

# LONDON LOCAL SKILLS IMPROVEMENT PLAN FINAL REPORT

**BUSINESS  
LDN**

LAIN STEERING COMMITTEE, JUNE 2023

# WORKING TOGETHER

# BUSINESS LDN

To deliver the London Local Skills Improvement Plan (LSIP), BusinessLDN is working in partnership with:

- **Business representatives** – West London Business, London Chamber of Commerce and Industry, Confederation of British Industry, Federation Small Businesses.
- **London Government** – Greater London Authority.
- **Local Government** – Sub Regional Partnerships across London – Central London Forward, Local London, South London Partnership, and West London Alliance.

Supported by:

- WPI Economics
- Institute of Employment Studies
- Stakeholder Advisory Group

  
**Central London Forward**

 **local  
london**

  
**South London Partnership**  
'Representing and connecting'

**West  
London  
Alliance**   
A BETTER WEST LONDON FOR ALL  
NOW AND IN THE FUTURE

  
**WEST  
LONDON  
BUSINESS**

# CONTEXT – LOCAL SKILLS IMPROVEMENT PLANS

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- LSIPs emerged as one of the Government's priorities in its Skills for Jobs White Paper, and subsequent Skills and Post-16 Education Bill.
- They are the latest in a long line of initiatives to put employers at the heart of the skills system, and there are 37 across England.
- There is a statutory obligation on providers to respond to the recommendations in LSIPs.

# CONTEXT – LOCAL SKILLS IMPROVEMENT PLANS

- **Exam question:**
- *Business is suffering from major labour and skills shortages and doesn't have access to the skills it needs because the training system is not providing them*
- **What is an LSIP and how will it help?**
- *A statutory employer-led and data-driven plan for understanding current/ future skills needs and better matching training provision to this employer demand, in order to help employers meet their skills gaps, fill vacancies and ultimately to get more Londoners into jobs*

# CURRENT STATUS

- Final report has been submitted to the Department for Education
- This followed seven months of quantitative and qualitative research, engaging hundreds of stakeholders inc LAIN members NHS, TfL, Film London, UoL, TUC and your Hiring & Skills Sub-Group
- It sets out, at pan-London and sub regional levels, the deepest analysis undertaken to date of employer skills needs and delivery/system challenges across a number of priority sectors and cross cutting themes – health and social care, hospitality, creative and built environment, green, digital, transferable and labour market inclusion
- It then outlines actionable priorities for these skills needs and sets a roadmap towards a well-functioning skills system in London
- The full LSIP pack contains an extensive range of annexes including the GLA's Evidence Base, sub-regional reports, and case studies
- Under the DfE's guidelines, we can't do any media/social posts until it has been approved in July.
- A launch event is planned for mid-September – watch this space as you'll all be invited.
  
- For now, the following slides provide highlights of our pan-London actionable priorities for some of our priority sectors and themes, and extracts from our roadmap that are particularly relevant for employers
- At the end of this deck, we set out next steps and asks of your Steering Committee

## DIGITAL SKILLS

Specific cross-sector digital occupational skills were identified by employers as strongly needed: these are translated into actionable priorities for the LSIP roadmap, aligned to relevant SOC codes.

Skill need	SOC Code	Provisional course priority and possible funding source
Web design professionals, including software developers (Level 3, 4 & 6)	2141	Sector-Based Work Academies (SWAPs) at entry level, Apprenticeship, Full-Time (FT) FE 16 to 19 (e.g., T-levels and other courses), degree apprenticeship, skills bootcamps, FT Higher Education (HE).
Information technology professionals <u>n.e.c.</u>	2139	SWAPs at entry level, Apprenticeship, FE 16 to 19, Higher Technical Qualifications (HTQs), Degree apprenticeship, FT HE.
Data analyst roles	3544	Apprenticeships, FE 16 to 19, HTQs, degree apprenticeships, skills bootcamps
<u>Particular needs</u> identified around specific coding languages, such as Python Software development technician (Level 3 & 4)	2134	Apprenticeships & skills bootcamps

