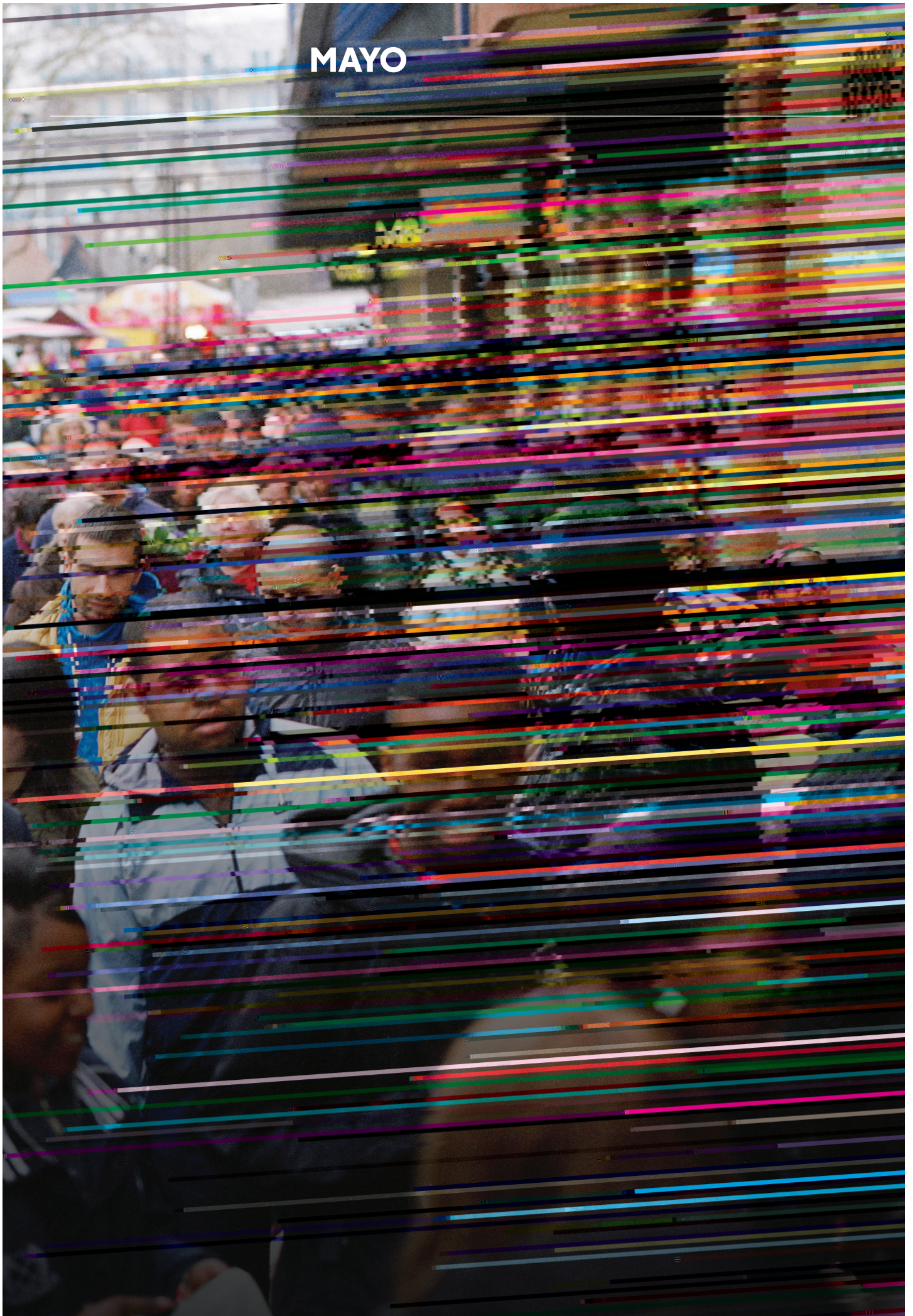


MAYO



COPYRIGHT

Greater London Authority
June 2018

Published by
Greater London Authority
City Hall
7 K H 4 X H H Q ¶ V : D O N
More London
London SE1 2AA

www.london.gov.uk

enquiries 020 7983 4100
minicom 020 7983 4458

ISBN 978-1-84781-670-2

Cover photographs © Philip Ebeling

Copies of this report are available
from www.london.gov.uk

With these challenges in mind, it is vital that City Hall¹ /RQGRQ¶V ERURXJKV DQG
JRYHUQPHQW VKRZ UHDO OHDGHUVKLS DQG ZRUN WRJHWKH

Executive Summary

Skills for Londoners (SfL) is the first dedicated post-16 skills and adult education strategy produced by a London Mayor. It sets out the skills challenges London faces, along with priorities and actions required to make the London skills system the envy of the world and achieve the **0 D \ R U ¶ V fØrL V L R Q**

Realising this vision will not be without its challenges. Many Londoners do not

Priority 3: Deliver a strategic city -wide technical skills and adult education offer

City Hall will help improve access to information to support learners and employers to make informed decisions about training through the creation of a Skills and Employment Knowledge Hub. This will be complemented by work with sub-regional partnerships of boroughs and others to create a more collaborative and strategic skills system.

City Hall will seek to increase participation in learning and improve progression pathways into intermediate and higher-level skills by

Vision

Every child, young person and adult in London deserves the chance to fulfil their potential. For many individuals, living in the capital offers unrivalled economic, social, cultural and civic opportunities that enable them to make the most of their talents and realise their ambitions. But too often, low levels of education and skills prevent many Londoners from being able to participate fully in society or benefit from the opportunities available. More often than not, it is young people and adults born to poorer families or belonging to minority or disadvantaged groups, such as those with special educational needs and disabilities, who are held back. Not only does this have a profound effect on levels of L Q F R P H H T X D O L W \ D Q G V R F L D O P R E L O L W \ L Q W K H F D S L W D O preventing the city from being all that it could be.

