

SKILLS BUSINESS



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THE LONDON LOCAL SKILLS IMPROVEMENT PLAN: PROGRESS REPORT

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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 published in August 2023.

1. Who is this publication for?

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

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

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

In doing so, the LSIP is well-positioned to support the Mayor's London Growth Plan and associated Inclusive Talent Strategy, as well as the Government's central mission around growth.

Summary of the LSIP

The London LSIP sets out a Roadmap to getting more Londoners into jobs, aiming to better match training provision with employer demand. Phase 1, which ran from August 2022 to August 2023, enabled BusinessLDN and partners to identify London employers' priority skills needs via a data deep dive and a comprehensive consultation process. This resulted in a series of recommendations outlined in the roadmap tracker (see Annex 1) towards a skills system to meet these needs more effectively.

In Phase 1, the LSIP Roadmap set out what needs to change in the provision of employer, training, and London government support to help the city's diverse population into better, higher-paying jobs. Phase 2 has been focused on delivering these actions, with progress tracked through annual progress reports in 2024 and 2025.

BusinessLDN acted as the lead employer representative body in developing the LSIP, in partnership with the Federation of Small Businesses London (FSB London), the London Chamber of Commerce and Industry (LCCI), and CBI London. BusinessLDN

worked closely with business, sector bodies, training providers, and all levels of London government – including boroughs, Sub-Regional Partnerships (SRPs), and the Greater London Authority (GLA) – as well as national government. These partnerships bridge the space between local authorities and regional government in the capital. London has four borough-focused SRPs:

- Local London (Southeast and Northeast London)
- West London Alliance (West London)
- Central London Forward (Central London)
- South London Partnership (South West London)

To capture differences across the capital, the SRPs produced their own [regional priorities](#) to supplement the pan-London LSIP. Following the approval of the LSIP by the Department for Education in August 2023, the implementation of the Roadmap continues at pace. This report considers what has already been achieved, the cultural shifts driven by the LSIP, and the changing patterns of engagement it is creating, as well as areas requiring further action.

Priorities and Challenges

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

- **Employment support:** Launching a new one-stop shop to support job seekers, bringing together employment support, careers advice, and skills support, informed by private sector expertise.
- **Business support service:** Creating a London Recruitment and Skills Support Hub to help employers, especially small- and medium-sized enterprises (SMEs), navigate the employment and skills systems, including support with apprenticeship access.
- **Boosting London's digital skills capabilities:** Introducing a new London Digital Skills Partnership-type model that brings together the expertise of the private sector and educators to co-design courses, especially in fast-changing areas. It also includes a focus on ensuring every Londoner has the everyday digital skills needed for life and work.
- **Green skills:** Boosting green skills to support the Mayor's target for London to become a net-zero carbon city by 2030. This includes a plan to increase uptake of electrical engineering courses in London, particularly through partnered provision, and introducing carbon literacy or green skills training into courses funded by the Adult Skills Fund (previously the Adult Education Budget).¹
- **Transferable skills:** Embedding transferable skills such as critical thinking, resilience, and problem-solving as a core element of training provision, funded by London's Adult Skills Fund (ASF) and associated programmes. Supporting the scaling-up of the Skills Builder Framework in London to position it as the

primary route for education and business to help build transferable skills in Londoners.

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

- **Challenges in accessing training** due to a lack of clarity on available provision – and, in some cases, lack of availability. Co-designing training with employers is regarded as essential to effective provision.
- **Difficulties navigating the fragmented and confusing skills system**, with a brokerage or skills-support hub proposed to connect employers with provision and remove barriers.
- **Negative perception issues in some specific sectors**, including hospitality and social care, are linked not only to pay but also to lifestyle and working patterns. These issues can be addressed in part via a stronger entry-level pipeline, with clearer progression pathways and greater flexibility in course provision to accommodate different learning pathways.
- **Inclusion** and how to ensure workforces better reflect the diversity of the capital's communities. A transition from traditional qualifications-led recruitment practices to a skills-led approach was identified as an essential means of establishing a robust pipeline of diverse talent.

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

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

Since the LSIP's inception BusinessLDN has galvanised action, leveraging it as a catalyst for change in the jobs and skills markets. The LSIP has unlocked wider activity, including driving forward GLA objectives, and coordinated efforts to better match skills demand and supply across the capital. Whilst the individual elements of the LSIP were already familiar, these issues have been brought together into one accessible plan, given credibility by being both employer-led and supported by providers, and bolstered by improved collaboration between those employers, providers, and government. These efforts are also underpinned by a major data-driven evidence base, spearheaded by BusinessLDN, which has helped to target and prioritise action and deliver progress. Without the LSIP, this would not be possible.

Progress Report 2024

The 2024 [London Local Skills Improvement Plan \(LSIP\): Progress Report](#) set out the successes, challenges, impact, and context of the LSIP in its first year. Against the backdrop of continued challenges and significant inequalities in the labour market, tangible benefits were already being reported by stakeholders, including:

- Improved joint working between providers and employers, with more firms delivering apprenticeships and co-creating new courses in priority areas such as digital and green skills.
- Increased collaboration between providers, with the Local Skills Improvement Fund (LSIF) spearheading cross-provider initiatives.²
- Better alignment of skills with demand due to improved skills, labour market intelligence, and business support; for example, through Grow London Local (a hub for free access to support for small businesses).

The report tracked progress against the LSIP Roadmap: 19 key actions moved into delivery, with 15 rated as on track, and four off track, due to prioritisation of resources elsewhere. Eight further actions had not yet been initiated when the first progress report was written.

The insights of key stakeholders were captured through interviews and surveys, and these sources indicated early signs of impact and benefit. However, it was made clear that it was too early for providers to have robust internal data to evidence improvements to the alignment of skills with employer demand. Importantly, this included 86% of providers surveyed reporting that the LSIP was having a positive impact on meeting employers' skills needs and getting more Londoners into jobs. Benefits included 27% of employers reporting improved collaboration with providers (a 4-percentage-point increase compared to before the LSIP was implemented), while over 50% of providers reported increased partnerships with employers, the development of new courses, and greater capital investment. In terms of concrete actions, most providers highlighted increases in course provision across the LSIP priority areas, more modular programmes, and increased co-design of courses with employers.

LSIF's role in encouraging collaboration and coordinating capital investment between colleges and employers was highlighted as particularly important. Several case studies demonstrated the value of the LSIF in boosting innovation and flexibility in the London skills market, with providers introducing elements such as virtual reality learning suites, adapted learning schedules, and micro-credentials.

The first progress report also highlighted early signs of training provision pivoting towards the target occupations identified in the LSIP, with an increase in course enrolments and completions in 2022/23, including a significant increase in enrolment in courses on the previous year in the built environment (up 81%), green skills (up 68%), and health and social care (up 64%).

Finally, some key challenges were identified by stakeholders in the first year of the LSIP, namely:

- The challenge of engaging SMEs, which typically have limited time and resources.
- Key sectors struggling to attract staff.
- A need for more flexibility in funding and course design.
- Uncertainty over the future LSIF funding.
- Employers lacking the resources to deliver training.
- Barriers to delivering for minoritised groups.

2. Strategic and Economic Context Update

The loosening of the London labour market, as noted in the [2024 LSIP Progress Report](#), has continued at pace, with the unemployment rate in London for the period from January to March 2025 estimated at 6.2%, an increase of 1.6 percentage points from a year earlier, and a small rise on the previous quarter. The unemployment rate in London remained the highest across all regions and countries of the UK.³

Since 2023, BusinessLDN has commissioned Survation to conduct the London Business Leader Survey – an annual online survey of over 1,200 business leaders and HR managers on the LSIP and the wider workforce, skills, and recruitment landscape in London.⁴ The 2025 London Business Leader Survey – the third iteration of the survey – suggests that there has been a **small reduction in the proportion of employers struggling to fill vacancies since the 2024 survey: 46% versus 49%.**⁵ Employers are now finding it significantly easier to fill vacancies than reported in the first survey in 2023, when around two-thirds (65%) of employers reported difficulties in recruitment. That said, the 2025 survey shows an increase in employers reporting competition for labour and a lack of applicants with the required skills, suggesting they are still facing challenges securing the people and skills they need.

The latest figures from the Department for Education show that in 2022/23, London had the highest percentage of pupils across England entering sustained education destinations following Key Stage 4 (94.6%) and 16–18 study (57.9%). This includes half (50.1%) who go on to attend a UK higher education institution. However, after both Key Stage 4 and 16–18 study, London has the lowest percentages in England of young people entering sustained apprenticeships or sustained employment.⁶

Despite having the highest levels of qualifications in the country, London's labour shortage challenges continue to be exacerbated by significant skills gaps. Shortages are a long-term feature affecting the efficiency of the existing workforce. This same lack of resources also translates to a gap in capacity for upskilling junior staff. Given the consistent demand for the priority skills areas identified in Phase 1 of the LSIP, the strategic sectoral and theme priorities have remained a focus for Phase 2. This is evident in the employer survey, where **57% of employers report sector-specific technical skills as the skill capabilities they are currently lacking: a 10-percentage-point increase on the 2024 survey.** In addition, a similar number of

employers (55%) expect these sector-specific technical skills to be those most demanded in the medium term (over the next 2 to 5 years).⁷

Challenges around employment equality remain in the London labour market. In the latest data, female unemployment had grown from 5% in December 2023 to 5.6% in December 2024 while male unemployment fell from 5% to 4.6%. Unemployment across minoritised groups also grew across the period, from 6.1% to 7.8%, while unemployment amongst white people fell from 4.3% to 3.2%. The rate of unemployment for disabled people was 9% in December 2024, up from 7% in December 2023.⁸

In February 2025, the Mayor of London and London Councils published the [London Growth Plan](#), a 10-year plan to grow London's economy by £107bn and restore London's productivity growth to an average of 2% per year, as well as create over 150,000 "good jobs" by 2028. During the first year of implementation, the London Growth Plan seeks to build on the work already undertaken by the LSIP and has committed to an Inclusive Talent Strategy (ITS), piloting new integrated approaches to supporting economically inactive and young Londoners, transitioning to an employer-led model of commissioning adult education, launching a new fund in autumn 2025 to reduce key skills gaps, and delivering a London Youth Guarantee to reduce the proportion of young people in London not in education, employment, or training (NEET).