## GREEN SKILLS

Employer and provider stakeholders identified a broad range of specific occupational skills that would be needed based on this assessment of future green skills demand. These are mapped onto SOC codes and translated into actionable priorities for the LSIP roadmap below:

<b>Skill needs</b>	<b>SOC Code</b>	<b>Provisional course priority and possible funding source</b>
Across sectors, companies are increasingly looking to recruit Carbon and Sustainability managers who bring core carbon literacy skills	2152	HE, including Sustainability business specialist integrated degrees & Carbon Management MSc (FT/PT). Degree apprenticeships Upskilling via short courses (AEB innovation funded & SWAPs).

## GREEN SKILLS

Specific skills needed for developing green technology including: <ul style="list-style-type: none"> <li>• Electric vehicle charging point installer</li> </ul>	5241	Apprenticeships, FE 16 to 19, HTQs Upskilling funded via short courses (AEB).
Heat pump engineers and installers	5315	Apprenticeships, HTQs Upskilling via short courses including bootcamps and AEB.
Electrical engineers are needed more broadly as a green skill set for a whole range of applications	2123	Apprenticeships, FE 16 to 19, Degree Apprenticeships, HE (esp. BEng/MEng). Upskilling via short courses including bootcamps and AEB.
Broader skilled trades roles related to heritage retrofit including Electricians and electrical fitters	5241	Apprenticeships, Degree Apprenticeships, Upskilling for retrofit via bootcamps and AEB.
Plumbers, heating and ventilating installers	5315	Apprenticeships, FE 16 to 19, HTQs Upskilling via short courses (skills bootcamps and AEB)
Carpenters and joiners	5316	Apprenticeships, FE 16 to 19 Upskilling via short courses (including AEB and skills bootcamps).
Scaffolders	8151	Apprenticeships Upskilling via short courses (including AEB)



## CREATIVE

Skill needs	SOC Code	Provisional course priority and possible funding source
Significant opportunity for backstage roles in the sector, e.g. Live Event Technicians and Creative venue technician	8151	Apprenticeships Short courses funded via AEB
Photographers, audio-visual and broadcasting equipment operators	3417	Apprenticeships, FE 16 to 19, FT/PT HE. Short courses including skills bootcamps and funded via AEB.
There are a range of broader skilled trades occupations with potential in the sector (e.g., Carpenters and Joiners) – need to consider how these occupations in other sectors can be drawn upon to fill gaps	5316	Restart Programme & SWAPs at entry level. Apprenticeships, FE 16 to 19 Upskilling via short courses (including AEB and skills bootcamps).
Programmers for games development are needed as a major growth sector, and a useful route into the industry from a broad range of backgrounds.	2134	Apprenticeships, Degree & Higher Apprenticeships, FT/PT HE. Short courses (explore funding via AEB)

## HEALTH AND SOCIAL CARE SECTORS

Skill needs	SOC Code	Provisional course priority & possible funding source
Across the breadth of the nursing profession	2231-2237	Apprenticeships, FE 16 to 19, Access to HE Diplomas, Degrees (especially Adult Nursing, Child Nursing, Mental Health Nursing, Learning Disability, Midwifery)
Paramedics e.g., Paramedic (integrated degree)	2255	Access to HE Diplomas, Degree apprenticeships, BScs
Medical radiographers e.g., Diagnostic radiographer and Sonographer (both integrated degree)	2254	Access to HE Diplomas, Degree Apprenticeships
Care workers in childcare, adult care & health & social care, including at senior level.	6131, 6135, 6136	Restart Programme & SWAPs at entry level. Apprenticeships, FE 16 to 19, Higher & degree apprenticeships. Bridging provision to support progression to HE via AEB.
A wide range of back-office roles including those across IT Technicians	3131-3133	Apprenticeship, FE 16 to 19, HTQs
Data Analysts	3549	Apprenticeships, HTQs, degree apprenticeships, skills bootcamps.

