills & Employment Partnerships Director 	<ul style="list-style-type: none"> - Recruitment of Partnerships Director - Employer engagement tracking in place - Increase in collaborative activity 	<ul style="list-style-type: none"> - On track - Partnerships Director in post since January 24 - Health and Social Care Recruitment Fair delivered - Hospitality Recruitment Fair delivered - Collaboration on West London Employer engagement campaign continues between ERB/WLCH/WLA
	Improve the recognition of qualifications obtained abroad	<ul style="list-style-type: none"> - WLA - WLB - JCP - UK ENIC 				<ul style="list-style-type: none"> - Not yet started - No action to date due to lack of resourcing.
People – building skills system capacity to deliver	Support rollout of Skills Builder framework in West London education institutions and workplaces	<ul style="list-style-type: none"> - WLB - WLCH - Schools - Colleges - Higher Education Institutions - Employers - Skills Builder 	Q4 2023 – Ongoing	<ul style="list-style-type: none"> - Support BusinessLDN on Pan London activity - Advocacy work with education institutions and employers to enhance use of Skills Builder Framework 	<ul style="list-style-type: none"> - Collect data on number of institutions using Skills Builder as framework in WL through WL Careers Hub. - Increase in number of institutions using Skills Builder framework from baseline number. 	<ul style="list-style-type: none"> - On track - Promotion of Skills Builder Framework to business through 1-1 employer conversations and delivery of LSIP funded webinar 'Youth recruitment and retention' - 22 employers attended event with follow up - Continued Advocacy work in employer engagement on employability skills

Priority	Action	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
People – building skills system capacity to deliver						<ul style="list-style-type: none"> - and use of Skills Builder framework - WLCH continue to support and advocate use of Skills Builder framework in school interactions. Part of WLCH strategic priorities 2024/25 - Baseline number identified. Review figures in next academic year to establish progress
	Run innovative pilot programme to recruit and train new ESOL tutors from within our local communities. Decision to deliver deep dive into ESOL system in West London to better understand need and appropriate action	<ul style="list-style-type: none"> - WLA - Shaw Trust - Activity funded through No Wrong Door 	Timescale Q2 2024 – Q1 2025	<ul style="list-style-type: none"> - West London ESOL working group convened and meeting quarterly. - Research based on evidence from over 130 local stakeholders' participation in survey - Recommendations from report informed workplan - 	<ul style="list-style-type: none"> - Research published - Delivery of workplan to implement recommendations. - Monitored via ESOL stakeholder meetings - Improvements in strategic coordination - Upskilling of tutors - Improved system integration 	<ul style="list-style-type: none"> - On Track - ESOL stakeholder meetings in place - ESOL provider forums being created by LA and include FE and VCS organisations - First ESOL Tutor Network event planned for July 25. - Upskilling and support for tutors - Understanding the West London ESOL System
	Advance the 'Trade to Teach' dual professional teaching pilot	<ul style="list-style-type: none"> - FE Colleges - WLB - WLA 				<ul style="list-style-type: none"> - Not yet started due to resource constraints within FE Colleges and LSIF funding priorities

Priority	Action	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
						<ul style="list-style-type: none"> - Investigation into collaboration with Teach your Trade campaign in Thames Valley Region had limited results. - WL FE colleges provided insight to FE workforce challenges and mitigations delivered to DfE via ERB network.
Enhancing perceptions of sectors, clarifying technical education pathways and establishing collaborative infrastructure	Sustain existing three West London Mayoral Academies: Health and Social Care, TV/Film and Green Skills	NWL ICS/ JGA Group/ WLC/ GLA/ FE colleges/ HEIs / ITPs/ Employers – support from WLA/ WLB	Q2 2024 – Q1 2025	<ul style="list-style-type: none"> - Advocacy work in support of continued funding for GLA funded Mayoral Academies - Development of collaborative working strategies between LSIP & sectoral hubs 	<ul style="list-style-type: none"> - GLA funding extended until September 25 - Quarterly review meetings between Hub and LSIP lead 	<ul style="list-style-type: none"> - On track - Collaborative activities delivered with three mayoral academies to enhance knowledge and understanding of sectors and promote clearer career pathways into sectors - Example activities include: - H&SC support in engaging FE institutions with “I am ready” hub recruitment pathway - WL Film/TV West Skills& Jobs Fest - Green Skills facilitating employer engagement
	Establish Transport & Logistics Skills Hub/	<ul style="list-style-type: none"> - WTC - Employers 	Q4 2023 – Q4 2024 full build of programme	<ul style="list-style-type: none"> - Feasibility study report 	<ul style="list-style-type: none"> - Monthly LSIF Steering Group 	<ul style="list-style-type: none"> - On track - Feasibility study

