

Employment and Skills Vision

Our Vision

A skilled workforce that continually evolves to compete effectively for current and future jobs.

Our Mission

Identify current and future skills requirements to influence training provision contributing to a sustainable workforce.

Background

The Local London sub-region is among of the fastest growing parts of London and a key area for economic growth.

Between 2015 and 2021, the total number of people in employment in the sub-region increased by 9.7%, compared to 8.4% in London and 5.7% nationally.

The 2019 Employer Skills Survey (ESS) found that 70% of establishments that reported hard-to-fill vacancies in the sub-region said that they had skills shortage vacancies.

In response to Survation's London Business Leaders Survey (2022), almost four fifths (78%) of employers in the Local London sub-region said that they had current vacancies.

Employment projections for the London region show that, between 2020 and 2035, total employment across all sectors is projected to increase by 9.2%.

However, when considering skills and attainment levels, the Local London sub-region's proportion of highly educated residents is still markedly below that of the capital as a whole – which shows 59% of the population to have attained an NVQ 4 equivalent or higher in 2021.

As part of our key pillars, Local London is committed to focus on employer-led skills development, employment growth, raising the aspirations of young people through career support, and digital inclusion, including business support.

Vision

We want our residents to have the skills and support they need to access and retain decent, well-paid employment, including basic literacy, numeracy, digital skills and soft skills.

We want to inspire and prepare young people for the fast-changing world of work and to inspire young people to think about future careers and the pathways to achieve their goals.

We want to raise the aspirations of our residents, from secondary education through to adulthood, in order that they seek to achieve higher qualifications and enhance their skills.



We want to ensure that new opportunities from green and digital sectors can be taken up by our residents and to equip our existing workforce with the future skills required to adapt to the changes that will emerge in the workplace.

We want to ensure that our businesses have access to a workforce that has the right blend of technical and soft skills.

We want to improve productivity within the sub-region by ensuring that the local workforce have the skills businesses need.

We want to connect the Local London sub-region to opportunities emerging in the wider region through the Thames Estuary Growth Board, the UK Innovation Corridor and in neighbouring authorities in Hertfordshire, Essex, Thurrock and Kent. This will be a two-way process, not just connecting Local London's agenda, but also helping individual boroughs make sense of – and benefit from – the work of the two internationally significant growth corridors.

We want to provide a clear voice for the sub-region and our member boroughs on the skills agenda, including advocating for the devolution of skills funding.

It is imperative that Local London champions the London Living Wage, with an aspiration that all of our employers choose to opt-in.

We want to promote local apprenticeships, encouraging individuals to consider apprenticeship opportunities, encourage employers to become involved and advocating for an apprenticeship system that is fit for purpose in meeting local needs, including the needs of local government.

Local London's activity supporting employment and skills

Local London Careers Hub

Careers Hub East, which is funded by the GLA and Careers and Enterprise Company, brings together business partners, post-16 education providers and careers professionals, to support schools, colleges and PRUs to broaden student awareness of the labour market. The careers hub supports high quality careers education and guidance that is reflective of the world of work and enables all young people to make informed decisions about their pathways and careers of the future, thus ensuring young people make their best next step.

Employment Programmes

The national Work and Health Programme is funded by The Department of Work and Pensions (DWP) as part of contracted additional employment support. The programme provides support to help residents to achieve and retain employment and is delivered by Maximus UK on behalf of Local London across our nine boroughs.

This is being complemented by the Work and Health Pioneer programme, designed to provide support to help people gain and retain employment quickly, whether they are in receipt of benefits or not. This programme will provide personalised help to people facing



complex barriers to work as part of the Government's plan to tackle economic inactivity and spread the benefits of employment more widely.

Local London's E-business programme

Our E-business programme provides free face-to-face support and advice for micro, small and medium-sized enterprises (SMEs). By learning how to make best use of digital technology, businesses are harnessing the power of online marketing and streamlining processes to grow their businesses.

No Wrong Door

As part of the Mayor of London's 'No Wrong Door' (NWD) initiative, Local London's Integration Hub team bring together employment services, employers and residents looking for work, apprentice/traineeships or training opportunities. Our team work face-to-face with job centre staff and service providers to help them to help people find the right work and training opportunities for them.

Digital Infrastructure

Our Digital Infrastructure programme is designed to ensure residents, business and learners in our boroughs have access to gigabit internet speeds to support inclusive growth and address the digital divide.

Local Skills Improvement Planning

Our Local Skills Improvement Plan (LSIP) work is driving the delivery of the recommendations to deliver a skills system that better matches training provision with employer skills demands.

