

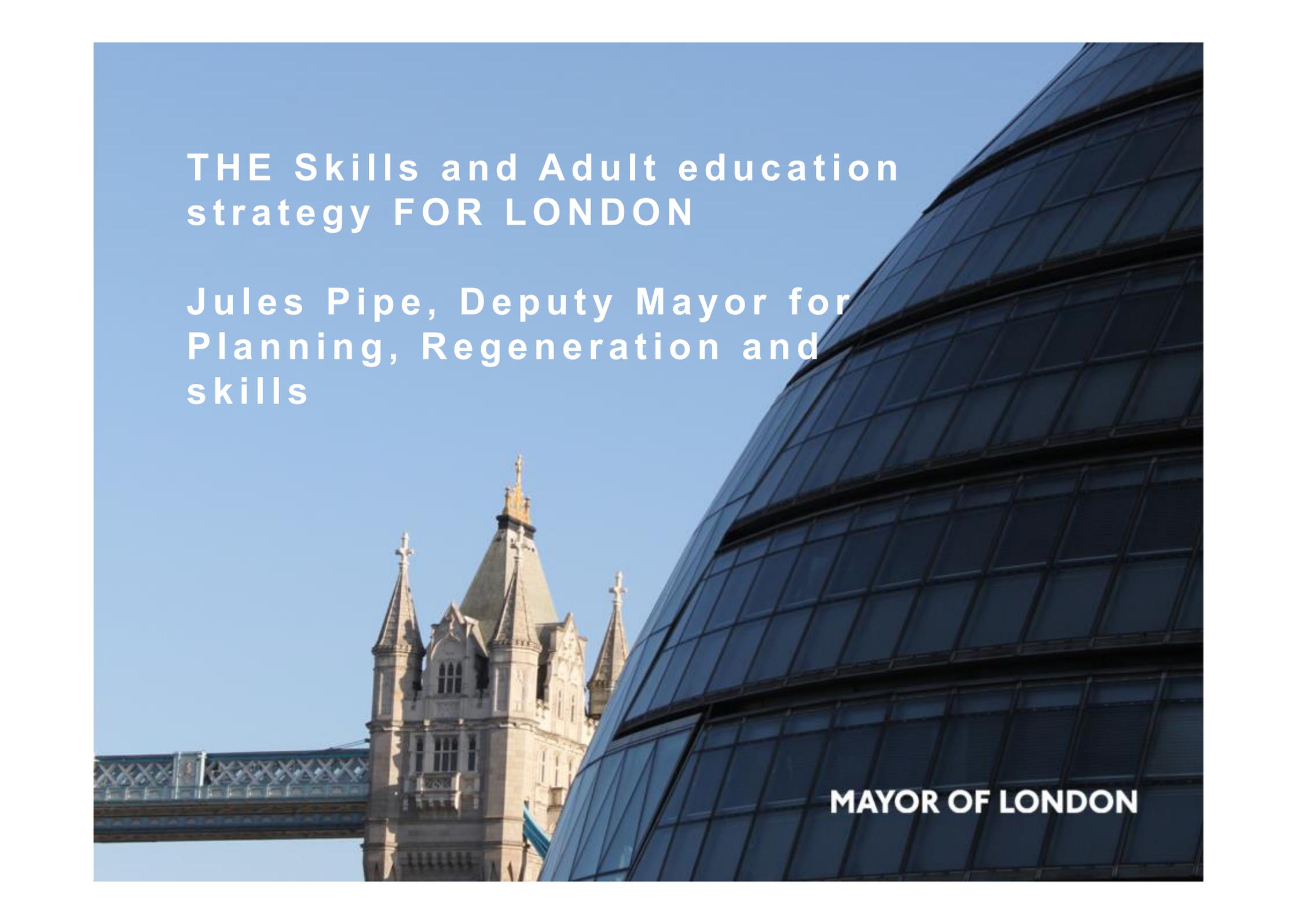
# **Skills for Londoners and Local London Skills Strategy**

## **Consultation Event**

**14<sup>th</sup> December 2017**

**MAYOR OF LONDON**





# **THE Skills and Adult education strategy FOR LONDON**

**Jules Pipe, Deputy Mayor for  
Planning, Regeneration and  
skills**

**MAYOR OF LONDON**

# Background

- First Mayor to produce a stand-alone Skills Strategy for London.
- First time London will see true devolution of part of the skills system (£400m p/a Adult Education Budget from 2019/20).
- Greater focus on inclusion, diversity and social mobility.
- Greater shift to outcome-based commissioning.
- Collaborative and strategic approach between London government, employers, skills providers, unions and key stakeholders.