The Mayor is determined for London to become a city where all residents benefit from the F D S L W D O ¶ V R S S R U W X Q L W L H V D Q G V X F F H V V D Q E S C Z K H U H / R access the skills they need to succeed and compete nationally and internationally. To achieve this, London must have a system for post-16 and adult education and skills that delivers for all Londoners and employers. This system should be the envy of cities around the world for its outcomes and ambitious standards. It must be responsive to the demands R I W K H F D S L W D O ¶ V O R F D O O D E R X U P D N H M D V R U E ¶ R W Y K L Q B X Q D

**A city for all Londoners ±
making sure Londoners, employers and businesses get the skills
they need to succeed in a fair, inclusive society and thriving
economy ¶**

Realising this vision will not be without its challenges. The London labour market faces tests, both in the short and long term, including the impact of Brexit and the changes expected from technological advancements and automation. In addition, the UK is forecast to fall from 22nd to 28th out of 33 Organisation for Economic Co-operation and Development (OECD) countries for intermediate skills by 2020². Now, more than ever, London must strive to deliver a strong skills and adult education offer that provides clear progression pathways for all young people and adults.

² UK Commission for Employment and Skills
competitiveness ¶

Setting the Scene

The full Skills for Londoners Strategy Evidence Base and executive summary have been published with this strategy, alongside the results of the public consultation on the draft strategy and opinion research that City Hall carried out with Londoners. This section draws out key contextual issues relating to the strategy priorities, informed by this primary and secondary research. It also includes input from the four borough sub-regional partnerships ±Central London Forward, Local London, South London Partnership and West London Alliance (see Annex 2 for the boroughs included in each of these)

For those who know where and how to access it, London is a city full of opportunity. Every year, thousands of young people find job opportunities, which can help them on the path to a rewarding and fulfilling career. Many young Londoners are well-educated and have achieved the best GCSE results in the country. In London, 83 per cent of further education and skills providers were rated good or outstanding by Ofsted at their most recent inspection⁷. This year, four out of five schools were rated good or outstanding.

But many Londoners are not able to benefit from the opportunities that are available in their own city. While employment rates in the capital have increased recently, unemployment in London is still above the national average⁹ and some groups remain under-represented in the labour market. The unemployment rate for 16 to 24 year olds in London is 2.9

There is substantial variation in incomes across London, which is the most unequal region in terms of income in the country. Between 2011 and 2014, the gross income of the poorest 10 per cent of households in London was £231 per week, compared to £1,945 per week for the richest 10 per cent of households²⁸. There is also inequality between and within boroughs. In 2017, gross weekly pay for full time workers in the highest earning borough (

earning borough (Barking and Dagenham, where average income was £555)²⁹. Pay is more unequally distributed in the Central London Forward area than in any other sub-region³⁰. In 2014, average weekly household net incomes were £560 greater in the highest earning area of Westminster than in the lowest earning area. In 2014, of the 20 local authorities in England and Wales with the greatest difference between their highest and lowest earning areas, 10 were in London³¹.

²⁹ earning areas,ted [/T 0.19 Q q 0.000008871 0 595.3M12o10.192 at W* n BT /F64(sta)5(co)21(ed)5()-3(g)65(gros-3(

These inequalities are also reflected in health and wellbeing outcomes – with healthy life expectancy varying between boroughs by more than 15 years for men and almost 19 years for women³².

Wider educational context in London

Far too many Londoners continue to face barriers that prevent them from seizing the opportunities the capital has to offer. Although school performance in London has improved significantly over the past 15 years, results still lag behind the best in the world³³. Low levels of education and skills continue to hold many young people and adults back from fulfilling their potential, particularly among disadvantaged groups and communities. Despite outperforming other regions at GCSE level, both for all children and for those eligible for free school meals, London fails to sustain this progress post-16. Inner London ranks second lowest among the English regions for average points score at Level 3 among 16 to 18 year olds in state funded provision³⁴.

While the capital includes some of the highest performing local authorities for A-Level and applied general qualifications in the country, it also includes some of the poorest performing local authorities for these qualifications³⁵. At tech-level, outer London outperforms all regions except the North West, yet inner London is in the middle of the national rankings³⁶. Moreover, young people aged 16 to 18 and from ethnic minority groups continue to be less likely to start an apprenticeship in London than their white counterparts³⁷.

Regarding higher education, students from disadvantaged backgrounds in London continue to be less likely to attend university by age 19 than their wealthier peers³⁸. The non-continuation or drop out rate across London universities is 10 per cent, higher than the UK average (eight per cent). In London, non-continuation is higher for black students (14 per cent) than for students from other ethnic backgrounds. It is also higher for male students than female students (12 per cent compared to nine per cent)³⁹.

³² Public Health England, Public Health Outcomes Framework, Healthy Life Expectancy at birth indicator 0.1i, 2013-15

³³ Based on Programme for International Student Assessment tests of 15-year-old students. See: Jerrim, J and Wyness, G (2016) [Benchmarking London in the PISA ratings](#), UCL Institute of Education.

³⁴ Department for Education (2017) [A level and other 16 to 18 results: 2016 to 2017 \(revised\)](#).

³⁵ Ibid.

³⁶ Ibid.

³⁷ Statistic computed by dividing apprenticeship starts by population of relevant ethnic and age groups.

Apprenticeship starts data refers to starts in academic year 2015/16, taken from Skills Funding Agency / [RFDOLWLHV & XEH 3RSXODWLRQ GDWD UHIHUV EtMiegroup population L V W D N H Q projections](#)

³⁸ Department for Education (2017) SFR37- [S D U W D e R i n g p a r t i c i p a t i o n i n h i g h e r e d u c a t i o n](#)

³⁹ HEFCE Teaching Excellence and Student Outcomes Framework Year 2. Data correct as at June 2017.

Basic skills

One in three in the capital leave school at age 16 without having achieved a standard pass grade in GCSE English and maths⁴⁰. London also has the worst post-16 resits rate in maths GCSE in the country and some of the worst resits rates in English GCSE⁴¹. This is a particular issue in the West London Alliance⁴² area, where 31 per cent of 19 year olds leave full-time education without a Level 3 qualification⁴³. Children in London are three years behind their peers in Shanghai in maths⁴⁴. 3 U R I L F L H Q F \ L Q Q X P H U D F \ D P R adults is slightly lower than the national average⁴⁵. Low levels of literacy and numeracy not only act as a substantial barrier to work and education opportunities; they can harm social integration and cohesion.