Since the July 2024 General Election, the Government has announced a wide range of changes to skills policy that will impact on the future of the LSIP. Most notably, the [English Devolution White Paper](#) sets out plans for the Greater London Authority (GLA) to take on joint ownership of the LSIP alongside BusinessLDN, as London's designated Employer Representative Body (ERB). In practical terms, this means that the sector and theme priorities in the new LSIP – which is to be developed from autumn 2025 – must align with the London Growth Plan and ITS, and the GLA must approve the final LSIP. The Government has also established [Skills England](#), a body that will provide strategic oversight of the skills system aligned with the Government's forthcoming Industrial Strategy and Post-16 Skills Strategy. In addition:

- In February 2025, reforms to apprenticeships were announced, including providing flexibility on Maths and English requirements for learners over 19 years old, (designed primarily to support the health and social care and construction sectors) and, from August 2025, reducing the minimum duration of an apprenticeship to eight months (with three "trailblazers" in green energy, healthcare, and film and TV production).⁹ Additional apprenticeship reforms were announced in May 2025, including that funding for level 7 apprenticeships will only be available for learners aged 16 to 21 years old from January 2026 and new level 2 courses and additional skills funding will be focused on the construction sector.¹⁰
- In May 2025, the Government published its [Immigration White Paper](#), which will have as yet unknown implications for the national labour market. The focus of the White Paper is on ensuring further investment in the UK workforce, and this could support the goals of the LSIP and will feed into the development of the new LSIP in autumn 2025. Stronger restrictions on immigration may also

exacerbate challenges in some sectors, such as social and health care and hospitality.

- In June 2025, the UK Government's [Spending Review](#) announced £1.2 billion of additional investment per year by 2028-29 into the skills system, to support 65,000 additional 16-19 year old learners per year by 2028-29, as well as confirming an additional £625 million between 2025-26 and 2028-29 to train up to 60,000 construction workers. Additionally, the 2025 Spending Review announced that the Government's post-16 education and skills strategy will launch late 2025. This will likely include reforming the existing Apprenticeship Levy into a new Growth and Skills Levy.

3. LSIP Roadmap – 2025 Update

The LSIP Roadmap (which can be found in section 3 of the [London LSIP](#)) sets out actions to remove long-standing challenges in London's skills system and thus ensure more effective matching of employers' skills needs to available training provision.

While the LSIP is a multi-year change programme addressing many deeply rooted systematic changes, we are glad to report that, with almost two years of activity against the LSIP targets now in place, it has been possible to see increasing evidence of the impact of the LSIP on the supply side of the London skills market. Although there is still a lag in reporting on skills and labour market data, the results of the LSIP Roadmap actions are beginning to filter through and should continue to drive improvements as activities continue. Tangible actions against the goals of the LSIP continue to be reported by stakeholders, and we can measure the success of the actions being taken. Concrete evidence of progress made against LSIP objectives includes:

- Increased investment in new facilities and courses aligned with LSIP priority areas.
- A proliferation of different approaches to collaboration between providers and employers.
- New partnerships between providers, with some providers exploring how they might take these beyond the scope of the LSIP.
- Improved intelligence on skills and labour market needs (through collaboration with other providers, LSIP forums, and LSIP communications).

London's forthcoming Inclusive Talent Strategy (ITS), jointly developed by the Mayor of London and London's boroughs, builds on the London Growth Plan and is expected to be published in autumn 2025. The ITS will be London's workforce plan to create the pipeline of talent for growth and to support marginalised Londoners into good work. The ITS will outline London's ambition to change the way London commissions adult education, working with government and business to transition to a more employer-led model. To support this, the ITS will also outline broader reforms to the adult skills funding in London, focusing on enhancing accessibility, inclusivity, and alignment with evolving workforce needs. These reforms aim to ensure that skills provision is more responsive to diverse learner needs and employer demands.

BusinessLDN will support the development of the ITS to ensure alignment with the LSIP and that lessons learned are incorporated and the voice of business and providers is heard.

Aims and Objectives of the Pan-London LSIP

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

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

The LSIP Roadmap aims to **strengthen, streamline, and amplify** the work of providers, the GLA, boroughs, employers, and others to support better employment outcomes for Londoners. Delivery is based on a partnership approach with the key actors represented on the Stakeholder Advisory Group (SAG).¹¹

The four SRPs have each also contributed their own localised Roadmap actions, as well as contributing to the pan-London actions.

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

LSIP Roadmap Tracker

The tracker shows progress against each LSIP Roadmap action. This is included in Annex 1 of this report. Where individual actions combine to address a common goal or speak to a specific challenge, they are grouped and explained together. Categories are defined by the time they will take to implement, based on their complexity, the resources needed, and the extent to which they require system change:

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

Since the LSIP was approved, 19 key actions have moved into delivery, with 15 of these rated as on track and four currently rated as off track (see end note for criteria).

¹² Eight further actions are yet to start this year. Some of the off-track or yet-to-start actions sit with the GLA and have been re-prioritised as a result of the focus on the London Growth Plan and forthcoming ITS. Others have been slow to progress or were lower priorities than other key areas of action in the face of restricted capacity and resources.

4. What has been achieved so far?

Impact on Stakeholders

To understand the progress that has been made on the LSIP and what impacts key stakeholders (both providers and employers) have seen since our first progress report, we conducted extensive stakeholder engagement across a set of structured interviews with providers, a detailed survey of London Further Education (FE) colleges (which received responses from 18 institutions – a response rate of 38% amongst London's FE colleges), and a survey of more than 1,000 London employers.¹³

These conversations with the organisations responsible for delivering the LSIP over the coming years shone a light on the experience of delivery in Year 2. In this section, we explore the progress made and challenges faced, as well as the positive impacts respondents are already reporting. We also highlight some key case studies showcasing the progress made against LSIP priorities on our [microsite](#), including Generation UK: Bootcamps for Londoners Facing Significant Barriers to Employment and Morley College London: Advancing Green Skills in London.

BusinessLDN Engagement Summary

- Attended, facilitated, or engaged with **35 industry meetings and events** with attendees across business, providers, and London government
- **Held the London Employment and Skills Summit at the Guildhall**, with over 200 attendees from both employers and providers. A range of speakers across several panels on London's priority sectors addressed the Summit, including: Jacqui Smith, The Rt Hon Baroness Smith of Malvern, Minister for Skills, Department for Education, and Mete Coban MBE, Deputy Mayor for Environment and Energy, the Greater London Authority.
- Surveyed over 1,200 business leaders and HR managers on the LSIP and the wider workforce, skills, and recruitment landscape in London.
- Since July 2024, BusinessLDN has sent out four **Skilling London newsletters to over 1,150 contacts, with 55% open rate on average and 10% click rate**, compared with to a 6% industry average. **Awareness raising** through consistent media activity, promotional videos, podcasts, and social updates.

This engagement activity helped raise awareness of the LSIP, foster action through improved relationships, and increased collaboration across the sector.

Ongoing Positive Outputs and Impact

Matching skills supply to employer demand

In the second year of the LSIP, we are beginning to see more evidence to support the initial indications reported last year of improvements to skills and labour matching driven by the LSIP actions. In 2024, a significant majority of providers (86%) already reported a positive impact on meeting employers' skills needs and getting more Londoners into jobs. **This proportion has grown, with almost all providers (94%) in 2025 reporting a positive impact: an increase from 86% in 2024.** Providers were also considered to be **more aware of employers' skills needs due to the LSIP (94%)**

agree in 2025, compared with 80% in 2024) and reported to be **delivering more courses aligned with employers' needs (94% agree in 2025; 80% in 2024).**¹⁴

In the 2025 provider survey, respondents were asked to identify the biggest success of skills provision over the last twelve months. Among providers, **83% highlighted new learner facilities as the biggest success of the last 12 months**, evidencing the benefits of some of the capital investments made via LSIF funding. A further **50% cited new courses**, and **improved employer engagement was also reported by 50%.**¹⁵

Collaboration

As the impact of the LSIP has filtered through, the 2025 London Business Leader Survey points to a degree of variation in employer-provider collaboration across provider types. This survey showed that across FE colleges and universities, levels of collaboration have remained broadly consistent with those reported in 2024.¹⁶ This is still higher than pre-LSIP levels of engagement, and some colleges have reported an increase in the number of employer boards and similar initiatives established in the 2024/25 academic year.¹⁷ However, there has been a **sizeable increase in the number of employers working with independent training providers, up by 7 percentage points to 42% of respondents.** There has also been a **continued increase in the number of employers reporting that they are delivering apprenticeships, up 4 percentage points to 34%, and T-levels, up 5 percentage points to 26%.**¹⁸

In 2025, providers reported an average of 7 employer partnerships or interactions over the past 12 months, significantly more than the 4.3 in 2024. In addition, of those surveyed, **89% reported partnering with employers to support co-design of provision or placements in response to the LSIP over the last twelve months, making it one of the top two approaches taken to delivering the LSIP.** The other top priority was the creation of new courses (89%). The structure and incentives for collaboration provided by the LSIP are key elements driving its success. Many of those we interviewed highlighted examples of collaboration put in place since the LSIP's inception and the importance of shared practice and collaboration among providers. Engagement with employers was considered essential to informing and validating curriculum decisions, and ensuring they reflected the needs of industry. The case study annex includes further details, but indicative examples include:

- The Fashion Employer Residency programme established between Big Creative Education and MoMA Hilo, providing free studio space for the brand and allowing students to learn about the business aspects of fashion.
- The North West London Health Care Partnership formed between United Colleges Group (UCG), West London College, and Harrow, Richmond & Uxbridge Colleges (HRUC), funded by the London Mayor's Skills Academies programme, and aiming to shape the curriculum and optimise opportunities for students.
- West London Retail Skills Hub in Westfield London and a logistics hub at West Thames College, both of which have been successfully connecting students with industry.
- Barking and Dagenham College has led an impactful initiative in response to the LSIP priorities by developing and expanding inter-college

skills competitions across key sectors such as construction, digital, and health. These competitions are strategically aligned with the LSIP's focus on embedding transferable, digital, and green skills into practical learning, driving employer engagement and supporting labour market inclusion.

Sub-regional collaboration and delivery

In addition to progress at the pan-London level, we are seeing similar success at the sub-regional level - SRPs have also leveraged the LSIP to improve collaboration and aid delivery. Central London Forward, for example, is engaged with Bridge, a collaborative partnership of 16 educational institutions from across London focused on projects improving green and digital skills provision to align with the Central London LSIP. The partnership received £6.7m between November 2023 and March 2025 through the DfE Local Skills Improvement Fund (LSIF) and has achieved 59 new courses, 800+ learner starts on new courses, 4,000+ learners using new facilities / equipment, 33 employers co-developing provision and importantly, an £800k return on investment delivered by January 2025.

The West London Alliance sub-regional partnership created the NWL Health, Care and Life Sciences Workforce Development Forum to act as a driving force behind collaboration in these sectors. It has facilitated face to face events focusing both on collaborative curriculum development between colleges, and employers leveraging the NWL Integrated Care Board "I am ready" document to align with industry needs. South London Partnership boroughs have expanded Green Skills provision through the Retrofit Skills Centre, offering career pathways, training resources, employer connections, and job listings. This includes webinars and the Retrofit Careers House digital tool. In Local London, BLOQs, an open-access maker space and pay-as-you-go factory, delivers hands-on workshops and expert-led sessions and are now seeking accreditation to expand their offer and help close skills gaps in manufacturing, fabrication, and the creative industries. This model strongly supports LSIP priorities by delivering flexible, employer informed training that responds to real industry needs.

