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South London Local Skills Improvement Plan Annex Consultation Document

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LSIP Overview

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The South London annex of the London Local Skills Improvement Plan has been developed with employers and stakeholders within the boroughs covered by the South London Partnership, written with and on behalf of stakeholders.

Using qualitative analysis from a range of data sets, and through engagement and consultation with employers and stakeholders, we have developed a document which sets out skills challenges and employment challenges in priority sectors which either have an over representation of jobs and/or are of strategic priority for south London.

The following slide deck provides stakeholders with an opportunity to get an overview of the initial findings and recommendations.

Stakeholders are encouraged to comment on the slide deck to ensure their views are reflected in the final annex. Please could you send feedback to SLP by no later than 23.59 on 25th April to Kirsty.hogg@richmondandwandsworth.gov.uk

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There has been a 0.4% decrease in employment between 2015 & 2021 in south London

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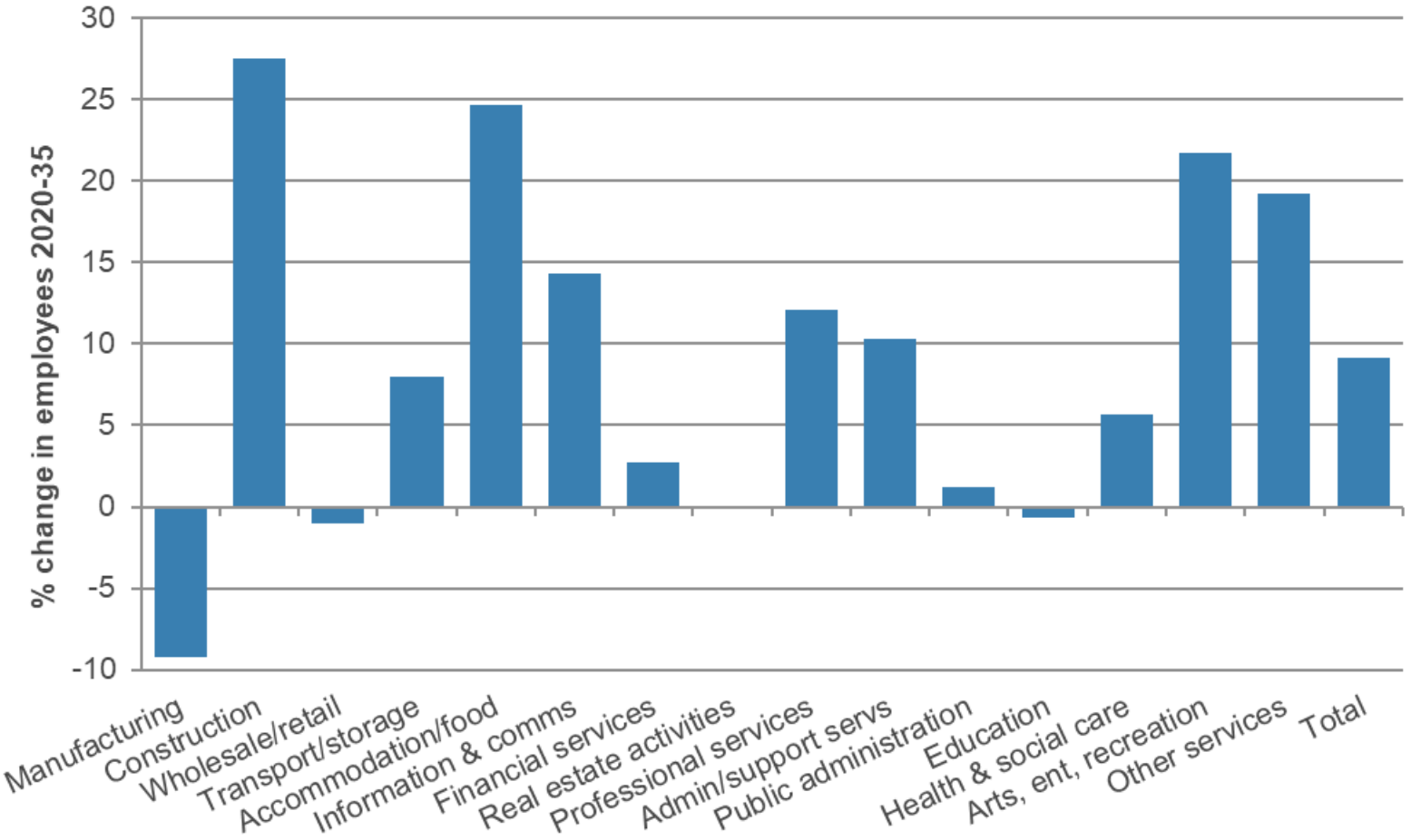
Source: Business Register and Employment Survey, 2021

This compares to an increase in Great Britain (5.7%) and London (8.4%)

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Between 2020 and 2035, total employment across all sectors is projected to increase by 9.2 per cent for the London region

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Source: IER employment projections, 2020-35