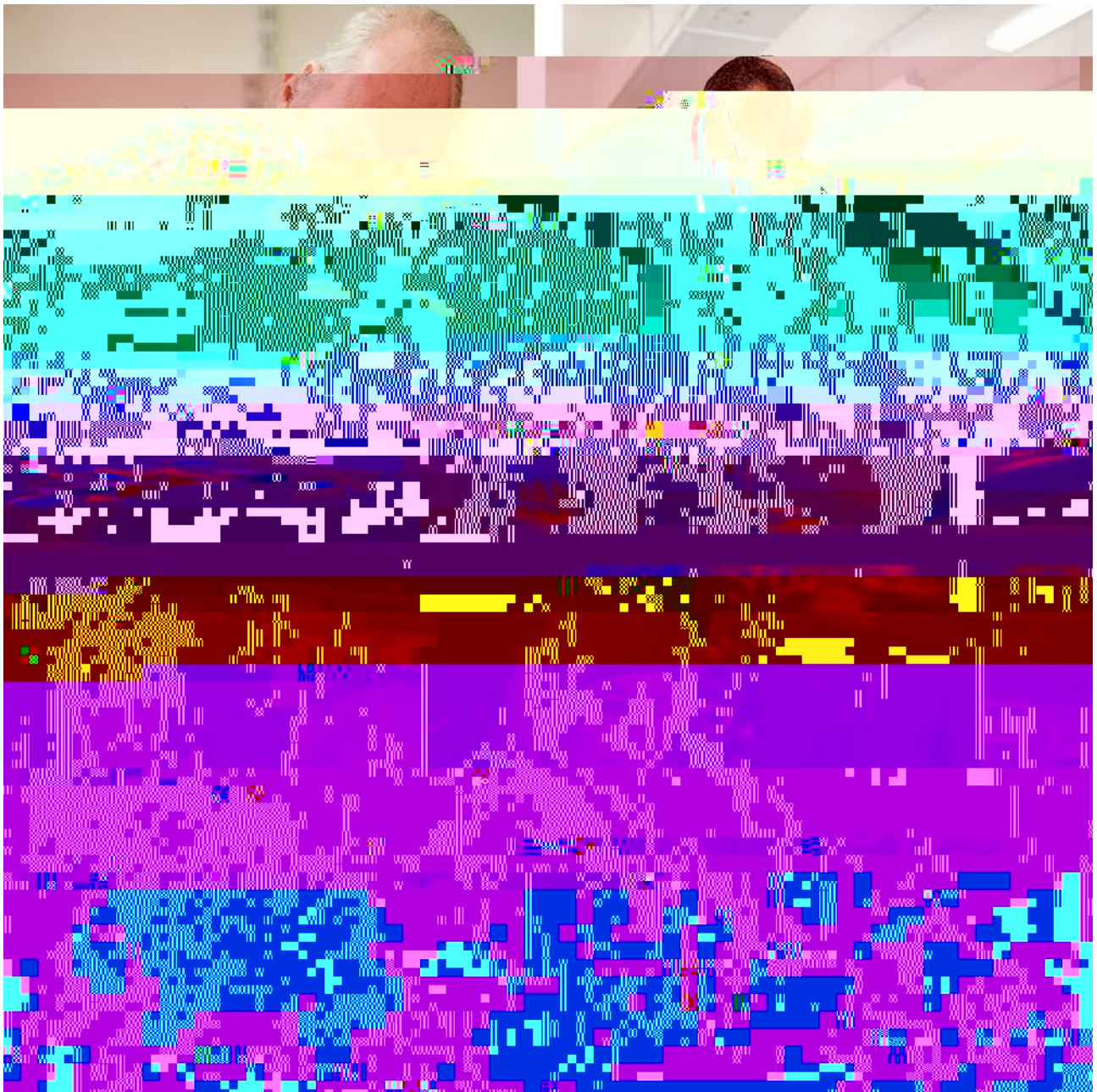
Proficiency in the English language is a prerequisite for most jobs in the capital, and for career progression. It is also associated with several other benefits, such as improved independence, confidence, self-determination, access to healthcare and education, and community integration⁴⁶. However, some 210,000 working age adults in London report they cannot speak English well and around 25,000 cannot speak English at all⁴⁷. Immigrants who do not speak English when they arrive in the UK usually want to improve their English language skills^{48, 49}. However, many face barriers relating to the availability, sufficiency and flexibility of the English for Speakers of Other Languages (ESOL) offer in London⁵⁰.

While there is a diverse base of established providers and a range of ESOL provision delivered across the capital, over half of providers - rising to two thirds of colleges - report that they struggle to meet demand for ESOL⁵¹. Oversubscription of ESOL provision is a problem in both inner and outer London boroughs⁵². For example, analysis by the South London Partnership⁵³ suggests ESOL provision is not currently meeting levels of demand

results: 2016 to 2017 (provisional) ¶
isis ¶

3

7



Careers, information, advice and guidance

At the age of 16, students are faced with a complex myriad of choices in the education and skills system: what to study; where; what type of course; in what type of setting. Pathways for students pursuing academic options have, historically, been more straightforward to navigate, with A-Levels and then a degree at university. Most young people in London, however, do not pursue this route⁷¹. For those who decide upon the technical or vocational pathway, there are around 13,000 separate qualifications available, far too many of which offer limited labour market value⁷².

London has fallen in the past five years⁷⁷. Evidence suggest that the amount of employer-led training has fallen in recent decades. The proportion of employees saying they have received training in the past four weeks in London fell from 16 per cent in 1997 to 12 per cent in 2017 (compared to a fall from 14 to 12 per cent in the rest of the UK)⁷⁸. The volume of training delivered appears to have changed more significantly. In London, the number of training hours per week per person employed fell from 1.36 in 1997 to 0.38 in 2017, a fall of 72 per cent (compared to a 65 per cent fall in the rest of the UK)⁷⁹. Moreover, the proportion of people trained in the past 12 months fell from 46 per cent in 1997 to 46 per cent in 2017 (the rest of the UK saw a similar change)⁸⁰. Employee participation in continuing vocational training in the UK is among the lowest in the EU⁸¹.

