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West London Local Skills  
Improvement Plan (LSIP)  
Progress Report

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Delivered by



# Contents

1. Progress report purpose and audience .....	1
2. Summary of the West London LSIP .....	1
3. Strategic and economic context update.....	2
4. Achievements to date.....	3
5. Priorities during 2024/25 .....	7
Appendices .....	9
i. Priorities and actions (LSIP Roadmap).....	9
ii. Engagement Data .....	16
iii. Sectoral leadership and coordination.....	18

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

## 1. 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 being made since the publication of the West London LSIP in August 2023, and to encourage continued engagement by all stakeholders on delivering the actionable priorities.

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

The audience also includes Training Providers (across Schools, Further Education, Higher Education and Independent Training Providers), giving you 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.

## 2. 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) are 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 soft 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

These cross-sector challenges with the specific research findings in each priority sector led to the identification and development of the four LSIP 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](#).

### 3. Strategic and economic context update

The West London strategic and economic landscape has experienced minimal change since the publication of the West London LSIP in August 2023. Perhaps most strikingly unemployment remains stubbornly high at 73,925 as at March 2024, compared to a pre-pandemic baseline of 42,335 in March 2020.

With Sadiq Khan securing a third term as Mayor of London it is hoped there will be stability in the delivery of skills strategy from City Hall and continued partnership with West London on the LSIP.

City Hall has made significant progress in aligning Skills Bootcamps funding to West London LSIP priorities in its latest prospectus – the one exception being Retail. The Adult Education Budget (AEB) – from 1 August 2024 the Adult Skills Fund – is devolved to City Hall. Through the West London Skills & Employment Board we are tracking how the Greater London Authority (GLA) aligns AEB with local LSIP priorities in FY24/25.

The UK Immigration system changes that took effect from the start of April 2024 are of considerable concern to many employers who expect this to make recruitment harder and potentially reduce productivity in the short term. LSIF projects will help address these gaps on a 3-5 year time horizon but not immediately. Some employers seem likely to grow their investments in AI and automation as a result. The true impact of the change in immigration rules will need to be reviewed in 6 to 12 months' time.

Energy supply constraints within West London are slowing house building, further adding to the cost-of-living pressures which is sustaining the tight labour market and recruitment challenges within the region.

## 4. Achievements to date

**Sustained engagement with a diverse range of stakeholders** has been critical to build on the foundations and connections developed through phase one of the LSIP programme.

WLB and WLA have worked closely with BusinessLDN and other Sub Regional Partnerships to drive forward pan-London LSIP actions to ensure impact for all London regions.

To further build engagement and to focus on tackling the identified priorities in the West London LSIP the first **West London Youth Careers Summit** was held in November 2023. With over 200 participants including school career leaders, colleges, employers, training providers, trade bodies and intermediaries e.g. Local Authorities, it was an opportunity to share good practices, establish alliances, drive action towards improving the employment prospects of young people in West London and address local skills gaps. The summit enabled closer collaboration between summit attendees and work is underway for a 2024 Youth Careers Summit to continue the momentum and focus on the LSIP priority of supporting West London residents in to good local jobs.

In Quarter 4 2023 WLB and WLA established the role of **Skills and Employment Partnerships Director** as a dedicated post to work on LSIP delivery, based at WLB. Recruitment to this role has enabled strong employer engagement to continue with new employers being engaged with LSIP phase 2 activity. The Partnerships Director role has also created capacity to develop cross sectoral initiatives and work in close collaboration with West London Further Education (FE) providers.

Resourcing and establishing a position solely dedicated to LSIP delivery has supported increased engagement by the **West London Careers Hub (WLCH)** with employers and key stakeholders. WLCH have incorporated LSIP recommendations into the Careers Hub strategic delivery plan and are focusing on LSIP priority sectors when supporting schools to deliver meaningful encounters for staff and students. The Partnerships Director has supported the development of stronger relationships between the Careers Hub and Mayoral academies focussed on Health and Social Care, Creative and Green Skills/Construction. Cross referral of employers is increasing the profile of the Careers Hub to West London employers.