Collaboration has been leveraged not only in the form of coordinating programmes and funding efforts, but also for sharing of existing best practice. Central London Forward coordinates a Skills Officer Group (SKOG) which provides a regular forum for sharing best practice from skills programmes being delivered across CLF's member boroughs. The group also provides the opportunity to pool resources across boroughs.

SRPs have also engaged with the LSIP through provider-employer collaboration, for example West London Alliance, in collaboration with Skills Builder Partnership and Spark!, have delivered a lunch and learn webinar to support employers in improving their understanding of the skills system and articulating the benefits to employer engagement with the aim of improving labour market inclusion. South London Partnership have engaged over 100 new employers and 6700 Londoners in green training. Over 400 residents have transitioned to green sector employment, apprenticeships, or work placements. (See [page 22](#) for further information on sub-regional activity.)

Inclusion

There has been a consistent improvement in employer responses on recruiting diverse candidates. **Almost two-thirds (64%) of employers felt their workforce reflected**

the diversity of their communities – an increase of 10 percentage points. This increase reflects the increased steps employers are taking to recruit a diverse workforce. To help drive this, there has also been an increase in the number of employers using: **community outreach efforts by 9 percentage points to 47%; specialist recruiters and recruitment events by 12 percentage points to 46%; and more diverse talent identification and recruitment approaches by 13 percentage points to 46%.**¹⁹

While employers are improving the diversity of their workforce, providers are also striving to improve the diversity and inclusion of learners studying their training provision. There has been a small increase since the LSIP's publication in the percentage of learners from minoritised groups reported by those surveyed, from 61% to 63%.²⁰ However, there remain barriers to improving provision for minoritised groups. These include:

- Facing competition from other providers against the backdrop of challenged resources.
- The shortage of funding for adult education.
- Challenges around how to monitor the diversity and inclusion of apprenticeships.

Part of improving diversity is improving the accessibility of training provision, and the providers we surveyed are also reporting results in this element. Of providers surveyed, **59% had increased the flexibility of their training provision in the last 12 months** – one of the key LSIP actions – with a majority reporting the introduction of flexible hours (55%). More modular Adult Skills Fund programmes (46%) and skills bootcamps, virtual and hybrid provisions (27%) were the two other main ways providers introduced more flexibility.²¹

The Local Skills Improvement Fund (LSIF) is Increasing Investment

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

- Provide investment in new facilities and equipment.
- Fund the development and delivery of new courses and curricula.
- Support excellence in college leadership, governance, and teaching to create a sustainable approach to addressing local skills needs, particularly at levels 3–5.²²

Some providers we consulted highlighted that LSIF funding had been an important catalyst for enabling them to take action to implement the LSIP's priorities. Indeed, one provider we spoke to explained that without LSIF funding, the LSIP would have struggled to achieve many of its original objectives.²³ For example, collaboration and partnership building, including many employer awareness events and revenue-based projects, have been facilitated through LSIF funding. In addition, LSIF funding played a

vital role in providing the necessary financial support to implement key projects, initiatives, and infrastructure that allowed colleges to provide courses aligned with the LSIP priority areas. A clear example of this is the Capital City College Group's Wind Turbine Training Centre in Enfield – the only one of its kind in London – that was established as a direct result of LSIF funding and directly led to the creation of an Entry to Wind Power Skills Bootcamp.

However, the uncertainty around the future of the LSIF and the lack of a replacement in terms of funding incentives were repeatedly cited as a challenge to the continued success of the LSIP. Both our interviews and the provider survey highlighted the challenge of incentivising under-resourced providers to dedicate time and resources to working together to solve industry-wide challenges without the dedicated capital and revenue funding provided by the LSIF. The wider short-term nature of funding was also highlighted as a challenge through the interview process, emphasising that timeframes for investing in courses or facilities are longer than those allowed by short-term funding windows.²⁴ Moreover, much of the LSIF-funded provision and infrastructure will have only been operable for at most six months, providing limited time to observe demonstrable change.

There was a call for a mechanism to maintain the momentum and incentives structure of the LSIF, building it into the developing new skills system, but also an awareness that funding for such a body/mechanism is not currently available. It must also be noted that providers considered ways to flex their mainstream funding to meet the needs of the LSIP, for example through 16-19 formula funding, the adult skills fund, T-Levels, Bootcamps, and apprenticeships.

Responses to the LSIP

Providers have responded to the LSIP in a variety of ways over the last two years, delivering its goals through new courses, capital investment, improved collaboration, and more.

Our survey of London providers reported a significant majority having taken key actions to deliver the LSIP in the last 12 months. As already highlighted, 89% of those surveyed created new courses to deliver the LSIP (increased from 76% in 2024), and 89% partnered with employers to support co-design of provision, work placements, and careers advice (increased from 85% in 2024). In addition:

- 61% made partnerships with third-party organisations (an increase from 43% in 2024).
- 78% invested in equipment aligned with LSIP priorities using LSIF funding (increased from 76% in 2024).
- 67% invested in equipment aligned with LSIP priorities using non-LSIF funding (increased from 38% in 2024).

The most direct responses to the LSIP discussed with stakeholders were mostly centred around the impact of the LSIP on course content. For example, Big Creative Education highlighted how the LSIP has influenced their curriculum by driving a focus on production and backstage roles, and how this was leading to students transitioning into related fields, such as music production students going into electrical engineering.

At the HE level, it was highlighted that universities are focusing on filling skills gaps by setting up new departments based on local needs, such as the Built Environment and Nursing departments at London Metropolitan University, which were established following direct communication with local businesses and local NHS hospitals to understand their needs and create relevant courses.

The clear communication of priority sectors and areas with job shortages was highlighted as one of the main successes of the LSIP. This clarity has helped focus provider efforts on addressing the skills and roles most in demand. As part of this, the continued importance of and demand for transferable skills was highlighted, particularly for sectors such as creative or hospitality, as they can provide a route into alternative career paths. This clarity of approach was also described as essential for digital skills, where the speed of change in the sector requires up-to-date information on what skills are demanded by industry.

Many providers also made investments in facilities and/or equipment in response to the LSIP's aims. Examples include:

- Simulation suites set up to create a realistic, immersive experience (including the ability to smell what is happening) for healthcare students, helping them to understand the realities of healthcare professions. West London College developed a physio suite, whereas Harrow, Richmond & Uxbridge Colleges (HRUC) created an augmented reality (AR) cabin.
- As part of a broader collaboration to address skills priorities in green skills, Newham College led a rollout of green skills facilities, varying according to the offering and specialisms of their partners, to reduce duplication.
- Rollout of digital immersive learning suites was completed across all individual providers within the London South East Colleges Group, with identical digitally linked suites installed in FE colleges. This standardisation aimed to facilitate better collaboration and connectivity across the network.

In interviews, many providers have made strides to provide courses aligned with the LSIP priorities. However, the implementation and take-up of this has been mixed. As one provider explained, shifting towards courses in future-facing industries and sectors that align with the LSIP's priorities, such as those providing green skills, was a potential risk in some cases, as it would require a shift away from the provision of popular courses that are not necessarily aligned with the LSIP. This provider explained that take-up of some provision in this space, such as retrofit Skills Bootcamps, has taken time to build momentum.²⁵ Overall, providers reported a 12-percentage-point increase in the proportion of their courses that are aligned with LSIP priority sectors since the publication of the LSIP, in part because of these changes to provision.²⁶

Providers are increasing provision in key skills areas identified in the LSIP, namely 88% reporting an increase in the provision of transferable skills training over the last 12 months, 71% reporting an increase in the provision of essential digital skills (24% reporting a significant increase) and, on average, 27 carbon literacy or green skills courses have been incorporated into FE training provision over the last twelve months.

Some specific skills areas identified in the LSIP as priorities have also seen improvements in provision:

- In **digital skills**, 60% reported increased provision for Not Elsewhere Classified (NEC) information technology professionals.
 - Other areas also saw increases, such as web design professionals (47%), coding languages (44%), and data analyst roles (38%).
- **Green skills** saw similar increases in provision, with plumbers, heating and ventilating installers, and green tech skills seeing the biggest growth, with 63% reporting an increase in provision.
 - Increased provision was also reported for heat pump engineers (50%), carpenters and joiners (44%), carbon and sustainability managers with carbon literacy skills (41%), green electrical engineering (38%), and heritage retrofit, including electricians and electrical fitters (31%).
- Growth in provision in **built environment** occurred mainly for electricians and electrical fitters and plumbers, heating and ventilating installers (63%).
 - Provision increased for electrical engineers, carpenters, and joiners (44%).
 - Other areas saw less significant reporting of increased provision, with no increase reported for scaffolders, production managers, or directors in construction.
 - Only 6% reported increased provision for construction project managers and related professionals, and for civil engineers and architects.
- In the **creative** sector, some roles saw significant reporting of increased provision, notably game development, which saw 69% reporting an increase.
 - Other areas where around half reported increased provision are backstage roles (56%), information technology professionals within a creative context (50%), and photographers, audio-visual and broadcasting equipment operators (44%).
 - Provision for arts officers, producers, directors, and journalists, and reports and broader skills trades, such as carpenters or joiners, saw a smaller minority reporting an increase.
- A majority of those surveyed (56%) reported increased provision for care workers in the **health sector**.
 - But aside from that, only a third reported increased provision for nursing, and less for data analysts (19%) and paramedics, back-office roles, and medical radiographers.
- **Hospitality** is the area that saw the smallest proportion of providers reporting an increase in provision – only 44% reported increased provision for chefs, and this was the highest.
 - Other skilled jobs within the hospitality sector– such as baristas, bar and catering supervisors, and bar staff – only saw a fifth reporting increased provision.
 - However, it is worth noting that a significant proportion of the providers surveyed did not offer courses in this area.

Ongoing Barriers to Delivering the LSIP

Through our stakeholder engagement, providers identified the barriers they perceived to successfully delivering the LSIP. In our survey of London providers, a wide range of barriers were identified as outlined in Table 1.

Table 1: Reported barriers to successful LSIP delivery reported by providers in the BusinessLDN Survey of London FE and training providers

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

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

- The one challenge highlighted to us across all the interviews conducted was that of LSIF uncertainty. There was a concern that continuing and building momentum around the excellent work that has been done so far was at risk of being lost without funding.
 - A specific element of this is the long-term nature of education and training planning, making short-term funding cycles difficult to work with.
- Where new, innovative approaches were introduced as part of the LSIP – for example, with the immersive learning suites – there was a challenge around varying capability levels across providers to deliver these, with some more tech-ready than others. In addition, time is needed to allow tutors to receive training to use these new technologies and facilities, as well as develop curriculum materials and new ways of teaching.
- As identified in the previous LSIP report, staff skill shortages continue to pose a challenge to recruitment and provision of certain skills, particularly those whose skillsets are in strong demand or highly paid in industry, such as digital or green skills.
- The slow process of implementing new qualifications and accreditations against the backdrop of fast-moving technology, most notably Artificial Intelligence (AI),

was raised as a major challenge to curricula development – and aligning curricula with employers' needs specifically.