Volunteering

Volunteering provides individuals of all ages the opportunity to develop and enhance vital life skills that will enable them to succeed in the working world. Two thirds (67 per cent) of employers say candidates with social action experience demonstrate better employability skills⁸². However, participation in volunteering and other extracurricular activities is inconsistent across socio-economic backgrounds. Research shows that young people from less affluent backgrounds are significantly less likely to participate in volunteering than their wealthier peers⁸³.

Childcare

The soaring cost of childcare in London is also a significant obstacle to parents - particularly women - accessing education and employment opportunities. Parents in London pay more for childcare than in any other region in the country. Families in inner London now spend £8,000 every year on a part-

25 to 64 year -olds with qualifications at NVQ Level 2 or below

Skills challenges for Londoners conclusion

The barriers to opportunity in London are holding the city back from being the best it can

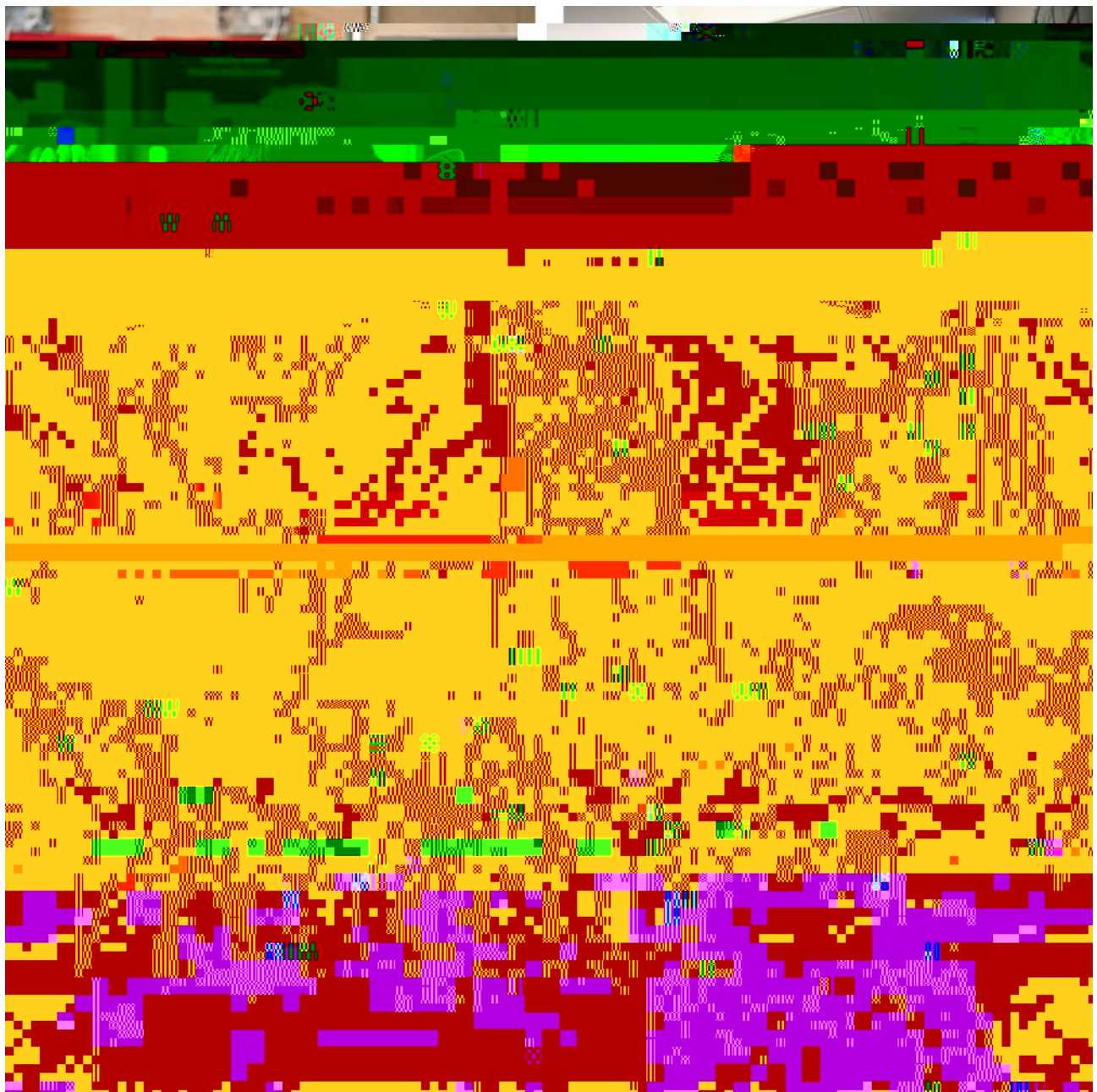
14. The number of employers reporting Skills Shortage Vacancies (SSVs) has increased in London in recent years, from four per cent of employers in 2011 to six per cent in 2015. Whilst London is a high-skilled economy with more graduates than any other UK city, SSVs in the Central London Forward area are more likely to be in higher-skill occupations. Local London has also identified a requirement for more skilled workers (Level 3+) and for more people with higher-level qualifications (

competitive. This will involve the creation of a more responsive and agile skills system, but the responsibility for this does not lie solely at the door of skills providers. There is a need for employers to increase levels of engagement with the skills system and to boost investment in workforce and work-based training.

In 2015, one third of employers had not provided any training in the previous 12 months in London (as was also the case across England), although this masks significant differences by employer size (with only 51 per cent of employers with 2-4 employees having funded or arranged training in the last 12 months, compared to over 90 per cent for employers with more than 25 employees). Where smaller employers do invest in training, this tends to be for a higher amount than larger employers¹⁰². In 2010, overall employer investment per employee in the UK was around half the EU average, and investment has declined over the last decade¹⁰³. Not only is this limiting development and progression opportunities for many Londoners, it is counter to the evidence that increased training can support improved performance and growth for individual businesses and employers.