Annex: LSIP Priority Sectors

Health / Social Care

The health and social care sector employed 114,000 employees in the Local London area in 2021, accounting for 14.2% of all employees. This is slightly above the national figure of 13.6%, considerably above the London average of 10.6%. It is also a Mayoral priority.

There is projected to be a 10% increase in employment in health, but a decline in employment in social care of around 2%.

Construction

Just under 65,000 employees worked in the construction and engineering sector in the Local London area in 2021, accounting for 8% of the total number of employees, above the regional and national averages (5.3% and 6.5% respectively).

Combining construction with the architectural and engineering activities sub-sector within professional services, this significant sector in the sub-region has experienced very rapid growth in recent years and is a Mayoral priority sector.

Employment in the construction and engineering sector is projected to increase by 20% between 2020 and 2035, more than twice as fast as employment in London overall (9.2%).

Transport and Logistics

Around 47,000 employees worked in the transport and logistics sector in the sub-region in 2021, accounting for 5.8% of all employees, above the regional and national proportions (4.3% and 4.7% respectively). There have been large increases in employment in this sector (22%).

The increase in employment in distribution and logistics across London is projected to be below the overall increase in employment (8% compared with 9.2% overall). Employment in land transport is projected to increase by 20%, while there is projected decrease of 13% for air transport; employment in warehousing, postal and courier is projected to remain stable.

Manufacturing

Accounting for a larger proportion of total employment in the sub-region than in London as a whole, with some large local concentrations, particularly in Barking and Dagenham, and Bexley, manufacturing employed around 29,000 employees in the Local London sub-region during 2021, accounting for 3.6% of all employees (below the national figure of 8.1% but above the figure for London of 2.1%).

Just over one third of all manufacturing employment in the sub-region was in food and drink manufacturing (37%), whilst the manufacturing of motor vehicles etc. accounted for 11% of the total.

The growth in vertical farming investments in East London is likely to further support the growth of jobs in this sector.



Digital and Creative

The digital and creative sector accounted for 3.4% of all employees in the Local London area in 2021, with 28,000 employees working in the sector. This is a slightly lower proportion than across the whole of Great Britain (4.9%) but a much lower proportion than in the whole of London (9.6%).

Although relatively small, the sector is a strategic priority for Local London due to the high growth expected and the investments coming on stream which will increase employment, and skills demand, most notably the Thames Estuary Production Corridor and Creative Industries Hub.

The digital and creative sector is projected to experience an above average employment increase across London as a whole (14%, compared with 9% across all sectors).

Film and TV production is growing rapidly across the Upper Lea Valley with major new studios opening in Enfield and Hertfordshire. The British Film Institute (BFI) estimates that 10,000 new jobs will be needed to support current planned productions.

Annex: LSIP Actionable Priorities

- 1.** Training providers and educators should be cognisant of the skills gaps identified in this and the London-wide LSIP when developing their curricula
- 2.** Mechanisms to assist employers and trainees to navigate the training provision landscape and provide improved careers information, advice and guidance, should be explored and piloted.
- 3.** Residents should be provided with careers education, information, advice and guidance on alternative routes for young people such as bootcamps and degree apprenticeships.
- 4.** Providers should seek to engage with employers and businesses to explore areas where a focus can be upon 'skills' over 'qualifications'.
- 5.** Providers should explore ways in which they can provide more flexible courses, including shorter/modular courses and online learning.
- 6.** Consideration needs to be given to how additional pastoral support can be provided to learners and the support that employers can provide to support new entrants, e.g. mentoring.
- 7.** Providers should work with employers to identify new and additional ways of expanding the digital skills provision.
- 8.** Providers and boroughs need to consider how additional and alternate provision of ESOL can be made in order to meet need for both beginners and those entering the jobs market.
- 9.** Providers to explore ways in which they can provide real time information on training opportunities to both employers and residents.
- 10.** Providers and employers should explore new ways to provide sector-focused brokerage, and increased education business partnership activities.
- 11.** Providers and public sector stakeholders should explore ways to instil greater cooperation across the skills landscape.
- 12.** More flexibility required in funding arrangements including on use of Apprenticeship levy, to increase responsiveness of providers.
- 13.** Explore opportunities to work with DWP to help employers learn more about employing people with a disability and to promote uptake of the Disability Confident Scheme. To work with Disability Confident Level 3 (Leaders) to mentor other employers.
- 14.** When designing their curricula, providers should also focus on skills that address key issues such as poorer employment and skills outcomes for certain groups, such as those with protected characteristics and health conditions, and the underrepresentation by those groups in certain sectors.
- 15.** When designing their curricula, providers should be conscious of the skills that lead to in-work progression, to better paid and higher skilled work, as well as entry level skills.