- Universities interviewed cited insufficient targeting of the LSIP toward HE, creating difficulty in meeting their goals, especially given their very limited eligibility for funding.
 - Within this, there was a perception among providers that the skills focus was primarily aimed at learners up to age 16 and that more could be done to integrate post-16 skills provision. The LSIP should place greater emphasis on higher-level skills and vocational training provided by universities.
 - There was some emphasis on the potential missed opportunities by not bringing universities, especially post-1992 universities, into the core of the LSIP, given their background and expertise in vocational education and training.

Barriers also exist for employers, with **just 10% of employers reporting they do not face any barriers to engaging with training for staff** in the 2025 employer survey. The biggest barrier for employers remains the cost of training, highlighted by 52% of employers – the same percentage as in 2024. The 2024 progress report suggested that there were signs of an improvement in employer perceptions and awareness of local training courses meeting local needs. However, the 2025 employer survey has seen a notable increase in the number of employers identifying the relevance or quality of local training courses as a barrier to engagement in staff training – at 43%, an increase of 7 percentage points on 2024.²⁷ This is broadly in line with the pre-LSIP number of employers noting the relevance or quality of local training courses as a barrier to engagement in staff training (40%). This suggests that more could be done to ensure there is a consistent feeling amongst employers that courses are of the best quality and relevant for their needs. This includes how courses are provided and marketed, with over half of employers (54%) calling for more availability of online training courses to improve the skills of their workforce.

Impacts on Outcomes

Working with Lightcast, a global leader in labour market analytics, and analysts at the GLA, we have produced analysis for this year, which allows us to track the labour market and skill system response to the LSIP in relation to our priority skills needs.

Overall, the data suggests that apprenticeships have gradually aligned with the priority skills needs identified in the LSIP. It is likely that this is partly because of the activities taken by employers and providers described in the previous sections. However, data from FE courses suggests a more mixed picture, possibly due to some of the issues identified in the qualitative research. At the same time, there has been a significant change in the wider context with a tighter labour market, as employer demand for labour has fallen.

The data analysis captures:

- **The supply side** – To what extent has London's skills provision aligned itself with the priority skills needs of the LSIP?
- **The demand side** – How has employer demand for skills changed?

For each element of the analysis, we have tracked the above against the Standard Occupational Classification (SOC) codes we identified for our priority skills needs.

Supply Side

Starting from the four-digit Standard Occupational Classification (SOC) codes that were identified as priority occupations in the original LSIP, Lightcast has identified apprenticeship standards that act as routes to these occupations. From their analysis, we can see that in the academic year 2023/24 – the last full academic year for which we have data – there was a general increase in the number of apprenticeship achievements linked to our priority skills needs.

Out of 54 apprenticeship standards identified, we found:

- Thirty-nine (72%) of these standards experienced an increase in the number of achievements in the academic year 2023/24 in comparison with 2022/23.
- In this same period, overall apprenticeship achievements increased by 10.7% in London.²⁸ Thirty-three standards (61%) outperformed this baseline.
- Overall, there was a 38% increase in apprenticeship achievements related to priority skills needs identified by the LSIP. Some of the biggest increases identified were for standards in the digital sector and for health and social care, which can be found in Table 2 below.

Table 2: Significant apprenticeship achievement increases in standards linked to the priority occupations in London.

Apprenticeship standard	Achievements 2022/23	Achievements 2023/24	Percentage increase year-on-year
Data analyst	547	614	12%
Data technician	222	566	155%
Information communications technician	106	305	188%
Registered nurse degree (NMC 2018)	148	211	43%
Paramedic	43	88	105%

Source: Lightcast analysis of Skills England/IfATE data

Lightcast carried out a similar analysis, mapping the SOC codes to FE courses and looking at enrolments in these courses in London, grouping these courses by Sector Subject Area (SSA2) Level 2. The analysis found that:

- Out of 48 Sector Subject Areas (SSAs) identified for Built Environment, 26 (54%) have an increase in enrolments compared to the previous year.

- Out of 57 SSAs identified for Creative, 26 (46%) have an increase in enrolments year-on-year.
- Out of 37 SSAs identified for Digital, 15 (41%) have an increase in enrolments year-on-year.
- Out of 41 SSAs identified for Green Skills, 25 (61%) have an increase in enrolments year-on-year.
- Out of 55 SSAs identified for H&SC, 32 (58%) have an increase in enrolments year-on-year.
- Out of 7 SSAs for Hospitality, 5 (71%) have an increase in enrolments year-on-year.

Some of the Sector Subject Areas with the biggest increase in enrolments are captured in Table 3 below:

Table 3: Sector Subject Areas with significant increases in enrolments

Subject Sector Area (Level 2) (SSAs)	Level	Volume of enrolments, 23-24	Volume of enrolments 22-23	Number increase	Percentage increase
ICT Practitioners	2	7608	5345	2263	42%
Crafts, Creative Arts and Design	E - Entry	5363	4184	1179	28%
Hospitality and Catering	2	3556	2532	1024	40%
Building and Construction	1	9090	8127	963	12%
ICT Practitioners	4	4272	3580	692	19%
Performing Arts	E - Entry	4245	3663	582	16%
Business Management	5	4787	4342	445	10%
Building and Construction	3	5433	4997	436	9%
ICT for Users	3	904	504	400	79%
ICT Practitioners	5	436	49	387	790%

Demand Side

Using Lightcast job postings data, we can see which occupations in the priority sectors and cross-cutting themes are the most in demand among employers from September 2023 to August 2024, and how these have changed since 2022/23. Reflecting the overall tightening of the labour market over the past year, we can see that demand for most of the occupations identified in the LSIP has fallen, with the number of unique postings falling from 1,740,000 to 1,410,000: a 19% fall.

Some of the largest falls in demand were for digital occupations, such as programmers and software development professionals, where vacancies fell from 92,895 to 50,211, a fall of 46%. Table 4 captures the most significant decreases in demand.

Table 4: Changes in demand for occupations – largest falls in demand

SOC Occupation name	Unique postings (Sep 2023– Aug 2024)	Unique postings (Sep 2022– Aug 2023)	Percentage fall in vacancies
Web Design Professionals	3,258	6,113	47%
Programmers and Software Development Professionals	50,211	92,895	46%
IT User Support Technicians	6,630	11,461	42%
Database Administrators and Web Content Technicians	9,337	15,315	39%
IT Operations Technicians	6,807	10,837	37%
Plasterers	590	935	37%
Paramedics	209	325	36%
Medical Radiographers	153	223	31%
Other Registered Nursing Professionals	12,900	18,625	31%
Registered Mental Health Nurses	1,183	1,677	29%
Data Analysts	10,681	15,104	29%
Carpenters and Joiners	3,367	4,703	28%
Care Workers and Home Carers	10,924	15,227	28%
Registered Specialist Nurses	3,741	5,026	26%

Source: Lightcast

It is hard to determine the precise reasons for the fall in employer demand in these areas. It could be due to several reasons: employers increasingly filling their skills shortages helped by the positive impact of the LSIP on the supply side; employer demand changing to different needs; or the wider economic conditions dampening

overall demand. It is likely to be a combination of all three, but this underlines that it is easier to see the impact of the LSIP on the supply side rather than the demand side, especially given the lag and reliability challenges of available labour market data.

SRP Highlights

In Phase 1 of the LSIP, the four SRPs developed their own sub-regional LSIPs, and the full progress updates on these will be published in conjunction with this pan-London report on our LSIP microsite, which is available [here](#). A snapshot of their work follows below.

Central London Forward (CLF)

Key updates

CLF have continued to drive improvements in their five priority sectors, as well as supporting the transition to net zero and tackling labour market inequality.

New government policies are driving shifts in the skills landscape, introducing new services and programmes as well as shifting priorities. CLF will be directly involved in the delivery of the Youth Guarantee Trailblazers and Connect To

Key Actions

- Facilitated collaboration through a network of groups bringing key stakeholders together to share best practice, discuss new strategies, and build consensus for policy positions:
 - The Skills Officer Group has provided opportunities to promote shared resources, such as the 'Skyline Skills Hub' online resource.
 - The Construction Skills Group enables CLF boroughs to align Section 106 practices and explore apprenticeship migration between councils.
 - The Employment and Skills Board has provided a valuable opportunity to scrutinise national and regional strategy and streamline engagement and policy positions.
- Careers Hub Central London has worked with over 200 educational institutions in the central London area and hosted career events; some aimed at neurodiverse and SEND students.
- Invested in cutting-edge provision through LSIF, including bringing together 15 EF providers, delivering 50 new courses with over 1000

Local London (LL)

Key updates

In response to the London Growth Plan, as well as feedback from business leaders, Local London is in the process of refreshing the organisational vision as part of a process of reflection on the role of Local London and where activity should be focused to support the sub-region in delivering key national and regional commitments.

In line with the refreshed vision, Local London will develop an enhanced employer offer and an updated business interest form. A comprehensive employer engagement strategy to strengthen partnerships with business will also be developed.

Other policy drivers which Local London is taking into consideration include the English Devolution White Paper and how London's sub-regions will work with other public sub-regions, such as the Jobcentre Plus or the police.

As the fastest-growing part of the capital with a growing population and space to develop, the prioritisation of growth provides the sub region with significant opportunities.

Key Actions

- The LL Careers Hub (LLCH) recently launched the Future Skills Partnership, which brings together a diverse group of training providers to strengthen ties between industry and education.
- Facilitated significant engagement opportunities across the 5 priority sectors, with 145 engagements, of which 43 were focused on employers, covering a total of more than 2,500 employees.
- Developing a strategy with Make UK in collaboration with LL Careers Hub East to integrate manufacturing career pathways into the education system more effectively.
- The 50 Forward campaign providing careers advice to over 50s reached nearly 510,000 residents in Redbridge and Havering.
- 21 state-of-the-art digital immersive labs installed across the sub region to enhance teaching and resource sharing.
- Improved the average Gatsby benchmark achievement from 4.9 to 5.4, meaning that on average schools and colleges are implementing close to 6 out of 8 benchmarks, and improving.

Next steps

Several potential activities to take forward ahead of starting work on the refreshed LSIP in the autumn.

- Sector-focused employer engagement breakfasts hosted by local providers.
- Further events connecting frontline advisors with employers.
- Follow-up webinars building on the success of the SWAPS webinar in Feb.
- Considering themed roundtables to address specific LSIP priorities.
- Manufacturing roundtable to bring together what more could be done to bridge the skills gap.

South London Partnership (SLP)

Key updates

The change in strategic context from the new government and the new policy directives of the London Growth Plan, Inclusive Talent Strategy, and Work, Health and Skills plans are a moment of opportunity for South London stakeholders to shape the future of skills provision.

In spring 2025, SLP launched the South London Growth Ambitions Statement, providing a clear narrative of the unique strengths and opportunities of South London within the context of the London Growth Plan and current UK national economic and industrial policy.