## Groups engaged to date

- The Mayor's Skills for Londoners Taskforce
- London borough sub-regional partnerships
- Skills strategy task and finish group comprising providers, employers and skills experts
- London First Skills Commission
- LEAP
- The Mayor's Business Advisory Board
- The London Business Board (Institute of Directors, Federation of Small Businesses, London First, London Chambers of Commerce and Industry & Confederation of Business Industry)
- Community groups

# Working with Local London

- **Working collaboratively with sub-regional partnerships to identify and meet local needs:**
  - **Employers' needs**
  - **Residents' needs**
- **Support objectives of 'convergence' as a minimum**

# A Skills Strategy for London

**16+ technical & vocational education**  
**Adult education & community learning**  
**Employment and in-work progression support**

**Pathways from school  
and other learning  
settings**

**Pathways to further  
learning and work**

**Careers information, advice and guidance**

# Vision

*A City for all Londoners –  
making sure Londoners, employers and  
businesses get the skills they need to  
succeed in a fair, inclusive and thriving  
economy.*

# Key challenges to address

## **Londoners:**

- Unemployment rates above national average.
- Wages struggling to keep pace with rising costs of living in London.
- Many with low-level literacy, English language, numeracy and digital skills.

## **Employers:**

- Skills system not meeting employer skills needs.
- Potential restrictions on supply of labour due to Brexit.
- Low-levels of employer investment in skills.

## **Skills System:**

- Misalignment in supply and demand for skills in the capital.
- Need to be agile to respond to London's changing economy incl. automation.
- Need to deliver an increase in higher-level skills.
- Declining levels of public and private investment.

# Priorities

1. Empower all Londoners to access the education and skills to participate in society and progress in education and work
2. Meet the needs of London's economy and employers, now and in the future
3. Deliver a strategic city-wide technical skills and adult education offer.



# Empowering Londoners

## Objectives:

## How:

**Reduce barriers to participation in lifelong learning and progression in work, through an all-age careers offer.**

- Ensure all Londoners have access to quality careers information throughout their working lives.
- Ensure the National Careers Service Offer in London supports adults with low skills, in low-paid work, 'cyclers', unemployed and older groups.
- Extend and diversify London's careers and enterprise advisor network

**Increase targeted support to the most vulnerable groups, so they are better equipped to access education and work**

- Support programmes that target disadvantaged groups e.g. NEETs, disabled, BAMEs and women (matching remaining ESF with AEB).
- Lobby government for replacement EU funds post Brexit.
- Undertake a Special Educational Needs & Disability review for London.

**Increase the number and diversity of adult learners in London gaining the skills they need to progress into further/higher level learning, work or an apprenticeship.**

- Improve progression outcomes, employability and enterprise skills, particularly for the most disadvantaged groups through devolved AEB.
- Drive up participation and progression outcomes in the provision of English, maths, digital skills and Adult and Community Learning
- Support the development of new approaches to commissioning ESOL.

# Meeting employer needs

## Objectives:

## How:

**Promote productivity** by supporting employers to develop and **make the best use of the skills of their current and future workforce.**

- Lobby for devolution of the Apprenticeship levy.
- Work with industry in London to develop and promote high-quality apprenticeships and maximise the use of levy contributions.
- Promote increased investment in skills and workforce development by employers as part of the Mayor's Good Work Standard.

Work with employers to **ensure the devolved Adult Education Budget and wider technical and vocational education system delivers for the London economy.**

- Improve information on current and future occupational skills needs.
- Create a London sector-skills board to help improve and align skills provision with industry need.