Priority	Action	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
Enhancing perceptions of sectors, clarifying technical education pathways and establishing collaborative infrastructure	Centre of Excellence	<ul style="list-style-type: none"> - WLB - UWL 	through to 2026	<ul style="list-style-type: none"> - Implementation of recommendations - Establishment of West London Transport and Logistics Hub - Enhanced perception of sector to potential recruits - Clearer career pathways articulated - Strong employer/provider collaboration established 	Meetings LSIF Progress Report	<ul style="list-style-type: none"> - published and recommendations driving actionable priorities - Employer hub steering group set up representation from SME and Multi Nationals - Logistics Skills and Careers hub launched October 24 - New course curriculum commenced - Sector career events
	Establish West London Retail Skills Hub (RSH)	<ul style="list-style-type: none"> - West London College - Westfield - Ethos Farm - WLB - Spark! - Inspire ATA 	Q4 2023 – Q3 2024	<ul style="list-style-type: none"> - Retail Skills Hub fully operational - Support structures in place for employers and job seekers/students 	Bi-monthly Retail Hub meetings Monthly LSIF Steering Group Meetings LSIF Progress Report	<ul style="list-style-type: none"> - On track - Retail Skills Hub 'soft launch' June 24 - Employer engagement greatly increased - Initial engagement with sector trade body BRC on addressing skills needs - Employability courses being delivered for entry level retail roles - DWP providing support on site at RSH - 55 retailers engaged through RSH - 117 individuals received IAG

Priority	Action	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
Enhancing perceptions of sectors, clarifying technical education pathways and establishing collaborative infrastructure						<ul style="list-style-type: none"> - Retail specific 3 days training programmes delivered through RSH - New course provision planned for 25/26
	Partner with existing pan-London Hospitality Skills Hub to explore development of a Hospitality Careers campaign in West	<ul style="list-style-type: none"> - WLA - WLB - GLA Hospitality Skills Hub - WL FE Colleges - WLCH - WLA 	Original timescale for delivery Q1 2024 Revised timescale Q2 2024 – Q4 2024	<ul style="list-style-type: none"> - 1-1 meetings with Hospitality skills hub - Cross provider meetings – hub & WL Colleges - Trade body & employer engagement via meetings and working group - Increase in short modular course provision for West London residents - Clear career pathways in place and articulated to learner audience 	<ul style="list-style-type: none"> - Quarterly Skills & Employment Board Meetings - Monthly LSIP meetings - WLA/WLB - Increase in short course provision by West London FE Colleges 	<ul style="list-style-type: none"> - On track - Pan London Employer steering group in place - Working with Hospitality UK and WLC on roll out of Hospitality skills passport via SWAP programme estimated delivery Q3 2025 - Event upskilling front-line employment advisors on hospitality sector - WLCH – Hospitality Connect Programme delivered with 4 WL hotels - Hospitality Careers and jobs fair delivered March 25
	Establish Food & Drink Manufacturing (FDM) 'Technical Innovation Zone'	<ul style="list-style-type: none"> - WL IoT - Employers - Trade Bodies - WLB - HE institutions - OPDC 	Q1 2024 – Ongoing	<ul style="list-style-type: none"> - Feasibility study report. - Establishment of strategic employer partnerships - Development of 	<ul style="list-style-type: none"> - Monthly F&DM strategic steering group meetings - LSIF Progress Report 	<ul style="list-style-type: none"> - On Track - Feasibility study published and recommendations driving action - WL Food and Drink