**Employer engagement** remains a critical element of LSIP activity to enable the business voice to be heard and involved in shaping curriculum content and to support the delivery of high-quality careers education for West London learners. This has included the launch of a regular West London Skills Bulletin. Employer engagement has been complemented by the WLA's 'Creating Inclusive Workplaces' project, which supports local SMEs become more inclusive in their recruitment and retention practices. This is funded through the GLA's No Wrong Door programme and complements the sector-focussed employer engagement of the LSIP well. A summary of employer engagement data can be viewed in Appendix ii.

LSIP delivery is monitored through the **West London Skills and Employment Board (SEB)**. Employer representation on the SEB has been expanded with a new business co-chair recruited through a competitive process and representatives from each of the LSIP priority sectors becoming members.

**Communication and engagement** with an extensive cross section of strategic stakeholders is continuing to take place in Phase 2 of the LSIP programme providing a rich source of insights to help refine the delivery approach. Details of strategic stakeholders engaged can be viewed in Appendix ii.

West London Further Education Providers (Appendix ii) are playing a pivotal role in the delivery of the LSIP actionable priorities, particularly through the £4.8m **Local Skills Improvement Fund (LSIF)** investment in the sub-region in 2023-2025. The alliance between LSIP and LSIF priorities has been mirrored in the delivery structures implemented with the Skills & Employment

Partnerships Director attending the monthly LSIF steering group meetings and working closely with college senior leaders.

The greatest impact of LSIP delivery to date has been the ability to catalyse a **continued cultural shift towards deep collaboration** by strengthening networks, establishing structures when needed and challenging the status quo. This enriched collaborative working is in its infancy, building relationships to achieve actions together whether that be change in provision, raising awareness of existing training opportunities or raising the profile of priority sectors.

*“Genuine collaboration between the West London Colleges has been a definite highlight of the LSIP, and the commitment from colleges to continue working in this way.” – LSIF Project Leader*

Progress and method of delivery against all LSIP actionable priorities is set out in tabular format (Appendix i). There is an abundance of actions being undertaken by a variety of partners with delivery timescales paced throughout the programme.

Fundamental to the West London LSIP delivery approach is supporting the development of five existing **Mayoral Skills Hubs** that have been developed over the past two years through GLA funding and fostering three new sectoral skills hub (see Appendix iii). To bring the benefits of LSIP impact to life, below are examples highlighting the impact LSIP delivery is already having on a selection of the priority sectors within West London. The first two are sectors where we are supporting established Mayoral Skills Hubs, and the second two are where new hubs are being established.

## **Creative, Media and Film**

The LSIP identified several factors creating the recruitment and retention challenges and skills gaps in the West London Creative Sector:

- Lack of on-set experience
- A high proportion of individuals working in the sector (80%) hold a degree or equivalent
- Limited understanding of job roles which exist in the sector
- Non-linear nature of career pathways creates barriers to entry and need for entry level provision as an entry point into the sector
- Gaps in adapting to new equipment or materials

Exciting activity is already underway to help address the stated challenges. To address a lack of on-set experience a West London Film Work Experience Competition took place in the Spring term. Over 100 West Londoners took part, funded by the Brent, Ealing/Old Oak Common & Park Royal (OPDC), Hammersmith & Fulham and Hounslow Creative Enterprise Zones (CEZs) together with the **West London Film & TV Skills Hub**, a Mayoral skills hub. The competition gave teams from colleges, universities, and community groups across West London the opportunity to plan, script, shoot and edit a film while being mentored by a professional film maker. The benefit to participants is the high-quality work experience in an industry which can be difficult to enter increasing employment chances and giving the opportunity to learn from experienced film makers while utilising the skills required to work as a team.

A large scale one-day film and TV skills festival focusing on hard to recruit to roles will take place on Monday 15<sup>th</sup> July 2024. To help demystify roles within the sector large players in the industry as well as SME's will be running talks and demonstrating several skills shortage roles.