**Increase employer engagement to improve the relevance and quality of training** in some of London's **key sectors** and occupations.

- Deliver a Digital Talent Programme.
- Establish a Construction Academy Scheme with the housebuilding industry.
- Work with creative industries to develop skills plans for the sector, initially by scoping a London Screen Industries Skills Plan.

# A strategic city-wide approach

## Objectives:

## How:

**Improve access to information** to help learners and employers to make informed decisions and to **enable a more strategic approach to commissioning skills.**

- Create a London Skills and Employment Knowledge Hub.
- Create a more collaborative and strategic skills system in London which considers London's specialisms, in key sectors of growth.
- Produce an annual skills statement identifying priorities and outcomes for the devolved AEB.

**Improve progression pathways into intermediate and higher-level skills.**

- Raise awareness of the benefits for regular re-skilling and up-skilling.
- Promote access to available sources of financial support to reskill/ upskill at intermediate levels (such as Advanced Learner Loans).
- Promote and support the establishment of Institutes of Technology (IoTs) in London to deliver higher-level technical skills.

**Raise the quality of facilities, teaching and leadership** in London's further education sector and ensure its **sustainability.**

- Support investment in infrastructure in further education (FE) through the Skills for Londoners Capital Fund.
- Work with the FE sector to create a more sustainable and stable provider-base in London in preparation for devolution of AEB.
- Promote Continuing Professional Development (CPD) in FE.

# Next steps

- Draft strategy consultation:
  - 24 Nov – 2 Jan 2018
  - [www.london.gov.uk/skills-strategy](http://www.london.gov.uk/skills-strategy)
  - Regional and sub-regional employer / provider and community events
  - Londoner focus groups and surveys
- Final strategy published in May 2018
- #SkillsForLondoners



# Local London



## Local London Skills Strategy

**Councillor Darren Rodwell**  
**Lead for Skills Strategy for Local London**

# Taking forward the devolution agenda

- Pathways to Employment Conference held February 2017
- Conclusions & proposals:
  - Develop a Local London Skills Strategy – consultation underway
  - Establish sub-regional Skills & Employment Board – first meeting planned for February 2018
  - Memorandum of understanding – development underway for endorsement by SEB
  - Scoping underway for specific programmes of work, including:
    - improved all-age information, advice and guidance offer
    - promotion of apprenticeships to SMEs & co-ordinated use of the Levy
- Further stakeholder conference being planned for 2018



# Vision for Local London

**Ambitious** for its economy

**Aspirational** for its residents

**Courageous** in its reforms

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Local London



Ambitious • Aspirational • Courageous

# Purpose of Skills Strategy

- To equip *Local London* residents with the right skills and qualifications to take advantage of London's opportunities
- To work with local businesses and employers to ensure that public funding underpins their workforce development spend & addresses market failures
- To promote engagement between local businesses and education and training providers
- To address the low pay levels that exist within the sub-region

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Local London



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# Strategic Intent

- **Attract** inward investment to the sub-region
- **Encourage** local business expansion and economic growth
- **Capitalise** on economic growth
- **Protect** and promote opportunities for the most vulnerable and disadvantaged in the sub-region



# Skills challenges & opportunities

- Challenges

- Historic disadvantage in East of London
- Population change – growth & ageing
- Brexit

- Opportunities

- More residents in (higher paid) work
- Business needs driving skills provision
- Supporting London's growth
- Devolution leading to a more coherent approach to skills provision



# Actions

- Genuine consultation – firm up draft strategy by end of Jan 2018
  - Comments today to facilitators and afterwards to Geoff Draper at [geoffrey.draper@redbridge.gov.uk](mailto:geoffrey.draper@redbridge.gov.uk)
  - Looking for agreed key performance indicators to measure how we make a difference and distance travelled
- Developing a detailed implementation plan, indicative projects:
  - A brokerage service for SMEs and micro businesses
  - Pilot an all-age Local London Adult Careers Advice Bureau (ACAB)