The apprenticeship levy¹⁰⁴ should go some way to addressing under-investment in skills by employers and supplementing existing lower-level skills provision by FE institutions. However, there is relatively low employer demand for apprenticeships in the capital and issues around perception of the value of apprenticeships to individuals and businesses. In 2015/16, London reported the second lowest number of apprenticeship starts out of the nine English regions¹⁰⁵. Apprenticeships can not only bring many benefits for business, but they can also act as a vehicle for social mobility. Those completing a Level 3 apprenticeship could earn, on average, between £77,000 and £117,000 more over their lifetime than those holding a Level 2 academic or vocational qualification¹⁰⁶.

7 R P H H W W K H 0 D \ R U Z D Q W V / R Q G R Q ¶ V H P S
 On Reaching a City Deal, Londoners, City Hall must work with partners across London to develop a strategic approach to navigating these challenges so that employers in London are able to access the skills they need, both now and in the future. This requires greater alignment between the skills required by employers and skills provision in the capital. 7 K H 0 D \ R U Z D Q W V / R Q G R Q ¶ V H P S
 businesses to help steer public investment in skills through engagement with providers and advising on industry skills requirements. In particular, there is a vital role for employers to play in helping to shape the commissioning of the AEB, following devolution to the Mayor in 2019¹⁰⁷. 2019
 Mayor in 201



Skills demand and supply

There are several key drivers of future demand for skills in London. Increasing competition for goods and services in world markets and technological innovation will require increased skills to raise productivity and incomes. There will be a need to compete in emerging sectors which will require a substantial expansion of employees (and entrepreneurs) with appropriate skills, especially in science, technology, engineering and maths (STEM). This is an issue that is felt London-wide, affecting all sub-urban areas and the proposals for a Thames Estuary Production Corridor and creative industries hub¹¹¹

More generally, there is widespread agreement that all Londoners will need lifelong learning and development. Whatever route of education people choose, which programmes to follow in order to access particular careers.

Many Londoners want to start their own businesses, and ambitions are only increasing¹¹². This will require a range of enterprise and entrepreneurial skills, such as digital, managerial, financial and human resources skills, to succeed on a sustainable basis.

An agile and responsive skills system

workforce. Londoners need an education and skills system offering the highest levels of quality and excellence. For many years, delivery of skills has largely been left to market forces, but this alone will

and further education sector is high quality and diverse, with world-leading universities, creative colleges and business schools. Universities and further education colleges have strong local connections with businesses in London, often in creative, financial, professional services, life sciences, digital and technology). There is, however, scope to strengthen and broaden these connections.

edge of innovation in adult education and skills, particularly in enabling improved social mobility for adults from low-income backgrounds. This will start with a more strategic approach to commissioning via the AEB when it is devolved to London in 2019/20, ensuring that funding is targeted to better meet need. This will also involve a move, over time, towards outcome-based commissioning to ensure that our focus is on effective skills

provision in London that supports adults to gain the relevant skills they need to enter in to and progress in employment.

City Hall will also work closely with the further education sector in London to become a single, common framework of standards covering both apprenticeships and college-based provision developed with employer-designed standards across 15 new technical routeways, phased in between 2020-22. Through stronger education delivers results for all Londoners, providing them with the skills they need to succeed and progress.

By improving our own understanding of what works locally in skills provision and disseminating this information, we will help providers, employers and learners to make choices that are right for them.

Empower all Londoners to access the education and skills to participate in society and progress in education and work

London has already set out its expectation of what a good careers offer should look like for children ~~D Q G \ R X Q J S H R S O H L Q / R Q G R Q W K U T R i s a s t e p R O G R Q \$ P E~~

entitlements. Through the offer, we will work to raise awareness of the benefits of education and learning.

As part of the all-age careers offer, the Mayor and London boroughs will work collaboratively with the National Careers Service (NCS) to ensure that the service offer in London better responds to local economic and social needs, and seeks to provide Londoners, particularly those from disadvantaged backgrounds, with better and more accessible information on skills, employment (including careers portfolio options) and enterprise. The NCS offer in London should focus on supporting unemployed people and those people in insecure, low

The ESF programme will support the delivery of the priorities set out in this strategy, addressing gaps

get the support they need to enter and progress into good quality jobs. As part of this, the

low levels in these key basic skills will ultimately cap efforts to improve social mobility and diversity in / R Q G R W O R F O R C E. Improving provision of these crucial core skills is therefore central to London J R Y H U C S P I S T O W I A E B devolution.

Skills for Londoners Framework

Alongside this strategy, the Mayor is publish

bring for individuals and society, the Framework sets out the intention to develop a suite of social metrics to support the delivery of ACL and provides greater detail on & L W \ + D O O ¶ V plans for outcome measures.

Basic skills

The devolved AEB will also continue to support levels of key basic skills such as literacy, numeracy, digital and core employability skills. The focus of support will be for disadvantaged and under-represented groups, be it within a classroom or community setting, so that many more Londoners can participate in, and benefit from, employment opportunities in London. This includes providing employability and skills support for those

- x Work to drive up participation and progression outcomes in the provision of English and maths ;
- x Work with employers, providers and local authorities through AEB devolution to identify new and more diverse sources of investment in ESOL, support the development of innovative approaches to strategic planning and commissioning of ESOL including the use of community -based and volunteer support, improve local coordination of ESOL provision, and address practical barriers to ESOL learning ; and