Through the LSIF funding West London Colleges have driven forward activity to tackle the identified challenges. The initial phase of activity has seen colleges focus on applied general qualifications and less on apprenticeships in the sector to address the need of short, modular

provision. Level 3 provision has also been a focus in the knowledge that it is the pre-requisite for higher education, as required by the sector. Entry level has been considered too but all colleges have ensured level 3 continues as part of curriculum planning.

To address the skills gaps in adapting to new technologies West Thames College has made significant upgrades to the technology used in the audio-visual and broadcasting programmes, with students now using equipment that is validated by industry experts such as **Sky**.

Colleges are investing in new technology to support students to develop the skills they need to stay abreast of the rapidly evolving technology in the sector. The use of VR, and immersive technology are making this possible. Physical spaces have also been reviewed, with all colleges creating classroom spaces which simulate industry standards, allowing students to seamlessly progress from classroom to workroom. Barnet & Southgate College are creating a whole wing dedicated to creative media. Stanmore College are also extending and refurbishing a whole block that will be dedicated to the provision of creative media.

Significant employer and education provider collaboration has opened doors for dialogue not only between employers and educators but students. There has been a real drive to co-create curriculum with employers and the consideration of alternative ways to give students a real insight into the world of work. Barnet and Southgate College are working with **Warner Bros Studios** to afford students opportunities to demonstrate their skills and that can be recognised leading to potential further openings.

## **Health and Social Care**

Supported by the Skills & Partnerships Director the **North West London Health and Social Care Hub** convened an employer roundtable event which took place on 13<sup>th</sup> March 2024. The purpose of the session was to enable Health employers in West London to input into the design, equipment and resources needed in college simulation suites and curriculum design, ensuring opportunities for learning and skills development are fit for entry into employment.

**NHS employer feedback** provided critical understanding of additional essential skills and knowledge students would be required to learn, e.g. Curriculum needs to teach students the 'autonomy' of using healthcare equipment as this will be the reality in a community setting. Students need "knowledge of the aging process" to be part of learning curriculum. As a result of this employer input curriculum is being planned to address the identified skills and knowledge gaps.

***"Improved collaboration and engagement with Employers, the Sector and West London College's is supporting a co-ordinated approach to curriculum, which addresses skills and employment gaps, across West London Regions and is supporting education to employment transition and the development of clearer career pathways that lead to jobs."*** – HRUC Health and Social Care Department

Insights and input into curriculum design and delivery from Social Care providers has been achieved through working closely with Skills for Care for West London. New avenues of communication have been created which are giving FE Colleges a platform to present, engage and build relationships with care providers.

***"The LSIP engagement with Social Care provider managers has been positive to date. Registered managers are seeing the benefit of contributing to the Health & Social Care curriculum in terms of supporting the development & skills of students entering the sector. We hope that by working together with education providers via the LSIP, there will be growth in this sector and we will see an increase in recruitment and retention of those moving from education to employment in North West London."*** – Skills for Care

To enable meaningful action from these initial conversations the Health, Care & Life Sciences – Skills and Workforce Development Forum has been set up by a consortium of West London FE colleges. The purpose of this forum will be to collaborate through a series of fora on the development of curriculum in alignment with the skills needed to succeed in roles in the health and care environments. This work will support clearer education to employment transition.

## Retail

A partnership has been convened between West London College, Spark! and **Westfield** that will see a physical **West London Retail Skills Hub** launch on 6 June 2024 in the heart of Westfield London. This is funded through a combination of Westfield contributions broadly matched by investment from the LSIF. It has been supported by West London Business, **Ethos Farm** and Inspire ATA.

A feasibility study completed in January 2024, funded through the LSIF, is guiding the development of the hub over its first two years with a core programme of provision delivered by Spark! and the college, that will then be built on with specialist CPD modules.

The core programme has been designed in response to the identified skills gaps from the initial LSIP report and further research completed a part of the feasibility study. Provision will range from industry insight days for young people, short courses for adults, T-levels (level 3), Higher Nationals and Apprenticeships (levels 4 to 6). Continuous Professional Development modules envisaged include: The Sales Area and Visual Merchandising; Retail Health and Safety; Sales as a Service; Diversity and Inclusion; Stock Control and Loss Prevention; Conflict Management; Category Retail (Beauty, Jewellery, Fragrance, etc.); Sustainable Retail; The Future of Retail; Retail Team Leader; Luxury Retail; Digital Skills for Retail; and Advanced Customer Service.