It highlights ambitions relating to the Skills England priority growth sectors of creative, digital and technology, and life sciences, as well as pulling in the LSIP focus on mayoral priorities of health and social care, and construction and the built environment. It frames a clear set of shared ambitions for South London to realise inclusive, sustainable growth across the sub-region to 2035, set across three integrated investment themes – places, infrastructure, and people.

Key Actions

- Created LSIP construction, built environment, and green skills provision, securing additional funding to progress retrofit skills and forging new employer relationships.
- Delivered 12 programmes, including supporting care leavers into nursing and social care roles, supported work placements, community upskilling, SWL apprenticeship hub, occupational health workforce, nursing associate apprenticeships, and targeting difficult-to-recruit roles through SWL Integrated Care Partnership funding.
- Developed specialist skills provision and improved facilities in further education, utilising £15 million of LSIF funding.
- Developed robust governance structures to oversee delivery of the LSIP and influence skills and employment strategy in South London.
- 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.

Next steps

- 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.
- A deeper analysis of activity on developing the further education workforce based on new and emerging technologies and innovation.
- Understanding to changing skills needs of employers in preparation for the revision of the LSIP in 2026.

West London Alliance (WLA)

Key updates

Research from Oxford Economics has highlighted West London as a key critical economic hub with the potential to play a significant role in driving future UK economic growth.

The London Growth Plan incorporates strategies in which West London will have a central role, including the City Hall's approach to delivering skills, which incorporates a Youth Guarantee Programme, development of an Inclusive Talent Strategy, and changes the way London commissions adult education.

Four of the identified priority sectors for West London align with the Skills England growth sectors (creative, digital, construction, and health and social care).

Energy supply constraints remain a key focus within West London, slowing down investment, and impacting housing, and industrial development in the area.

Key Actions

- The three biggest successes identified by surveyed providers are the increase in employer engagement, improvement in aligning objectives between providers and employers, and enhancement of learner facilities.
- Providers have strategically planned LSIF investment to provide sector-focused facilities in some priority sectors (transport and logistics, retail, creative, food and drink manufacturing).
- Creation of the Logistics Skills and Careers Hub at West Thames College following the recommendations of a feasibility study.
- 10 newly refurbished facilities in the creative sector supporting students to develop the skills they need to enter it.
- Initial development of a Food and Drink Manufacturing Hub by West London Business.
- Food and Drink Innovation and Skills Hub developed by the West London Institute of Technology in collaboration with HRUC, Brunel, and the University of West London.

Next steps

- No significant changes to existing actions set out in the original WLA LSIP.
- Discussions are taking place on how to implement greater modular pathways for transferring learning from further education to higher education institutions in the sub-region.
- Removing barriers to aligning education to employer needs will be a key focus for the next 6 months.
- Ensuring the GLA Wave 6 Bootcamp programmes are meticulously aligned with the specific priorities of West London skills stakeholders;
- Emphasis on the employer voice will continue to be central to activity.

5. What Still Needs to be Achieved?

Building on the successes of the first phase of the LSIP, the focus will shift to ongoing implementation and the process of developing the new plan in line with the Mayor's London Growth Plan and wider changes to the London skills system and labour market, including shifts in the skills gaps and jobs shortages prevalent within the London Labour market.

Formalised joint working between BusinessLDN and the GLA to deliver this new LSIP will begin from autumn 2025, and this will align with both the London Growth Plan and Inclusive Talent Strategy. Evolving the plan will mean a renewed focus on key areas, including green and digital skills, and particularly fast-moving elements such as AI and other advanced digital skills.²⁹ The plan will also explore other emerging areas of skills needs as technology and market demands continue to shift. Maintaining the powerful impact of collaboration, coordination and inclusion of employers' voices will also be crucial to building on achievements to date.

The LSIP remains a valuable tool for providers to meet employer skills needs and the business-led approach will be integral for the UK Government and Skills England in driving forward their mission-based approach to growth via the Industrial Strategy and the Post-16 Skills Strategy.

ANNEX 1: LSIP ROADMAP TRACKER

Priority	Action/ Activity/Milestone	Partners involved (detail roles and responsibilities)	Timescale (start and likely end dates, original and any revisions)	Method of implementation and outcomes expected	Monitoring arrangements (how progress is monitored and at what intervals)	Progress Status
Meeting London’s skills needs – a set of actions for how the skills system needs to change and barriers can be removed to meet the skills needs identified in the LSIP						
Embed transferable skills as a core part of training provision funded by London’s Adult Skills Fund (ASF) and associated programmes.	<p>The Greater London Authority (GLA) has published research into the provision of transferable skills through the ASF. This was published on the London Datastore in September 2024 [available here].</p> <p>One of the key cross-cutting themes running through the findings of this research was employer collaboration, and the co-designing of courses and training with businesses to make them applicable to the modern world. The key findings highlight that it has been constrained by a skills system that has insufficient adult education funding flexibility to support wraparound services.</p> <p>Our Inclusive Talent Strategy (ITS) will be London’s workforce plan to create the pipeline of talent for</p>	GLA lead due to ASF component	Medium-term	Change in GLA policy on the ASF, and, resulting from this, an increase in ASF-funded course completions with a transferable skills component	ASF course data	On track

	<p>growth and to support marginalised Londoners into good work.</p> <p>The ITS will outline the GLA's ambition to change the way London commissions adult education, working with government to transition from the learner-led model of today to the employer-led model of the future. We will support providers to transition to this new system. This will be achieved through aligning various careers and employment-support funding streams (such as ASF and Growth and Skills Levy) into a single, coordinated programme that responds to London's specific needs.</p> <p>As part of the Mayor's Inclusive Talent Strategy, due in autumn 2025, there will be further detail on policy changes related to transferable skills.</p>					
<p>Include a form of carbon literacy or green skills in training courses funded by London's Adult Skills Fund (ASF) and associated programmes as standard, similar to British Values.</p>	<p>Evidence of providers introducing forms of carbon literacy but not systematically across providers. GLA is considering cost-effective options for growing the uptake of carbon-literacy courses. Modules are available, but would be too costly for GLA to fund for all ASF learners within existing budgets.</p> <p>As part of the ongoing update, GLA Provider Managers have raised a</p>	<p>GLA lead due to ASF component, providers</p>	<p>Short-term</p>	<p>Change in GLA policy on the ASF, and, resulting from this, an increase in overall green skills courses, including those with a carbon-literacy component</p>	<p>ASF course data</p>	<p>Progress underway</p>

	<p>query regarding the specific skills being offered by providers in relation to carbon literacy and green skills. They are seeking to understand the range and depth of training and development opportunities available in these areas, as well as how these skills are being integrated into current offerings. This information will assist in aligning our programmes with the growing demand for sustainable practices and environmental awareness within the industry.</p>					
<p>Galvanise more employer/educator co-design of digital skills provision, including embedding industry-standard curricula and certification in FE and HE courses, especially in areas with fast-moving, cutting-edge technology. Support employer engagement by establishing a London Digital Skills Partnership, based on the model used elsewhere in England. This would build on the work of the Mayoral Digital Academy Hub.</p>	<p>Business LDN completed a deep dive into advanced digital skills (ADS) carried out by WPI Economics. This sets out a series of steps for partners and stakeholders across the capital to address advanced digital skills needs, including the development of a London ADS Talent programme.</p> <p>The GLA is currently exploring sector-specific approaches to ensure that skills provision is driven by employer needs. As part of this effort, the digital sector has been identified as a priority area. The GLA will also take into account the findings of the Advanced Digital Skills Report to inform its approach. As part of this, GLA has commissioned the Work</p>	<p>GLA, ERBs, training providers</p>	<p>Medium-term</p>	<p>Number of employer-educator partnerships with a focus on co-designed provision</p>	<p>Employer and provider surveys</p>	<p>Progress underway</p>

	<p>Foundation to explore models of employer/provider co-design and co-investment of skills provision.</p> <p>In addition, as part of exploration of phase 2 of the MSA programme, the GLA in partnership with Bloomberg Associates convened a listening session with London's digital employers about the skills challenges they face and how they can help to influence the skills system. These conversations will continue in the new year.</p> <p>The Inclusive Talent Strategy will also look to address enduring employer ADS shortages.</p>					
<p>Drive better borough collaboration on vacancies, recruitment, and apprenticeships.</p> <p>This is to include joint promotional campaigns and support programmes, working together on local labour agreements through the Section 106 process, and sharing resources to expand reach.</p>	<p>The Skills for a Sustainable Skyline Taskforce is exploring this work, informed by contributions from BusinessLDN and the SRPs.</p> <p>BusinessLDN is supporting CLF and the Skills for a Sustainable Skyline Taskforce, which are piloting a cross-borough partnership approach to Section 106 agreements, working with the property development and construction sectors.</p> <p>This will focus on a small number of apprenticeship completions across multiple sites in the first year as a test case. In December 2024, they launched the Skyline Skills</p>	GLA, London boroughs, SRPs, London Councils	Long-term	<p>Establishment of campaigns and programmes, volumes of apprentices using them</p> <p>Establishment of a pilot and associated campaigning literature</p> <p>Outreach to boroughs and construction and property sector in CLF boroughs</p>	Data collection from boroughs CLF updates to BusinessLDN. BusinessLDN represented on Skills for a Sustainable Skyline Taskforce	On track

	<p>Hub, a collaboration of over 350 organisations from across the built environment. The Hub is run by industry experts who continually review and update the Hub so that our messages and resources remain fresh and relevant.</p> <p>WLA working with boroughs and the West London Construction Employers Board to improve the uptake of opportunities through Section 106.</p>					
<p>The business community and educators to jointly develop a fresh model for Training the Trainer to ensure teachers keep pace with changing employer skills requirements, including focusing on the main skills gaps and identifying ways to “programmatised” existing examples of good practice. Model to include workforce exchange programmes and co-design of training.</p>	<p>Some providers are using the LSIF to fund Train-the-Trainer programmes, such as Local London’s Train the Green Trainer course. Additional LSIF funding was recently made available for Training the Trainer in the construction sector.</p> <p>West London colleges connecting with the Thames Valley area to learn from their programme, details here.</p> <p>UK Government announced a £600 million investment to train up to 60,000 more skilled construction workers in March 2025.</p>	ERBs, training providers, sector bodies	Short-term	The number of businesses and educational organisations using this model has increased and is reflected in an increased number of workforce exchange programmes and employer-provider co-designed provision	Survey collection from providers	Progress underway
<p>Support the scaling-up of the Skills Builder Framework in London so that it becomes the primary route for education and business to help build transferable skills in Londoners</p>	<p>Stakeholder promotion of Skills Builder by BusinessLDN, including a dedicated webinar on 18 January 2024 with employers and providers.</p>	ERBs, training providers, GLA	Long-term	Adoption of skills-builder courses by providers	Survey collection from providers	On track