# ROADMAP

The following is our roadmap for delivering against the actionable priorities identified through the LSIP process. The actions have been organised around five major areas which identify what key actors (such as employers, providers, local government and national 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 roadmap actions are defined by the time we believe they will take to implement, based on their complexity, the resource needed, and the extent to which they require system change

## MEETING LONDON'S SKILLS NEEDS

Action area	Detail	Action for	Timeframe
Transferable skills	Embed transferable skills as a core part of the National Curriculum at age 16 and as funded, accredited qualifications in post-16 FE.	Government	Short
Digital and transferable skills	Embed Essential Digital Skills (EDS) across the school curriculum, as well as more modular post-16 provision, supported by organisations including <a href="#">Future Dot Now</a> , the <a href="#">Good Things Foundation</a> , and Skills Builder Partnership.	Government, sector bodies	Short
Green skills	Include a form of 'carbon literacy' or green skills training into the curriculum as standard, similar to British Values <sup>5</sup> and make the inclusion of green modules compulsory in all new relevant qualifications.  <i>Measurement: successful integration of training provision</i>	Government	Medium
Transferable skills	Make transferable skills a golden thread throughout joined up DfE and DWP skills and employment strategies, including by ensuring the Skills Builder Framework is built into statutory careers guidance and apprenticeships standards.  <i>Measurement: evidence of increased focus on transferable skills in relevant Government strategies</i>	Government	Short
Transferable skills	Support the scaling up of the Skills Builder Framework <sup>bvii</sup> in London so that it becomes the primary route for education and business to help build transferable skills in Londoners, and standard across apprenticeships nationally.  <i>Measurement: data collection of numbers of employers and providers working with Skills Builder Partnership</i>	ERBs, training providers and the GLA	Short

## MEETING LONDON'S SKILLS NEEDS

Employer supported training	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.	ERBs, training providers, sector bodies	Short
Digital skills	Galvanise more employer/ educator co-design of provision, including embedding industry-standard curricula and certification in FE and HE courses, especially in areas with fast-changing cutting-edge technology. Support employer engagement through establishing a London Digital Skills Partnership based on the model <sup>bxvii</sup> used elsewhere in England. This would build on the Mayoral Digital Academy Hub.  <i>Measurement: Ongoing monitoring with employers and providers</i>	Government, GLA, ERBs, training providers	Medium
Employer demand coordination and management	Drive better borough collaboration on vacancies, recruitment and apprenticeships. 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.  <i>Measurement: evidence of joint working and demonstrable impact in jobs and training data</i>	GLA, London boroughs, SRPs, London Councils	Long
Green skills	Convene sector bodies, funders, and educators to build a plan that drives up the delivery and uptake of electrical engineering courses in London, particularly through employer partnered provision like apprenticeships.  <i>Measurement: Sector body e.g., Electrical Contractors' Association, analysis of number of courses on offer, starts and completions over time, reporting into BusinessLDN and GLA</i>	Government, GLA, London Councils, training providers, Sector Bodies, CEC	Short

## SUPPORTING & GALVANISING BUSINESS ACTION

Action area	Detail	Action for	Timeframe
SME Support	<p>Introduce a 'London Recruitment &amp; 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 &amp; Partners and the GLA.</p> <p><i>Measurement: Hub established, number of interactions with Hub, feedback on service</i></p>	GLA	Medium
Recruitment/ Labour Market Inclusion	<p>Drive a transition from traditional qualifications-led recruitment practices to a skills-led approach to establish a robust pipeline of diverse talent. Stage one will be a deep dive data analysis to better understand the diversity of the workforce in the priority sectors. Stage two 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 is below average. Stage 3 will use the learnings to develop a digital toolkit to support employers to move to a skills-led approach.</p> <p><i>Measurement: change in workforce profile by diversity metrics</i></p>	BusinessLDN, ERBs, sector bodies	Medium to Long
Employer attractiveness	<p>Support more employers to sign-up to the Mayor's Good Work Standard, which includes a commitment to lifelong learning and paying the London Living Wage.</p> <p><i>Measurement: Number of employer sign ups</i></p>	GLA, ERBs	Short