Follow the hub's development at <https://retailskillshub.london/>

## Logistics

The Skills & Employment Partnerships Director has worked closely with West Thames College to engage with employers to better understand the needs of the logistics sector and the barriers to recruitment. New partnerships have been developed with both employers and trade bodies who represent the sector. Several employer events have been held providing a space to foster new partnerships while reigniting conversations with established partners. Through LSIF funding a Logistics Careers event has taken place with speakers from Further Education, Higher Education, and employers giving students insight into the sector. The event took place in response to the LSIP findings from employer consultations which identified there is a lack of awareness of the variety of roles in the sector and young people have a negative image of the logistics sector.

The commissioning of an LSIF funded feasibility study, led by West Thames College, has enabled a deeper analysis of the sector building on the findings from the West London LSIP. A mapping exercise of local training provision from entry level to Level 6 and 7 has identified gaps highlighted by employers and related to meeting future sector skills needs.

There are over 20 recommendations in the feasibility study which will be adopted in a phased approach. Core activities in the short-term are the creation of an employer led **Logistics Skills Hub** at West Thames College Feltham campus and the launch of a new microsite to showcase the sector and make information accessible demonstrating the diversity of job roles in the sector to students. Employers are very supportive of both concepts:

***“The value in a Hub would be a centralised network, enhancing collaboration and resource sharing, innovation and knowledge sharing, career guidance and connecting job seekers with employer. The Hub could also foster research and development, facilitating knowledge”.*** – Logistics Employer



***“Training and courses are pointless without marketing. Good courses pop up and disappear because they do not recruit students. Courses are relevant the problem is recruitment of participants.” – Chartered Institute of Logistics and Transport***

The feasibility study has identified the need to expand course provision for the logistics sector with planning in place for the revision of adult courses and delivery of a new level 3 course for 16–18-year-olds – Business in Logistics. One barrier to the development and expansion of provision is the lack of public funding for courses in the logistics sector which is in stark contrast to other key priority sectors.

## **5. Priorities during 2024/25**

The full impact of the LSIP is not yet realised. There are still many milestones to deliver to ensure the benefits are realised and then sustained, leading to a local skills system that is fully aligned with industry needs within West London.

There have been no significant changes to the existing actions as set out in the West London LSIP, however some timescales for delivery have been delayed due to lack of resources and funding for specific projects.

Detailed actions are set out in the priorities and actions roadmap (Appendix i). The emphasis of our programme highlights the continued need for involvement of partners and key stakeholders working collaboratively to create change. Areas to spotlight include:

- Promoting the Employer Standard to help businesses increase their knowledge and involvement in school/college engagement.
- Raising awareness of T Levels & Higher Technical Qualifications for students, teachers and parents.
- Increasing knowledge of T-level placement flexibilities to employers.
- Exploring how to launch a ‘Trade to Teach’ campaign through replicating work already delivered in the Thames Valley.
- Supporting implementation of recommendations in feasibility studies for priority sectors, Retail, Logistics and Food and Drink Manufacturing.
- Driving forward FE/HE leadership and practitioner collaboration.
- Continuing to facilitate sectoral leadership through priority sector hubs (Appendix iii).
- Maintaining West London’s commitment to pan London LSIP priority actions.
- Continuing proactive communication with West London employers to continually raise the profile of the LSIP and the changing landscape of post 16 technical education within the region.

Changes to curriculum content, introduction of modular courses and delivery of new provision is at the centre of creating long term change aligned to West London LSIP priorities. The West London Further Education Colleges are pivotal in creating this change and are responding through incorporating actions against the LSIP priorities into their strategic planning and annual accountability statements which are published by Department for Education.