and standards across apprenticeships nationally.	<p>45 employers in London are working in partnership with Skills Builder in 24/25, alongside 21 organisational and membership bodies for businesses. BusinessLDN was directly involved in the Employer Advisory Group this year, which played a crucial role in helping Skills Builder make meaningful updates to the Universal Framework, with the second version formally launching in August 2025.</p> <p>The GLA has supported the scale-up of the Skills Builder Framework through targeted programmes that help young Londoners develop essential skills for life and work. Most recently, the GLA's Violence Reduction Unit (VRU) partnered with Skills Builder to train the young people on the Young People's Action Group programme. This initiative brought together a cohort of young Londoners with lived experience of violence or vulnerability to shape policy and drive change in their communities. Through tailored workshops and reflective activities, participants built critical skills such as teamwork, leadership, and speaking, supporting both their personal development and wider impact, with powerful results. All participants reported increased confidence in skills such as</p>					
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	<p>problem-solving, teamwork, leadership, and aiming high. Activities encouraged them to set personal goals, value different leadership styles, and appreciate diverse contributions within a team. Participants also developed stronger communication and critical thinking skills, with 86% reporting improved confidence in speaking.</p>					
Supporting and galvanising business action – building on the successes of the LSIP so far to engage more employers in the skills system						
<p>Introduce a 'London Recruitment and Skills Support Hub' including an IAG function, to help employers, especially SMEs, navigate the employment and skills systems, including support with apprenticeship access. This would build on the success of organisations such as the London Progression Collaboration (LPC) and work with the emerging 'Wayfinder' service being developed by London & Partners and the GLA.</p>	<p>London & Partners has launched a 'single front door' called Grow London Local for SMEs, including a skills brokerage service that launched in January 2024. In 2024, 3,808 SMEs accessed skills support via the service from 23 training providers. Most of these interactions were digital (2,113), with 1,695 taking place in person. During the same period, 66% of those accessing the skills element of the GLL service were from ethnic minority backgrounds, 55% were women, and 12% were disabled.</p> <p>The skills brokerage service has been extended for the financial year 2025/26. BusinessLDN is currently working with London & Partners to agree key outcomes.</p>	GLA, London & Partners	Medium-term	Usage data on new 'single front door' once skills component is added	Data collected	On track
<p>Promoting employment in London's priority sectors.</p> <p>Support more employers to sign</p>	<p>As of April 2025, there were 170 employers in London signed up to the Good Work Standard, up from 155 in summer 2024. BusinessLDN</p>	GLA, SRPs, and ERBs	Short- to medium-term	Promotion strategies by all bodies – higher employer	Data from applications with GWS	On track

<p>up to the Mayor's Good Work Standard (GWS), which includes a commitment to lifelong learning and paying the London Living Wage.</p> <p>Streamline and improve coordination between the various important sectoral initiatives and campaigns designed to improve the attractiveness of the London LSIP priority sectors to Londoners of all ages and backgrounds.</p> <p>Showcase businesses that are excelling in working with training providers and running robust, quality training programmes through a new digital guide. This should include employers who are successfully engaging young people through marketing and social media campaigns and at LSIP events, such as the 2025 Skills Summit.</p>	<p>has promoted the GWS among its members and is a signatory to the London Living Wage Campaign.</p> <p>The GWS and other initiatives have been promoted through a range of routes, including the Mayor's Adult Learning Awards, Love Our Colleges week, and Number Confidence week. Further case studies on what good looks like from employers will be forthcoming.</p> <p>BusinessLDN is beginning to pull together case studies and promoting best practice on the LSIP microsite and BusinessLDN's communication channels.</p> <p>The upcoming London Growth Plan and Inclusive Talent Strategy will outline key activity to support talent pipelines into London's growth sectors.</p>			<p>engagement, including with the GWS, and any employer awareness of campaigns</p>	<p>Any engagement data from sectoral campaigns and initiatives</p>	
<p>Employers reaching out to learners and communities.</p> <p>Build an employer-led network to support ongoing engagement between HR advisors/teams and college/career advisors and career hubs.</p> <p>Build a programme that enables the GLA to act as a coordinating body for work placement opportunities for young</p>	<p>The UK Shared Prosperity Fund (UKSPF) Work Experience Programme was on track to be completed by the end of March 2025. It successfully supported at-risk students and SMEs in delivering placements, but provider mobilisation delays and school hesitancy to release students posed challenges in delivering the scale desired. As such, the 4,500 placements target was revised down to 2,500. Providers were able</p>	<p>GLA, BusinessLDN, and Careers Enterprise Company</p>	<p>Short- to long-term</p>	<p>Programmes and networks up and running</p>	<p>Whether established</p> <p>Overall outcome data from GLA NEET programme</p>	<p>Progress underway</p>

<p>Londoners.</p> <p>Create a programme that enables large employers to help supply chain SMEs with community outreach and training, with lessons to be learned from the construction sector.</p>	<p>to engage with 2,806 students, and 1,182 who started the programme were able to complete the 10-hour work placements. Of those, 1,029 completed an additional 15 hours of placement. In total, the UKSPF Work Experience Programme worked with 86 SMEs.</p> <p>This programme is not continuing in FY 2025-26; the GLA is working with the Careers & Enterprise Company to increase work experience through the London Career Hubs – localised collaborations between education providers, employers, the third sector, and public sector bodies to deliver high-quality careers education for students. This programme has engaged 60 students, informing them of labour and skills market trends, and 140 education professionals and careers advisers, aligning them with LSIP priorities.</p> <p>Formal employer-led network is not in operation. BusinessLDN has plans to introduce a network in 2026, and in the meantime, has brought HR teams and colleges together via regular LSIP events.</p>					
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Delivering a skills system that is fit-for-purpose – addressing structural skills system challenges and scaling up existing good practice by employers and providers						
<p>GLA skills policy development and delivery.</p> <p>Continue to develop a more modular, flexible approach to the delivery of existing training, through ASF-funded programmes and skills bootcamps.</p> <p>Retain and expand the 10% London Recovery Flexibility in the Adult Skills Fund to support the delivery of more locally relevant and bespoke skills programmes to help more Londoners into work.</p> <p>Grow the Mayor's Skills Academies Hubs, including by committing to their long-term funding, introducing a clearer operating model, and aligning with the LSIP.</p> <p>Review the success of previous employer incentives in driving up apprenticeship numbers in London to determine how they might be reintroduced, specifically to increase the hiring of young apprentices and those from diverse backgrounds. Feed this intelligence into national government.</p>	<p>There was an increase in provision in Wave 4 of the Skills Bootcamps programme (April 2023–March 2024), which saw 3,980 Londoners supported compared with 3,230 in Wave 3 (April 2022–March 2023: the final full year pre-LSIP). Wave 5 (April 2024-March 2025) supported 3,992 learners, which is below the target of 5,800. Fuller Skills Bootcamps data will be published in May.</p> <p>Wave 5 has seen 5,599 starts, with 4,776 finished training. Completions at milestone 2 reached 2,933, with 1,263 job outcomes. Initial data suggests wave 5 has achieved a 10% increase in learner starts from the previous year.</p> <p>The GLA is doing research and evaluation of bootcamps and the flexibility in the Adult Skills Fund (ASF) to inform the next phase of these projects. This had been due for publication in summer 2024 but has been delayed.</p> <p>The current Mayor's Skills Academies hubs have been extended to March 2026, pending the development of a potential successor programme that builds</p>	GLA	Short- to medium-term	Policy changes and evidence of outcomes	N/A	On track

	<p>on the recommendations of the interim evaluation and international examples of best practice. Following the spending review, these will have the certainty provided by multi-year spending settlements. As part of the Inclusive Talent Strategy consultation, views will be sought on a proposal to establish sector-focused Employer Boards to shape inclusive talent system outcomes.</p> <p>The 10% London Recovery Flexibility in the spending of the Adult Skills Fund has been maintained.</p>					
<p>Deliver a clear map of London's skills system through the London Recruitment and Skills Support Hub, which provides accessible information on all the relevant training programmes, their target audiences, a guide to the main actors, and dynamic information on careers that could be linked to different courses.</p>	<p>The first iteration of a London Skills Map for ASF provision has been launched, and Business LDN is working with the GLA to continuously improve it.</p> <p>The Skills Provider Map URL flagged above had 32,960 clicks during the period from 1 May 2024 to 7 April 2025. During this period, the map was moved to another linked page as part of ongoing improvements to the user experience; there are, therefore, two separate URLs to take into consideration.</p> <p>The other linked page, which now contains the map (Find adult learning courses near you London</p>	GLA	Short- to medium-term	Delivery of the skills system map	Delivery of skills map and positive feedback from users	On track

	<p>City Hall), received 20,526 clicks during the same period.</p> <p>In total, this equates to 53,486 engagements across both URLs. While some users are likely to have interacted with both pages during their visit, this strong level of traffic highlights continued public demand for clear, accessible information about adult learning opportunities in London.</p> <p>This insight will inform further enhancements to the GLA's digital signposting as they continue to deliver on commitments to make skills provision easier to navigate.</p>					
Move skills funding towards more sustainable multi-year funding settlements as opposed to short-term piecemeal funding pots.	GLA is working in partnership with London Councils, SRPs, and other key stakeholders in London to make the case for multi-year settlements, including exploring options where this might be possible within existing devolved funding streams. Central government will take the ultimate decision on policy.	GLA, London Councils	Long-term	Move skills and employment funding towards more sustainable multi-year funding settlements as opposed to short-term piecemeal funding pots	GLA is working with other actors in London to drive this	Off track

Maintain the relaxed residency requirements on learner access in the Adult Skills Fund to ensure a broader range of Londoners have access to training.	GLA is committed to maintaining these requirements.	GLA	Short-term	Residency requirements on learner access in the Adult Skills Fund are maintained to ensure a broader range of Londoners have access to training	N/A	On track
Drive more sustainable engagement between business and schools/colleges, working closely with the Careers & Enterprise Company to ensure schools are promoting the priority sectors in each sub-region.	<p>SRPs, including CLF and WLA, have been engaged closely with Careers Hubs in their areas to promote alignment with the LSIP.</p> <p>BusinessLDN to run an LSIP event on improving careers provision in London in July 2024, convening employers, training providers, and careers professionals to discuss action needed to build a transformative London Careers Service.</p> <p>As part of ongoing GLA efforts to promote awareness of the Future World of Work and to support the Local Skills Improvement Plan (LSIP), they have participated in a number of outreach and engagement events. These activities have targeted both young learners and career education professionals, contributing meaningfully towards relevant stakeholder engagement metrics.</p>	GLA, CEC, ERBs	Short-term	Collaborative working with CEC and schools, and colleges engaged with business	Number of schools and colleges promoting priority sectors	On track
LSIP Course Open Data Project – take this project forward into	ODI Working Group managed by ODI and supported by Cetis LLP on	ERBs/SRPs/ training providers	Short-term	Development of a course data set	Catch-ups between	Off track