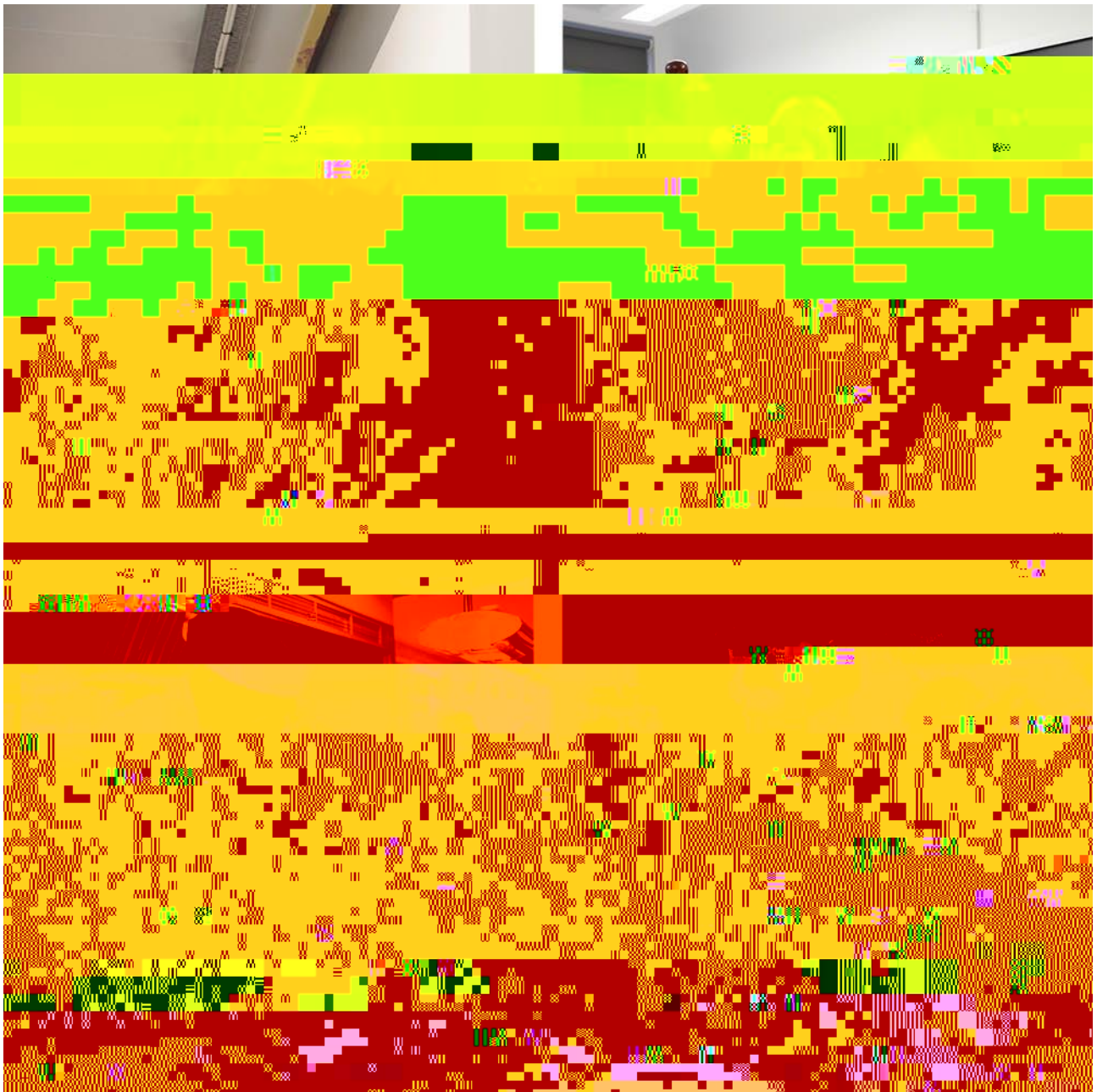
x

Summary of actions

The Mayor will:

1. Develop an all-age careers information, advice and guidance offer for London.
2. Continue to lobby government to ensure that London gets a fair funding settlement in the UK Shared Prosperity Fund fully devolved to London.
3. Expand the range of programmes on offer that target the most disadvantaged groups.
4. Undertake a strategic, pan-London review of post-16 SEND education provision.
5. Support the Work and Health Programme ensuring better integration with skills provision in London, call on government to make better use of Flexible Support Funds, and support London Councils to take a joined-up approach.
6. Ensure that the devolved Adult Education Budget prioritises support to meet need, with flexible, inclusive and integrated skills and training provision that prioritises improving progression outcomes, employability and enterprise skills.
7. Drive up participation and progression outcomes in the provision of English and maths, identify new and more diverse sources of investment and innovative approaches in ESOL, work towards providing a digital skills entitlement for Londoners, and seek to make adult learning provision more accessible and flexible, through the devolved AEB.
8. Continue to fund Early Years Hubs to bring childcare settings together in London to improve the access, affordability and quality of early years provision for the most disadvantaged families.
9. Ensure that the devolved AEB continues to be made available to those Londoners that need it most.
10. Publish new research that analyses the pathways young people from different backgrounds in London pursue post-16, which will inform a holistic and strategic approach to skills in London.
11. Commission further research to better understand the higher drop-out rates from universities in London.

In advance of any devolution of apprenticeship funding, the Mayor will work with industry in London to develop and promote high -quality apprenticeships and to maximise the use of levy contributions . This will involve exploring ways to maximise the impact as well as use of levy contributions in London by helping both large, levy-paying and small, non-levy paying employers to create high quality apprenticeships which offer opportunities to all Londoners. The focus will include: increasing the take up of apprenticeships by diverse groups, including involvement in the G R Y H U Q Ppaying and small,



London Enterprise Adviser Network

The Mayor will extend the London Enterprise Adviser Network, delivered by Team London, which aims to improve the life chances of young people through supporting schools to engage with employers. Businesses play an important role in helping to shape the future workforce through informing the curriculum and careers offer. Much greater education providers. Strengthening collaboration between businesses through this network will help to unlock relationships with other local and national employers, both large and small, and facilitate an effective careers and business engagement strategy for schools and colleges. The network is currently active in 125 primary and secondary schools, across 19 boroughs (this represents 20 per cent of mainstream secondary schools across these boroughs). The ambition is to support all London boroughs and to be working with up to 80 per cent of state schools and 100 per cent of colleges by 2020.

Clearer information on employer demand for skills is needed to help address some of the information and co-ordination failures of the skills system in London. Usable and timely data on technical and, where possible, core skills requirements is needed to shape and inform policy and provision. These needs will vary by employer size and sector.