Alterations to course provision require detailed planning which is currently underway with the first cohort of new courses available from September 2024. Across the College network there is a focus on increasing T level provision and delivery of new courses aligned to LSIP priorities, such as vehicle service, maintenance and repair, Electric hybrid vehicle maintenance to Mechatronics, Engineering and Manufacturing and Dementia Care.

Fundamentally the continued development of technical career pathways is central to growing learner knowledge and the opportunities available to local people within key sectors in West London.

The West London LSIP is creating an ecosystem for change; it is a long-term change programme in the early stages of delivery.

## Appendices

### i. Priorities and actions (LSIP Roadmap)

Monitoring progress against the actionable priorities as set out in the LSIP report has been delivered on several levels. The West London Skills & Employment Board (SEB) has provided critical oversight on progress. The SEB monitor progress quarterly against the LSIP action plan. To monitor and plan progress on activities a standard project management process is operated by WLB.

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	<ul style="list-style-type: none"> <li>- WLA</li> <li>- Funded via GLA 'No Wrong Door' Programme</li> </ul>	Q2 – Q3 2024	<ul style="list-style-type: none"> <li>- Appointment of 'GoodPeople' specialist organisation in social impact projects to deliver 'Creating Inclusive Workplaces' project.</li> <li>- West London Guide to Inclusive Recruitment and Retention Published</li> </ul>	<ul style="list-style-type: none"> <li>- Building network of SMEs</li> <li>- Funding for 20 employers to receive 1-1 support to achieve inclusive workplace goals</li> <li>- Inclusive Recruitment and Retention Guide published</li> </ul>	<ul style="list-style-type: none"> <li>- On track</li> <li>- Launch webinar well attended</li> <li>- 30 businesses have expressed interest in joining the SME network and/or accessing the 1:1 support. Recruitment continues into Q3 2024.</li> <li>- Breakfast Networking meeting planned for 13 June with 40 local businesses attending</li> <li>- Creating Inclusive Workplaces guide due for publication in May 2024.</li> </ul>
	Engage more employers through a collaborative approach to delivering WL Recruitment Fairs	<ul style="list-style-type: none"> <li>- WLA</li> <li>- WLB</li> <li>- WLCH</li> <li>- GLA skills hubs</li> <li>- Spark!</li> </ul>	Q2 2024 – Q1 2025	<ul style="list-style-type: none"> <li>- Joint planning &amp; delivery of recruitment fairs by partners</li> <li>- Recruitment of Skills &amp; Employment Partnerships Director</li> </ul>	<ul style="list-style-type: none"> <li>- Recruitment of Partnerships Director</li> <li>- Employer engagement tracking in place</li> <li>- Increase in collaborative</li> </ul>	<ul style="list-style-type: none"> <li>- On track</li> <li>- Partnerships Director in post</li> <li>- Youth Careers Summit - new employers attended</li> <li>- Health and Social Care Recruitment</li> </ul>

Priority	Action	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
Supporting more residents into good jobs					activity	Fair delivered Collaboration on West London Employer engagement campaign underway
	Improve the recognition of qualifications obtained abroad	<ul style="list-style-type: none"> <li>WLA</li> <li>WLB</li> <li>JCP</li> <li>UK ENIC</li> </ul>	Original timescale for delivery Q1 2024. Revised timescale Q4 2024/Q1 2025			<ul style="list-style-type: none"> <li>Not yet started</li> <li>No action to date due to lack of resourcing.</li> <li>Review of available resourcing Q3 2024</li> </ul>
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"> <li>WLB</li> <li>WLCH</li> <li>Schools</li> <li>Colleges</li> <li>Higher Education Institutions</li> <li>Employers</li> <li>Skills Builder</li> </ul>	Q4 2023 – Ongoing	<ul style="list-style-type: none"> <li>Support BusinessLDN on Pan London activity</li> <li>Advocacy work with education institutions and employers to enhance use of Skills Builder Framework</li> </ul>	<ul style="list-style-type: none"> <li>Collect data on number of institutions using Skills Builder as framework in WL through WL Careers Hub.</li> <li>Increase in number of institutions using Skills Builder framework from baseline number.</li> </ul>	<ul style="list-style-type: none"> <li>On track</li> <li>Skills Builder delivery partner at Youth Skills Summit</li> <li>LSIP presentations to Secondary School Head Teacher networks;</li> <li>championing Skills Builder Framework</li> <li>Advocacy work in employer engagement on employability skills</li> </ul>
	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"> <li>WLA</li> <li>Shaw Trust</li> </ul>	Original timescale for delivery Q2 2024 Revised timescale Q2 2024 – Q4 2024	<ul style="list-style-type: none"> <li>West London ESOL working group convened and meeting quarterly.</li> <li>Consultant commissioned to deliver deep dive into local ESOL system through primary and secondary research,</li> </ul>	<ul style="list-style-type: none"> <li>Research published</li> <li>Delivery of workplan to implement recommendations.</li> </ul>	<ul style="list-style-type: none"> <li>On Track</li> <li>Research based on over 100 survey responses from tutors, providers (both formal and informal) and intermediaries.</li> <li>Publish research in June 2024 at</li> </ul>