Priority	Action	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
Enhancing perceptions of sectors, clarifying technical education pathways and establishing collaborative infrastructure				<ul style="list-style-type: none"> - Learning Factory Model environment - Curriculum built in conjunction with external stakeholders - Achieve accreditation as training provider with National Skills Academy for Food & Drink (NSAFD) 		<ul style="list-style-type: none"> - Innovation and Skills Hub launching 5 June 2025 - HRUC working towards accreditation as National Skills Academy training provider - New training provision planned for academic year 26/27 - Microsite to articulate career pathways from FE/HE WL institutions
	Build on schools' existing good practice to deliver more, better, careers education and encounters for all learners.	<ul style="list-style-type: none"> - WLCH - Schools - FE - Employers - Spark! - WLB/WLA 	Q4 2023 – Q2 2025	<ul style="list-style-type: none"> - Teacher Encounter Programme aligned to LSIP priority sectors - Presentations to School Head Teacher Networks - Youth Careers Summits 2023 and 2024 - Stakeholder working group - Careers provision better aligned to LSIP priority sectors - Increase in employers working with WLCH 	<ul style="list-style-type: none"> - Review and measurement against Gatsby Benchmarks - Careers Hub Strategic Delivery Plan - Increased employer engagement with Careers Hub and commitment to Employer Standards 	<ul style="list-style-type: none"> - On track - Teacher encounters focussed on LSIP priority sectors to date delivered in H&SC, Digital and Construction. - Planned delivery of retail teacher encounter July 25 - Increased employer engagement with WLCH via LSIP ERB introductions - Employer standard workshops delivered with increased employer participation - Youth Careers Summit 2024 well

Priority	Action	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
						attended (c.230 participants)
	Align Skills Bootcamp and AEB funding to new West London labour market insights	<ul style="list-style-type: none"> - GLA - WLA - WLB - SEB 	Q1 2024/Q2 2025	<ul style="list-style-type: none"> - Advocacy work with GLA to align bootcamp programme with West London Priority Sectors - Support ITP/Employers with Bootcamp application process Wave 6 - Better alignment of Bootcamp offering from GLA - Increase in Bootcamp delivery in West London aligned with LSIP priority sectors 	<ul style="list-style-type: none"> - Review quarterly at Skills & Employment Board Meetings - Measure potential increase in Wave 6 Bootcamp delivery in West London 	<ul style="list-style-type: none"> - On track with alignment of Bootcamp funding Wave 5 Bootcamp Programme better aligned to West London Priority sectors. Expansion of Logistics offering - Increase in Bootcamp applications from West London ITPs in priority sectors of Creative, Construction, Hospitality, Health and Green
Aligning funding of provision with local need	Publish employer guidance on how to align Skills Investment business case with productivity improvement goals	<ul style="list-style-type: none"> - WLB - Be the Business Learning & Work Institute - Int of employment studies 	Q3 2025			<ul style="list-style-type: none"> - Not yet started
	Communications campaign to raise awareness of Lifelong Learning Entitlement (LLE)	<ul style="list-style-type: none"> - WLA - WLB - Partner local authorities 				<ul style="list-style-type: none"> - Not yet started - Review plans for communication campaign. Need to align with new roll out date announced by DfE of 2026/2027 - Regular communication, via Skills Spotlight newsletter, to

Priority	Action	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
Aligning funding of provision with local need						employers and wider stakeholders on Government skills policy changes including creation of Skills England.

RAG rating	Summary Description
Green	On track for successful delivery to time
Amber	Successful delivery appears feasible
Red	Significant delays to activities

ii. Engagement Data

Engagement Data

Engagement	Number of Engagements
Employer engagements via Skills Spotlight emails and skills bulletins - raising awareness and importance of skills	9428
Employer attendance at 1-1 meetings and events associated with LSIP priorities	488
Stakeholder engagement at 1-1 meetings and events	630

Strategic Stakeholders Engaged

Organisation Type	
Sector-based Employer Representative Bodies	Construction Industry Training Board (CITB) Chartered Institute of Logistics and Transport (CILT) Hospitality UK Institute of Couriers Logistics UK National Skills Academy for Food and Drink Skills for Care British Retail Consortium (early engagement)
Strategic Partners	Greater London Authority Barnet Council Brent Council Ealing Council Hammersmith and Fulham Council Harrow Council Hounslow Council Hillingdon Council West London Careers Hub Careers and Enterprise Company Spark! Department of Work & Pensions West London Green Skills Hub London Hospitality Skills Academy West London Creative Skills Hub London Digital Skills and Jobs Hub North West London Health and Social Care Hub

West London Education Providers

Provider Type	Provider Name
Further Education	Barnet & Southgate College Capel Manor Stanmore College United Colleges Group West London College West Thames College Harrow, Richmond and Uxbridge College St Dominic's Sixth Form College
Higher Education	Brunel University of London Bucks New University Imperial College London Middlesex University London Richmond American University London Royal College of Art University of Roehampton University of Westminster University of West London
Secondary Schools in West London	Institutions across seven boroughs of West London