As part of this, the Mayor recognises that particular sectors have a key role to play in the London Economic Development Strategy highlights sectors with significant growth potential, particularly when supported by strategic intervention, where London has a global competitive advantage. They include:

- x the tech and digital sector, which is helping to drive innovation across the economy and provid

- x the creative and cultural industries , which contribute to the quality of life and well-being of Londoners, with concentrations of growth in areas such as Poplar ±the starting point of the East London fashion cluster;
- x the advanced urban services R U μ V P D U W F L W L H V ¶ V H F W R U Z K L F K work more efficiently as a city, and providing Londoners with better access to public services;
- x the financial and business services sector, which helps to underpin the workings R I / R Q G R Q ¶ V H F R Q R P \ D V Z H O O D V W K H Q D W L R Q D O D Q C concentrated in the City of London and Canary Wharf; and
- x touri sm, which gives London an international profile, attracting people from across the world and showcasing London as a diverse and open city through both traditional central London destinations and more recent offerings along the South Bank and other local destinations.

\$ G G U H V V L Q J / R Q G R Q ¶ V V N L O O V Q H H G V

The Mayor will improve information and data on occupational skills needs from employers in London, working with employers, employer representatives and borough sub -regional partnerships . The ambition is to create an accessible data

- x reviewing the success of sector or occupation-specific skills projects in meeting identified needs and considering new priority sectors and occupations that would benefit from direct interventions to address skills challenges, such as those listed above;
- x defining and promoting the development of core employability skills with providers, including reviewing evidence of what works to develop these much-needed skills through embedded or stand-alone approaches;
- x encouraging innovation and transfer of learning in the skills system;
- x providing advice to the Mayor on the implementation of the Apprenticeship Levy and standards as well as Q H Z μ 7 H F K Q L F D O / H Y H O V ¶ L Q / R Q G R Q D
- x helping to identify and promote business benefits arising from skills development and investment.

The board will form part of the Skills for Londoners governance structure. It will link to the 0 D \ R U ¶ V % X V L Q H V V \$ G L E A F and will partner with City Hall to engage businesses D Q G H P S O R \ H U V P R U H G L U H F W O \ W R K H O S L Q I R U P / R Q G R Q ¶

The Mayor has pledged to deliver

the digital workforce is made up of women¹³⁰. The programme will inspire and prepare more young Londoners for work in the creative industries and ensure they have the digital skills needed by all sectors of the economy. It includes a focus on attracting more young women and Londoners from a range of backgrounds to work in the sector. The programme aims to increase the volume and quality of training in digital technology by funding new industry-approved courses for 16 to 24 year olds, ensuring that young people have the skills that employers are looking for. It supports collaboration between training providers, schools, further education colleges, higher education institutions and employers to ensure the curriculum is responsive to labour market needs¹³¹.

Construction

The Mayor pledged to establish a construction academy scheme

to make the most of the opportunities W K D W / R Q G R Q ¶ V F R Q V W U X F W L R Q L Q C
that many more Londoners, particularly those from diverse backgrounds, are able to find
work and progress in the sector.

Summary of actions

The Mayor will:

1. Lobby government to devolve the apprenticeship levy to create a Skills Levy for London.
2. Call on government to provide flexibility on the 10 per cent limit that levy-paying employers can direct from their levy account to non-levy paying employers.
3. Work with industry in London to develop and promote high-quality apprenticeships and to maximise the use of levy contributions, including establishing new pilot programmes to improve progression, increase social mobility and raise the productivity of businesses in key sectors.
4. Promote increased investment in skills development and effective use of London Growth Hub.
5. Support employers to adopt inclusive employment and workforce development practices through the Good Work Standard.
6. Extend the London Enterprise Adviser Network to increase employer engagement with schools and colleges.
7. Seek to improve information and data on occupational skills needs from employers in London, working with employer representatives and sub-regional partnerships.
8. Look to create an occupational skills board with business/employers to advise on aligning skills provision with industry requirements for London industries.
9. Deliver the Digital Talent programme and help to establish a digital skills pipeline.
10. Establish industry.
11. Work with creative industry leaders to develop skills plans.
12. Work with further strategic sectors in London to improve the relevance and quality of training and meet skills needs.

Deliver a strategic city-wide technical skills and adult education offer

London Skills and Employment Knowledge Hub

A strategic approach to commissioning and delivery of skills will require access to robust and timely data on the skills employers need now and in the future as well as information on the quality of further education in providing learners with the skills they need to succeed. Better information will allow prospective learners to make more informed decisions about learning and career pathways, to help them to progress towards achieving their ambitions. Similarly, businesses will be able to make informed choices about the quality and availability of skills provision in the capital.

City Hall will work collaboratively with providers to use improved data on employer skills needs to better align provision and commission programmes that will help to create a

SLSHOLQH RI VNLOOHG /RQGRQHUV WR PDNH WKH PRVW RI
sectors and im 0.192 '2 E 0 ò WK

Smart London

The intention to use data to better understand how skills provision D O L J Q V Z L W K W K H 0 wider plan for London to become smarter and more digitally enabled. At London Tech Week in June 2017, the Mayor set out an ambition for London to [become the smartest city in the world](#). To help deliver this ambition, the Mayor has appointed a Chief Digital Officer and a Smart London Board¹⁴⁰. The Smart London Board has identified five priority ^{3 P L V V L R Q V ' W R H Q D E O H / R Q G R Q W R E H F R P H D V y P D U W H U F L} digital skills and capability¹⁴¹.

7 K H 6 P D U W / R Q G R Q % R D U G D Q G W K H 1 and to use it to make London ' L J L W D W K H Z R U O G ¶ V in order to upskill the public sector workforce with critical skills including, but not limited to, data analysis, cyber security and digital leadership. To achieve these goals, work will be done to make the most of the opportunities afforded through the Apprenticeship Levy alongside collaboration with Government Digital Service¹⁴² and central government departments and agencies.