Priority	Action	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
People – building skills system capacity to deliver				funded through No Wrong Door programme. Recommendations from report to inform next steps.		Stakeholder group meeting. Agree workplan to deliver recommendations. Engage GLA as key stakeholder.
	Advance the 'Trade to Teach' dual professional teaching pilot	<ul style="list-style-type: none"> <li>FE Colleges</li> <li>WLB</li> <li>WLA</li> </ul>	Original timescale for delivery Q1 2024 Revised timescale Q3 2024 – Q4 2024			<ul style="list-style-type: none"> <li>Not yet started due to resource constraints within FE Colleges and LSIF funding priorities</li> <li>Review of resources Q3 2024</li> <li>Investigating collaboration with Teach your Trade campaign in Thames Valley Region</li> </ul>
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"> <li>Advocacy work in support of continued funding for GLA funded Mayoral Academies</li> <li>Development of collaborative working strategies between LSIP &amp; sectoral hubs</li> </ul>	<ul style="list-style-type: none"> <li>Funding extended until March 2025</li> <li>Quarterly review meetings between Hub and LSIP teams</li> </ul>	<ul style="list-style-type: none"> <li>On track</li> <li>Collaborative activities delivered with three mayoral academies to enhance knowledge and understanding of sectors and promote clearer career pathways into sectors</li> <li>Example activities include: <ul style="list-style-type: none"> <li>H&amp;SC widening access to healthcare careers</li> <li>Film/TV West London film competition</li> </ul> </li> </ul>

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						Green Skills Hub upskilling front-line employment advisors on construction sector
	Support the development of a London Digital Skills Partnership	<ul style="list-style-type: none"> <li>- BusinessLDN</li> <li>- GLA</li> </ul>	Ongoing	Providing support to Business LDN on development of London Digital skills Partnership		<ul style="list-style-type: none"> <li>- On track</li> <li>- Details in Business LDN Progress Report</li> </ul>
	Establish Transport & Logistics Skills Hub/ Centre of Excellence	<ul style="list-style-type: none"> <li>- WTC</li> <li>- Employers</li> <li>- WLB</li> <li>- UWL</li> </ul>	Q4 2023 – Q4 2024 Revised: Started Q4 2023, launch hub Q2 2024; full build of programme through to 2026	<ul style="list-style-type: none"> <li>- Feasibility study report</li> <li>- Implementation of recommendations</li> <li>- Establishment of West London Transport and Logistics Hub</li> <li>- Enhanced perception of sector to potential recruits</li> <li>- Clearer career pathways articulated</li> <li>- Strong employer/provider collaboration established</li> </ul>	<ul style="list-style-type: none"> <li>- Monthly LSIF Steering Group Meetings</li> <li>- LSIF Progress Report</li> </ul>	<ul style="list-style-type: none"> <li>- On track</li> <li>- Logistics Employer Roundtable event well attended</li> <li>- Logistics careers event 200+ learners in attendance</li> <li>- Feasibility study completed awaiting publication of recommendations</li> <li>- Strong employer commitment to establishment of Logistics Hub</li> </ul>
	Establish West London Retail Skills Hub	<ul style="list-style-type: none"> <li>- West London College</li> <li>- Westfield</li> <li>- Ethos Farm</li> <li>- WLB</li> <li>- Spark!</li> <li>- Inspire ATA</li> </ul>	Q4 2023 – Q3 2024	<ul style="list-style-type: none"> <li>- Feasibility Study completed</li> <li>- MOU between partners in place</li> <li>- Launching a Retail Skills Hub</li> </ul>	<ul style="list-style-type: none"> <li>- Bi-monthly Retail Hub meetings</li> <li>- Monthly LSIF Steering Group Meetings</li> <li>- LSIF Progress Report</li> </ul>	<ul style="list-style-type: none"> <li>- On track to launch Retail Skills Hub on 6 June</li> <li>- New provision being planned at all levels for FY24/25 and FY 25/26</li> </ul>