Phase 2, acting on recommendations to improve the accessibility of FE course-provision data and how it links to occupation outcomes and learner volumes.	<p>technical implementation.</p> <p>Developing a course data set standard into a Minimum Viable Product. Testing Occupation Data, which is being merged into the sample course data. WLB is scoping a fuller test of the course data set standard on all FE course data for the WLA area, and possibly also all HE courses data.</p> <p>The Open Data Project, being led by West London Business to develop an open data standard that allows the mapping of SOC codes to qualification reference has completed Stage 1. However, Stage 2 has not been completed due to not being able to find match funding, so progress on the project has stalled.</p>			standard that improves accessibility of FE course data.	BusinessLDN and West London Business	
Building an inclusive London workforce – practical steps to harness the LSIP as a vehicle for labour market inclusion						
<p>Facilitating better access to employment for underrepresented Londoners.</p> <p>Create a one-stop-shop model to support job seekers that brings together the co-location of employment support (Job Centre Plus), careers advice (National Careers Service), and skills support (training providers), modernised through private sector expertise.</p>	The No Wrong Door programme, delivered by the sub-regional integration hubs, is working effectively to join up services and respond to local needs. The programme has also done extensive engagement with employers to promote pathways into employment for all Londoners. It has been extended to September 2025. The first year of the programme provided support to around 1200 young Londoners and has received funding for a second	GLA, SRPs, boroughs	Short- to medium-term	Creation of a one-stop shop; number of people supported with employment, training, and careers advice	Increase in apprenticeships from minoritised groups and disabled Londoners	On track

<p>Ensure that the GLA's programmes and funding (including the ASF, Jobs and Skills for Londoners Fund, No Wrong Door programme, UKSPF funding, Mayoral Skills Academies, bootcamps, and careers programme) work together to deliver the priority skills needs and employment support identified in the LSIP for under-represented and disadvantaged Londoners, utilising the support and engagement of London's employers.</p> <p>Support employers to deliver more training, apprenticeships, and jobs to minoritised groups – including black and disabled Londoners and care leavers – through a plan that includes building relationships between employers, training providers, charities, and intermediary organisations, sharing best practice, and identifying solutions for overcoming common barriers.</p>	<p>year from the Department for Education.</p> <p>In 2024, GLA ran the No Wrong Door Open Innovation Challenge. This entailed GLA providing grants of £10,000 to 15 successful innovators who strive to tackle barriers to employment or training to pilot their ideas. Three of those 15 got a further £50,000.</p> <p>The No Wrong Door initiative has been extended from April 2025 to September 2025. Work is currently underway to explore options for further extensions beyond this period.</p> <p>The GLA is leading a pilot programme, Early Connect, to help young Londoners find and apply for apprenticeship opportunities. The first year of Early Connect in London saw 1,706 individuals (539 of whom were ineligible due to age or location) register for support. 261 participants received intensive support, which included several one-to-one meetings with an Early Connect advisor, and focused on improving skills such as CV writing, interview preparation, and awareness of the job market. This intensive support was largely targeted at those who are underrepresented in the London apprenticeship system, such as</p>					
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	<p>those with disabilities and/or learning difficulties.</p> <p>There were 37,700 apprenticeship starts in London academic year 2023/24, an increase of 4.3% on 2022/23 (the final pre-LSIP year). This includes a modest rise in electrical engineering starts, one of our LSIP priority roles, which rose from 507 to 525.</p>					
<p>Communicating better with London's underrepresented learners.</p> <p>Test marketing and communication strategies and tactics to hone key messaging that can reach and engage those furthest from the labour market.</p> <p>Use LSIP Stage 2 to undertake a deep-dive analysis of specific barriers faced by different ethnically diverse and minoritised groups when accessing the skills system and London labour market.</p> <p>Create a targeted campaign, promoted through the boroughs and local community learning, to increase awareness of the availability of travel bursaries in London, and build confidence in young people to travel beyond their borough.</p>	<p>The London Learner Survey will continue to be used to unearth insights across these areas. Outreach efforts e.g. via the integration hubs and the London Multiply programme also help to address these issues.</p> <p>Meeting being arranged between GLA transport team and BusinessLDN to discuss travel bursaries campaign.</p> <p>The GLA has published a new Adult Skills Fund (ASF) dashboard, which allows users to explore delivery and learner info by provider, borough, or London sub-region in a new and interactive way. Users can explore background characteristics of London's ASF-funded learners, with a new focus on intersectionality. The dashboard shows how the ASF is reaching those who often face barriers to learning: 69% of learners were</p>	GLA, ERBs, boroughs	Short-term	Data on greater labour market inclusion for groups far from the labour market	ASF data	On track

	women; 63% were from a Black, Asian, or Minority ethnic background; and 16% had a disability or learning difficulty.					
Work with the London Office of Technology and Innovation (LOTI) to support and amplify its 'Get London Online' campaign to help disadvantaged Londoners gain access to devices, connectivity, and learn digital skills.	<p>The 'Get London Online' campaign, launched in July 2023, has reached over 100,000 digitally excluded Londoners, supported by 1,106 community-based 'Digital Inclusion Hubs' across the capital. There is now a Databank in every London borough, which collectively has distributed 88,500 data packages, while 7,119 refurbished devices have been issued to those without access to a suitable device through the London Device Bank.</p> <p>Through its promotion of the Get London Online campaign, GLA has helped encourage significant growth in the Digital Inclusion Network, which now includes a wide range of providers offering access to devices, connectivity, and digital skills support to disadvantaged Londoners. Since June 2024, 364 organisations have joined the network, representing a diverse mix of charities, community interest companies (CICs), faith groups, local libraries, and private sector partners. Notable members include O2, Citizens Advice Enfield, Positive East, Migrants' Rights Network, and Leyton Orient Trust. To date, 76 organisations have</p>	GLA, boroughs, ERBs	Short-term	Promotional work in collaboration	Campaign engagement data	On track

	publicly shared feedback on their experience, helping to shape the ongoing development of the initiative.					
Tackling sector-specific priorities						
Deliver a London policy to scale retrofit, which supports work at the national level and draws on the work of the Energy Efficiency Taskforce, establishing robust local delivery plans.	<p>Warmer Homes London (WHL) is a joint programme between the GLA and London Councils/boroughs to provide a 'one-London approach' to public funding of retrofit. WHL has secured £231m of national funding to improve the energy efficiency of around 22,000 homes, both social housing and low-income Londoners in private housing. This funding is through the Department for Energy Security and Net Zero (DESNZ).</p> <p>This was discussed at a BusinessLDN Green Skills Event at City Hall with Deputy Mayor Shirley Rodrigues on 17 November 2023 and covered as part of a London Councils report.</p> <p>BusinessLDN also made a submission to the London Assembly Environment Committee's inquiry into green skills. This led to an appearance at the assembly hearing and giving evidence.</p> <p>In May 2024, the WHL programme</p>	GLA, City of London Corporation/ Skills for a Sustainable Skyline Taskforce, boroughs	Medium-term	GLA to deliver policy with boroughs	Regular catch-ups between BusinessLDN and GLA	On track

	developed partnerships with the 31 London boroughs and is currently considering where it may use its potential to strengthen the supply chain and grow the workforce.					
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Not pursued as a priority in Year 1:

Given the extensive nature of the LSIP Roadmap actions, it has not been possible to pursue all of them in year 1, so the following actions were taken forward in Year 2 (July 2024 to June 2025):

Priority	Action/ Activity/Milestone	Partners involved (detail roles and responsibilities)	Timescale (start and likely end, original and any revisions)	Method of implementation and outcomes expected	Monitoring arrangements (how is progress monitored and at what intervals)	Progress Status
Embed Essential Digital Skills (EDS) across training provision funded by London's Adult Skills Fund and associated programmes, especially in more modular provision, supported by organisations including Future Dot Now, the Good Things Foundation, and Skills Builder Partnership.	BusinessLDN is pushing forward EDS through membership of Future Dot Now, including by supporting their response to the Government's Digital Inclusion Action Plan.	GLA lead due to ASF component	Short-term	Change in GLA policy on the ASF, and, resulting from this, an increase in ASF-funded course completions with essential digital skills component	ASF course data	Off track – expected Delivery was January to March 2025
Commission research to understand learner appetite and motivation in the LSIP priority skills needs areas, and how learner demand might be increased where it is weak. Work with training providers and community groups to explore options for increasing the availability and accessibility of local community learning spaces for all.	The Skills and Employment Unit's internal Research Development Group is currently scoping ideas for our next round of research commissioning. The decision will be taken once the Growth Plan, Inclusive Talent Strategy, and new programmes are launched to ensure any future research incorporates these priorities. The GLA has commissioned The Work Foundation and the Centre for Thriving Places to research on co-design and co-investment in	GLA	Short- to medium-term	Number of community learning spaces, number of people engaged, user feedback, destination/job outcome data for those using community learning, and research into learner appetite completed	GLA Data	Off track and yet to start – expected delivery was from July to September 2024

	<p>adult learning between employers and providers. The project will identify scalable case studies to incentivise employer investment in skills and foster partnerships that deliver good jobs and future-proof London's workforce. Final findings are expected by the end of 2025.</p> <p>The Mayor's Community Outreach Programme and No Wrong Door are continuing to work to break down barriers to accessing skills and employment support for Londoners, including in LSIP priority areas.</p> <p>The Community Outreach Programme (COP) has made strong progress in engaging underserved Londoners by funding 28 grassroots organisations – each with an annual turnover under £500,000 – to deliver tailored, community-based learning activities between October 2023 and August 2024. Collectively, the projects engaged 4,011 participants, with 67% identifying as women, 78% unemployed, and 64% having entry-level or below English skills. Activities ranged from workshops and taster sessions to mentoring and one-to-one guidance, with organisations leveraging trusted community</p>					
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	networks to build confidence and support progression into AEB and Multiply provision. The programme led to improved learner outcomes, including qualifications, job readiness, and well-being, and strengthened partnerships with education providers.					
Providers give space and facilities for freelancers to support their businesses in return for learning opportunities for their learners (e.g. mentoring by freelancers), learning from good practice e.g. Big Creative Education.	<p>London boroughs and WLA used LSIF funding for the creative and media sector to upskill existing freelancers to encourage diversity in the workforce and contribute to the growth of the sector.</p> <p>Big Creative Education is in collaboration with Moma Hill, a fashion brand, through BCA's employer residency programme to provide studio space for small businesses free of charge in exchange for sharing their industry experience with students.</p>	Providers, freelancers	Medium-term	Provider engagement/behaviour change	Data collection from providers	Off track and yet to start – expected delivery was from October to December 2024
Drive a transition from traditional qualifications-led recruitment practices to a skills-led approach to establish a robust pipeline of diverse talent. Stage 1 will be a deep-dive data analysis to better understand the diversity of the workforce in the priority sectors. Stage 2 will draw on national and global employer good practice, with a view to piloting a skills-led recruitment approach in a priority sector where workforce diversity	BusinessLDN and LSIP Partners showcased best practice examples of skills-led recruitment at the London Employment and Skills Summit 2025. Further research and good practice examples need to be gathered, and BusinessLDN plans to take this work forward from autumn 2025.	ERBs, BusinessLDN	Medium- to long-term	Progression of adoption in recruitment practices across London employers	Data analysis followed by pilot and creation of digital toolkit	Off track

is below average. Stage 3 will use the learnings to develop a digital toolkit to support employers to move to a skills-led approach.						
Set up a new programme through the Mayoral Academy Hub for sharing resources and best practice for delivering pastoral support, particularly for younger employees, to more rapidly upskill new entrants to the industry.	<p>Since the publication of the Pan-London LSIP Progress Report 2024, the Creative Skills Hubs have supported 124 employers (from April to September 2024). From October to December 2024, an additional 61 creative employers have been supported through the hubs, bringing the total number of employers supported since April 2024 up to 185.</p> <p>GLA's Skills and Employment Unit is reviewing and developing its existing workstreams and programmes to ensure alignment with current Mayoral priorities, particularly in relation to London's Growth Plan and the Inclusive Talent Strategy. A key focus of this is to develop a skills and employment system that is more employer-led. In light of these developments, Mayor's Skills Academies have been extended to March 2026 to provide an opportunity for future programme design to reflect Mayoral priorities.</p> <p>The potential successor programme to the Mayoral</p>	Employers and GLA	Short-term			Off track