In conjunction with the work to build a London Skills and Employment Knowledge Hub, City Hall and the sub-regional partnerships will explore and develop proposals to create a more collaborative and strategic skills system in London which K F R Q V L G H U V / R Q G R specialisms, particularly in key sectors of growth. This will be undertaken in close partnership with providers in preparation for implementation of the new Technical-Level qualifications to ensure that the reforms to technical education in the capital mean that employers and learners are benefitting from the new system with the skills that London needs. Given the scale of London and the diversity of skills challenges and opportunities across London, London government will engage a broad range of employers to inform provision. Such local leadership will help develop the necessary partnerships to achieve the identified changes and flexibilities needed in the skills system.

Skills for Londoners Framework

The Mayor will set out his fund ing p riorities , outcomes and delivery arrangements for the devolved AEB and other City Hall -funded skills and employment prog rammes in London in his Skills for Londoners Framework. Devolution of the AEB from 2019/20 will provide London with the opportunity to develop a more strategic commissioning approach to skills provision for the first time. Activities will be focused on delivering quality learning and employability skills for post-19 learners, and ensuring that provision aligns with the needs of the economy. Outcomes will be focused on progression and helping Londoners into work (through apprenticeships, further and higher-level learning). In

¹⁴⁰ The Smart London Board is charged with helping the Mayor shape his vision and strategy for London's smart city agenda and investment in data infrastructure. Composed of leading figures from the tech sector, entrepreneurs and academics, the Board advises on how London can put digital technology and data at the heart of making the capital an even better place to live, work and visit

teaching for specific cohorts of pupils, such as those attending alternative provision or looked after children.

To successfully increase the number of Londoners gaining skills at intermediate and higher levels, London will support institutions providing industry-relevant skills. The Government has launched a national programme to establish Institutes of Technology (IoTs) to deliver higher and degree-level apprenticeships and technical skills, and the Mayor, working with LEAP, will look to support this programme in London. IoTs would comprise strong partnership arrangements between further and higher education institutions. They will be at the heart of their leadership and governance, and closely involved in the design and delivery of the curriculum. The Mayor and LEAP would particularly welcome specialist IoT proposals in technology and digital skills, the life sciences sectors and higher-level STEM provision. The Mayor and LEAP will support those proposals which demonstrate the strongest partnerships and greatest reach for their provision in London.

The focus on collaboration between employers, further and higher education is an important and welcome policy in the establishment of IoTs. However, this must go further. The Mayor will help to convene and further strengthen collaboration between schools, FE and HE institutions and the wider economy. Stronger collaboration between education providers will ensure that greater strategic links can be forged to promote the opportunities that London has to offer. This could include working together to raise aspirations in learners to go on to do higher-level skills including through degree and higher-level apprenticeships.

Provider infrastructure

The Mayor will champion high quality further and adult education in London, by supporting its infrastructure through capital investment and recognising the best quality institutions. This will include accreditation for high quality construction skills providers via the Construction Skills Academy and Supporting Upskill.

The Mayor and LEAP will continue to support investment in infrastructure and facilities in further education through the Skills for Londoners Capital Fund, with greater strategic focus on in-demand skills at regional and sub-

Strategy Indicators

The indicators in table 1 Z L O O E H X V H G W R P H D V X U H V S K I L L S F O R P S D F W R I Londoners Strategy. These headline indicators relate to the priorities and objectives set out in the strategy. There is a downward trend in some of these indicators at a macro-level over the past few years, such as Participation in Learning since 2016¹⁴⁴ and Skills at Level 3 since 2015¹⁴⁵. Data will therefore be gathered for direct interventions to measure the impact of the Sfl Strategy, where possible.

Table 1: Skills for Londoners Skills and Adult Education Strategy Indicators

Ref	Headline Indicator
SS1	Participation in learning Percentage of the working age population in London (aged 16+) participating in education and learning: total, broken down by target groups (sex, BAME, disability, social group and age).
SS2	Employer investment in workforce skills Proportion of employers that had arranged or funded any type of training (whether off or on-the-job) for any of their staff in the previous 12 months as a percentage of all employers: total, broken down by occupation, sector and size.
SS3	Coordination of skills provision - skills shortage vacancies Proportion of employers reporting a skills shortage vacancy as a percentage of all employers in London: total, broken down by occupation and sector.
SS4	Coordination of skills provision - Working age population intermediate - level skills Percentage of London working age population with intermediate skills (qualification at Levels 2,3 and 4 as well as Level 3 and above): total, broken down by target groups (sex, BAME, disability, social group and age) 1 6

Skills Strategy Task and Finish Group

Seetha Kumar (Chair)	Creative Skillset
Yolande Burgess	London Councils
Elizabeth Crowley	CIPD
Joe Dromey	IPPR
Dan Gascoyne	West London Alliance
Dr Andrew Gower	Morley College London
Marilyn Hawkins	DfE / Skills for Londoners Taskforce Member
Mark Hilton	London First
Garry Hunnisett	London Work Based Learning Alliance
Ewart Keep	Oxford University
Angus Knowles-Cutler	Deloitte /LEAP Board Member
Shakira Martin	National Union of Students
Dianna Neal	London Councils
Ian Nichol	Local London
Dr Sue Pember OBE	HOLEX
Daniel Sandford Smith	Gatsby Charitable Foundation
Sarah Sturrock	South London Partnership
Diarmid Swainson	Central London Forward
Sue Terpilowski OBE	Federation of Small Businesses
Mary Vine-Morris	Association of Colleges
Andy Wilson	Capital City Colleges Group

Sub-Regional Skills Leads

Cllr Steve Curran	Leader of London Borough of Hounslow
Cllr Ruth Dombey	Leader of Sutton Council
Cllr Peter John OBE	Leader of Southwark Council
Cllr Darren Rodwell	Leader of Barking and Dagenham Council
Tim Shields	Chief Executive at London Borough of Hackney

Stakeholder Respondents
AELP

Annex 2

Map of London Sub -regions



Other formats and languages

For a large print, Braille, disc, sign language video or audio-tape version of this document, please contact us at the address below:

Public Liaison Unit
Greater London Authority
City Hall
7 K H 4 X H H Q ¶ V : D O N
More London
London SE1 2AA

Telephone 020 7983 4000
www.london.gov.uk

You will need to supply your name, your postal address and state the format and title of the publication you require.

If you would like a summary of this document in your language, please phone the number or contact us at the address above.