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	Partner with existing pan-London Hospitality Skills Hub to explore development of a Hospitality Careers campaign in West	<ul style="list-style-type: none"> <li>- WLA</li> <li>- WLB</li> <li>- GLA Hospitality Skills Hub</li> <li>- WL FE Colleges</li> <li>- WLCH</li> </ul>	<p>Original timescale for delivery Q1 2024</p> <p>Revised timescale Q2 2024 – Q4 2024</p>	<ul style="list-style-type: none"> <li>- 1-1 meetings with Hospitality skills hub</li> <li>- Cross provider meetings – hub &amp; WL Colleges</li> <li>- Trade body &amp; employer engagement via meetings and working group</li> <li>- Increase in short modular course provision for West London residents</li> <li>- Clear career pathways in place and articulated to learner audience</li> </ul>	<ul style="list-style-type: none"> <li>- Quarterly Skills &amp; Employment Board Meetings</li> <li>- Monthly LSIF meetings</li> <li>- WLA/WLB</li> <li>- Increase in short course provision by West London FE Colleges</li> </ul>	<ul style="list-style-type: none"> <li>- Not on track</li> <li>- Good engagement with Hospitality Hub</li> <li>- No funding available via LSIF or AEB 2023/24</li> <li>- Expected provider commitment 2024/2025. Funding dependent</li> <li>- Planned hospitality event in partnership with DWP to raise knowledge of sector for front line staff.</li> <li>- Working with Hospitality UK and WLC on roll out of Hospitality skills passport.</li> </ul>
	Establish Food & Drink Manufacturing (FDM) 'Technical Innovation Zone'	<ul style="list-style-type: none"> <li>- WL IoT</li> <li>- Employers</li> <li>- Trade Bodies</li> <li>- WLB</li> </ul>	Q1 2024 – Q4 2024	<ul style="list-style-type: none"> <li>- Feasibility study report.</li> <li>- Establishment of strategic employer partnerships</li> <li>- Development of Learning Factory Model environment</li> <li>- Curriculum built in conjunction with external stakeholders</li> <li>- Achieve accreditation as training provider with National Skills Academy for Food &amp; Drink (NSAFD)</li> </ul>	<ul style="list-style-type: none"> <li>- Monthly LSIF Steering Group Meetings</li> <li>- LSIF Progress Report</li> </ul>	<ul style="list-style-type: none"> <li>- On Track</li> <li>- Employer roundtable event well attended</li> <li>- Feasibility study completed. Clear timeline for implementation of recommendations</li> <li>- FDM Industry Advisory Board (IAB) established to drive skills development through collaborative sector projects.</li> </ul>