## SUPPORTING & GALVANISING BUSINESS ACTION

Employer attractiveness	Streamline and improve co-ordination 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.  <i>Measurement: long term demographic data for priority sectors</i>	Sector Bodies, ERBs, GLA	Medium
Employer attractiveness	Showcase businesses who 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 & social media campaigns, and at events such as <u>BusinessLDN's Skills London job and careers fair</u> .	ERBs, Sector Trade Associations, GLA	Short

## SUPPORTING & GALVANISING BUSINESS ACTION

Employer educator relationship	Build an employer-led network to support ongoing engagement between HR advisors/teams and college/career advisors and career hubs. <i>Measurement: programme established, number of sessions and attendees</i>	BusinessLDN, training providers, GLA, ERBs	Short
SME support	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.	GLA, London Councils, sector bodies, ERBs	Medium
Learner employer interactions	Build a programme that enables the GLA to act as a coordinating body for work placement opportunities for young Londoners.	GLA, ERBs	Long



## BUILDING AN INCLUSIVE LONDON WORKFORCE

Action area	Detail	Action for	Timeframe
Employment support	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.	Government, GLA, London Boroughs, SRPs, London Councils, ERBs	Medium
Programme alignment	<p>Ensure that the GLA's programmes and funding (including the AEB, 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><i>Measurement: trend data on programme users and evidence of LSIP alignment</i></p>	<p>GLA, London Boroughs, SRPs, London</p> <p>Councils, ERBs</p>	Short

# BUILDING AN INCLUSIVE LONDON WORKFORCE

Digital Poverty	<p>Work with the London Office of Technology &amp; 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> <p><i>Measurement: number of disadvantaged Londoners (standard definition tba) in digital cold spots in London who are supported</i></p>	GLA, Boroughs, ERBs	Short
Employment support	<p>Test marketing and communication strategies and tactics to hone key messaging that can reach and engage those furthest from the labour market.</p>	GLA, London Boroughs, SRPs	Short
Black and minoritised communities	<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 <u>includes</u>: building relationships between employers, training providers, charities and intermediary organisations, sharing best practice, and identifying solutions for overcoming common barriers.</p> <p><i>Measurement: (i) number of Londoners in these groups securing training, apprenticeships and jobs. (ii) Impact of Government's 'Get the Jump: Skills for Life' communications campaign in London. (iii) Impact of Mayor's Anchors Institutions Charter.</i></p>	GLA, Third sector, ERBs, training providers, London Boroughs	Short
Barriers to engagement	<p>Use LSIP Stage 2 to undertake deep dive analysis of specific barriers faced by different ethnically diverse and minoritised groups when accessing the skills system and London labour market.</p>	ERBs, GLA, London Councils, Inclusion groups	Short
Transport poverty	<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><i>Measurement: user awareness data through surveys</i></p>	GLA, boroughs	Short

# NEXT STEPS

- BusinessLDN looks forward to phase two of the LSIP, where, in partnership with ERBs, we will focus on the delivery and implementation of the actionable skills needs priorities, and roadmap, and track their progress.
- We will engage in activities including supporting employer engagement, skills system changes and provider response. This will include supporting Local Skills Improvement Fund (LSIF) bids
- We want to work with partners inc the LAIN to ensure the public and private sectors:
  - play their part in the move to net-zero by driving up green skills
  - support communities who lack advantage to access training and jobs
  - work together on delivering London's priority skills needs of London's employers, including transferable and digital skills.
- Our ambition is to embed the LSIP into London's skills system, aligned to the Mayor of London's Skills for Londoners Roadmap.
- LAIN/ LSIP priorities are well aligned – help us engage employers, share best practice and demonstrate leadership in the delivery of our plan