	<p>Academy Hub will build on examples of international best practice and learnings from the programme evaluation to increase impact for London's employers and build an inclusive talent pipeline for the future.</p> <p>Overall, action to deliver pastoral support for younger employees is underdeveloped as of 2025.</p>					
Create a skills-broker model in the creative sector to coordinate and streamline training across jobs, giving more certainty for freelancers' skills development for specific events or productions. With the short-term nature of most work/projects, this will help address the difficulty for those employees trying to train on the job as they move between projects.	<p>Along with eight Mayoral Combined Authorities, the GLA's culture team helped Creative UK to develop an independent report on creative freelancers, which was published in March.</p> <p>Forging Freelance Futures was based on a survey of 1272 freelancers and 221 organisations and set out a number of key policy recommendations, including the appointment of a Freelance Commissioner, curriculum revision, sick pay provision, parental leave extension, and payment protection. The team continues to develop their work on 'freelancer pledges', designed to help creative organisations to support their freelance workforce.</p>	GLA, London boroughs	Medium-term	Creation of new brokerage model	Reduction in creative sector skills shortage	Off track and yet to start. Expected delivery was January to March 2025
Convene sector bodies, funders, and educators to build a plan that drives up the delivery and uptake	BusinessLDN advocacy around green skills has been summarised in the previous section.	GLA, London Councils, training	Short-term	Production of a plan by the different	Analysis of number of courses on offer,	Off track and yet to start –

of electrical engineering courses in London, particularly through employer-partnered provision such as apprenticeships. London provision is usually classroom learning rather than applied – this plan will also look to address this.	<p>GLA supports electrician apprenticeships, including through the Mayor’s skills academies. Delivering greater uptake of green skills courses and addressing the skills gap will be addressed as part of the London Growth Plan and ITS.</p> <p>Many colleges have, however, delivered more in this area. For example, New City College has seen a 113% increase.</p>	providers, sector bodies, CEC		stakeholders	starts, and completions over time.	expected delivery was January to March 2025
Review the need for a Level 2 business administration course for administrative and back-office roles in health and social care.	<p>In the health and social care sector, follow-on activity from BusinessLDN’s event in March 2024 skills in the health and social care sector has seen NHS London and the Association of Colleges create a network that will meet regularly to discuss shared challenges and amplify best practice. It held its first meeting on 6 November 2024. Further meetings were due to take place this spring, as the group becomes a formalised working group, elevating good practice and supporting collaboration through the sub-regional structures. However, the abolition of NHS England has delayed progress. BusinessLDN seeking clarity on next steps.</p>	Providers	Medium-term	Providers to develop new business administration course	New course developed, and number of achievements	Off track and yet to start expected – delivery was from October to December 2024

References

- ¹ The Adult Education Budget was renamed to the Adult Skills Fund, as part of broader Government reforms in 2024, to more accurately reflect its purpose: funding skills provision that supports adults to improve their employability, progress in work, and contribute to the economy.
- ² The Local Skills Improvement Fund (LSIF) enables FE providers across London's sub-regions to respond collectively to the priorities outlined in their local LSIPs. It is designed to provide investment in the technical skills system to better support the needs of the local labour market and the wider economy. It is available across two financial years, ending in 2025, and has provided just over £19m across London.
- ³ GLA Economics (2025) London Labour Market Update: May 2025. See: https://airdrive-secure.s3-eu-west-1.amazonaws.com/london/dataset/gla-economics-labour-market-update/2025-05-13T13%3A43%3A33/2025.05%20LMU.html?X-Amz-Algorithm=AWS4-HMAC-SHA256&X-Amz-Credential=AKIAJJDIMAIVZJDICKHA%2F20250606%2Feu-west-1%2Fs3%2Faws4_request&X-Amz-Date=20250606T084506Z&X-Amz-Expires=300&X-Amz-Signature=00dbdaa4d7e68c9772ae10b5fb4f5b244895a75dd4271a8434e9a7fcd458c104&X-Amz-SignedHeaders=host
- ⁴ The 2025 London Business Leader Survey was conducted between 20 and 31 January 2025, with a sample size of 1,209 respondents. This is the third iteration of the Survey, having previously been conducted in late 2022 and early 2024.
- ⁵ The 2025 London Business Leader Survey. See: BusinessLDN (2025) London firms to ramp up investment in training as vacancies rise. Accessed at: <https://www.businessldn.co.uk/news-publications/news/london-firms-to-ramp-up-investment-in-training-as-vacancies-rise>
- ⁶ Department for Education (2025) Key stage 4 destination measures – academic year 2022/23. Accessed at: <https://explore-education-statistics.service.gov.uk/find-statistics/key-stage-4-destination-measures/2022-23> and Department for Education (2025) 16-18 destination measures – academic year 2022/23. Accessed at: <https://explore-education-statistics.service.gov.uk/find-statistics/16-18-destination-measures/2022-23>
- ⁷ The 2025 London Business Leader Survey. See: BusinessLDN (2025) London firms to ramp up investment in training as vacancies rise. Accessed at: <https://www.businessldn.co.uk/news-publications/news/london-firms-to-ramp-up-investment-in-training-as-vacancies-rise>
- ⁸ GLA, London Datastore, Economic Fairness, Unemployment Rate. See: <https://data.london.gov.uk/economic-fairness/equal-opportunities/unemployment/>, accessed at 18th June 2025.
- ⁹ Department for Education (2025) 10,000 more apprentices as government slashes red tape to boost growth. See: <https://www.gov.uk/government/news/10000-more-apprentices-as-government-slashes-red-tape-to-boost-growth>
- ¹⁰ Department for Education (2025) Next generation of builders and carers set to rebuild Britain. See: <https://www.gov.uk/government/news/next-generation-of-builders-and-carers-set-to-rebuild-britain>
- ¹¹ The Stakeholder Advisory Group (SAG) comprises business leaders and education leaders and provides feedback and expert guidance on the LSIP. SAG members include: Central District Alliance (**Chair**), AWS, Microsoft, Setax Training & Consultancy, West London Alliance, West London College, University College London, AELP London, London Higher, Generation, Vorboss, NCFE, Shaw Trust, London Councils, HOLEX, Transport for London, London South East Colleges, WSP, and Association of Colleges.
- ¹² Actions referred to as on track are meeting established timelines and milestones. Actions referred to as off track are underway but not yet meeting one of these criteria.
- ¹³ BusinessLDN Survey of London FE and training providers, February 2025 and The 2025 London Business Leader Survey. See: BusinessLDN (2025) London firms to ramp up investment in training as vacancies rise. Accessed at: <https://www.businessldn.co.uk/news-publications/news/london-firms-to-ramp-up-investment-in-training-as-vacancies-rise>
- ¹⁴ BusinessLDN Survey of London FE and training providers, February 2025
- ¹⁵ BusinessLDN Survey of London FE and training providers, February 2025
- ¹⁶ The 2025 London Business Leader Survey. See: BusinessLDN (2025) London firms to ramp up investment in training as vacancies rise. Accessed at: <https://www.businessldn.co.uk/news-publications/news/london-firms-to-ramp-up-investment-in-training-as-vacancies-rise>
- ¹⁷ Structured interviews with providers conducted by WPI Economics, March and April 2025
- ¹⁸ The 2025 London Business Leader Survey. See: BusinessLDN (2025) London firms to ramp up investment in training as vacancies rise. Accessed at: <https://www.businessldn.co.uk/news-publications/news/london-firms-to-ramp-up-investment-in-training-as-vacancies-rise>

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- ¹⁹ The 2025 London Business Leader Survey. See: BusinessLDN (2025) London firms to ramp up investment in training as vacancies rise. Accessed at: <https://www.businessldn.co.uk/news-publications/news/london-firms-to-ramp-up-investment-in-training-as-vacancies-rise>
- ²⁰ BusinessLDN Survey of London FE and training providers, February 2025
- ²¹ BusinessLDN Survey of London FE and training providers, February 2025
- ²² Department for Education (2024) Local skills improvement plans (LSIPs) and local skills improvement fund (LSIF). Accessed at: <https://www.gov.uk/government/publications/identifying-and-meeting-local-skills-needs-to-support-growth/local-skills-improvement-plans-lsips-and-strategic-development-funding-sdf#local-skills-improvement-fund>
- ²³ Structured interviews with providers conducted by WPI Economics, March and April 2025
- ²⁴ Structured interviews with providers conducted by WPI Economics, March and April 2025
- ²⁵ Structured interviews with providers conducted by WPI Economics, March and April 2025
- ²⁶ BusinessLDN Survey of London FE and training providers, February 2025
- ²⁷ The 2025 London Business Leader Survey. See: BusinessLDN (2025) London firms to ramp up investment in training as vacancies rise. Accessed at: <https://www.businessldn.co.uk/news-publications/news/london-firms-to-ramp-up-investment-in-training-as-vacancies-rise>
- ²⁸ Department for Education (2024) Full-year data on apprenticeships in England for the 2023/24 academic year. Accessed at: <https://explore-education-statistics.service.gov.uk/find-statistics/apprenticeships/2023-24>
- ²⁹ BusinessLDN (2024) Pioneering advanced digital skills for all: Making London the best tech city in the world. Accessed at: https://www.businessldn.co.uk/sites/default/files/documents/2024-10/BLDN_Report_Advanced%20Digital%20Skills_DIGITAL.pdf

OUR MISSION

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

We work to deliver the bigger picture, campaigning to tackle today's challenges and to secure the future promise of London.

We harness the power of our members, from sectors that span the economy, to shape the future of the capital so Londoners thrive and businesses prosper. We support business to succeed—locally, nationally, globally. We link up with other cities around the UK, to ensure the capital supports a thriving country.

We campaigned for the creation of the office of London Mayor and Transport for London, for the Elizabeth Line, for congestion charging, and we incubated Teach First.