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	Build on schools' existing good practice to deliver more, better, careers education and encounters for all learners.	<ul style="list-style-type: none"> <li>- WLCH</li> <li>- WLB/WLA</li> <li>- Schools</li> <li>- FE</li> <li>- Employers</li> <li>- Spark!</li> </ul>	Q4 2023 – Q2 2025	<ul style="list-style-type: none"> <li>- Teacher Encounter Programme aligned to LSIP priority sectors</li> <li>- Presentations to School Head Teacher Networks</li> <li>- Getting into Tech Event</li> <li>- Youth Careers Summit 2023</li> <li>- Stakeholder working group</li> <li>- Careers provision better aligned to LSIP priority sectors</li> <li>- Increase in employers working with WLCH</li> </ul>	<ul style="list-style-type: none"> <li>- Review and measurement against Gatsby Benchmarks</li> <li>- Careers Hub Strategic Delivery Plan</li> <li>- Increased employer engagement with Careers Hub and commitment to Employer Standards</li> </ul>	<ul style="list-style-type: none"> <li>- On track</li> <li>- Youth Careers Summit 2023 well attended (c.230 participants)</li> <li>- Agreed work plan in place between WLB/WLCH</li> <li>- Continued development of simplified <a href="#">Qualification Career Routemaps</a></li> <li>- Youth Careers Summit – Take 2 planned for November 2024</li> </ul>
Aligning funding of provision with local need	Align Skills Bootcamp and AEB funding to new West London labour market insights	<ul style="list-style-type: none"> <li>- GLA</li> <li>- WLA</li> <li>- WLB</li> <li>- SEB</li> </ul>	Q1 2024/Q2 2025	<ul style="list-style-type: none"> <li>- Advocacy work with GLA to align bootcamp programme with West London Priority Sectors</li> <li>- Support ITP/Employers with Bootcamp application process</li> <li>- Better alignment of Bootcamp offering from GLA</li> <li>- Increase in Bootcamp delivery in West London aligned with LSIP priority sectors</li> </ul>	<ul style="list-style-type: none"> <li>- Review quarterly at Skills &amp; Employment Board Meetings</li> <li>- Measure potential increase in Wave 5 Bootcamp delivery in West London</li> </ul>	<ul style="list-style-type: none"> <li>- On track with alignment of Bootcamp funding</li> <li>- Wave 5 Bootcamp Programme better aligned to West London Priority sectors. Expansion of Logistics offering</li> <li>- Increase in Bootcamp applications from West London ITPs</li> <li>- Awaiting outcomes of bootcamp application process</li> <li>- Clarification on AEB priority areas required from GLA</li> </ul>



Priority	Action	Partners involved	Timescales	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
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"> <li>- WLB</li> <li>- Be the Business Learning &amp; Work Institute</li> <li>- Int of employment studies</li> </ul>	Q4 2024 - Q1 2025			Not yet started
	Communications campaign to raise awareness of Lifelong Learning Entitlement (LLE)	<ul style="list-style-type: none"> <li>- WLA</li> <li>- WLB</li> <li>- Partner local authorities</li> </ul>	Q3/Q4 2024/25			<ul style="list-style-type: none"> <li>- Not yet started</li> <li>- Review plans for communication campaign. Need to align with new roll out date announced by DfE of 2026/2027</li> <li>- LLE DfE lead presenting to Skills &amp; Employment Board to gain greater understanding and inform planned communication strategy to stakeholders</li> </ul>

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 engagement via email and skills bulletin	6711
Employer attendance at 1-1 meetings and events	645
Stakeholder engagement at 1-1 meetings and events	515

### Strategic Stakeholders Engaged

Organisation Type	
Sector-based Employer Representative Bodies	<p>Construction Industry Training Board (CITB)  Chartered Institute of Logistics and Transport (CILT)  Electrical Contractors Association  Engineering Construction Industry Training Board  Hospitality UK  Institute of Couriers  Logistics UK  National Skills Academy for Food and Drink  Road Haulage Association  Skills for Care  Springboard  British Retail Consortium (early engagement)</p>
Strategic Partners	<p>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 &amp; 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</p>

## 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 Richmond, Harrow and Uxbridge Colleges
Higher Education	Brunel University Bucks New University Imperial College London Middlesex University London Richmond American University London Royal College of Art University of Westminster University of West London
Secondary Schools in West London	Institutions across seven boroughs of West London

### iii. Sectoral leadership and coordination



Lead institutions named, but all Hubs/ Academies intended to be collaborative platforms bringing together all training providers, intermediaries and employers.