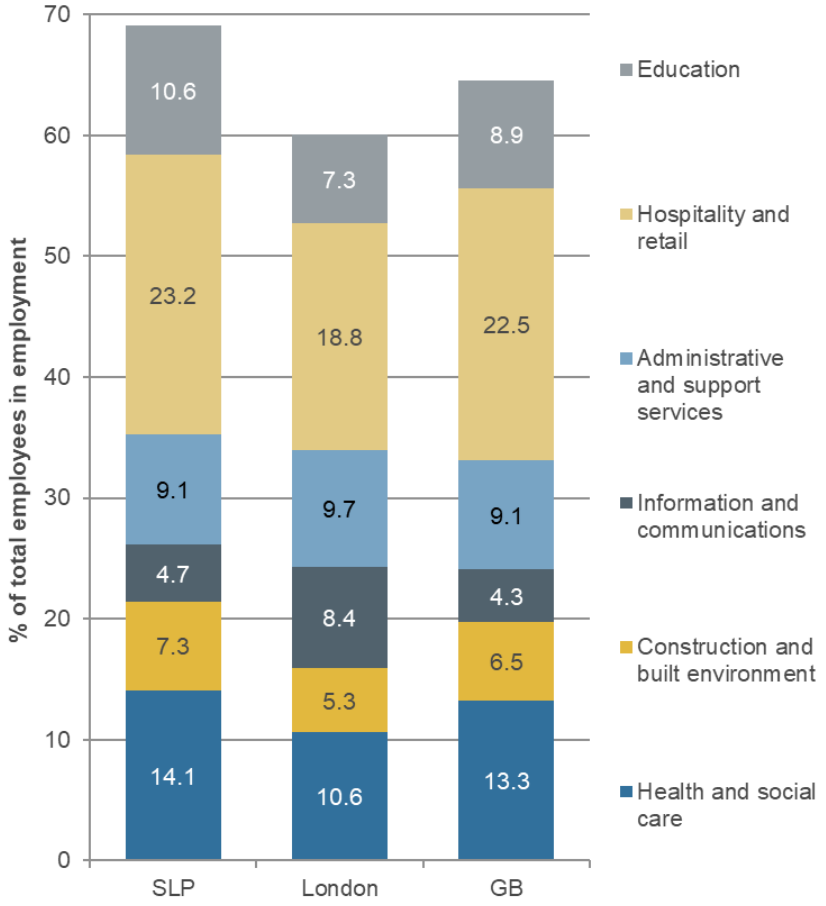
The construction and built environment sector is projected to experience rapid growth, with employment increasing by 20% between 2020 and 2035

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Priority Sectors

Priority sectors for the SLP LSIP annex have been identified on the basis of total employment size, and relative size in comparison with national employment (2021 data), also taking into account the Mayoral and strategic priorities, and are as follows:

- Health and social care – one of the Mayoral priority sectors and large in the SLP area; largest in Kingston and Sutton at nearly 20%
- Construction and the built environment – accounts for above average proportion of employment in the SLP area; largest in Croydon and Sutton (c. 9%)
- Information and communications – Mayoral digital priority and slightly larger than the national average; largest in Richmond (8%)
- Administrative and support services – some local concentrations within SLP in Merton and Sutton
- Hospitality and retail – very large in numerical terms and evenly spread across SLP
- Education – above regional/national average size; HE providers in Kingston and Richmond (plus LSBU in Croydon from Sept 2021)



Cross Cutting Themes will run across all activities and recommendations, linked to priority sectors

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- Green Skills
- Transferable Skills
- Technology
- Entrepreneurialism
- Inclusion – Health and disability
- Supporting international recruitment

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Research Findings: Quantitative Analysis of Skills Gaps

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Following analysis from the Survation Survey, London Business 1000 Survey and 2019 Employer Skills Survey, businesses in the SLP are reported…

Recruitment and hard to fill vacancies

- 74% of employers in SLP had vacancies
- 58% said that they were struggling to fill vacancies
- 43% reported that some vacancies were hard-to-fill
- 33.3% reported this was due to lack of applicants with required skills and not enough people interested in the jobs

Skills Shortages

SLP employers were more likely to report skills shortages in:

- Caring, leisure and other services staff (
- Sales and customer service occupations
- Skilled trades occupations

SLP employers were more likely to find the following skills as being difficult to obtain:

- Computer literacy/basic IT skills
- Advanced or specialist IT skills
- Manual dexterity

Skills Gaps

- 16% reported English skills
- 32% report basic maths lacking
- 36% of respondents reported skills challenges for skilled manual/technical roles
- 10.4% reported basic IT skills
- 23.2% reported administerial and clerical skills gaps

Future Skills

- 67% of businesses did not know what their future skills needs would be

SLP businesses were more likely to report needing:

- Basic English (26%)
- Green skills (29%)
- Transferable skills (31%)
- Basic Maths (36%)
- Basic digital skills (39%)
- Specific technical skills (43%)
- Advanced digital skills (45%)

Research Findings: Business Engagement with Training

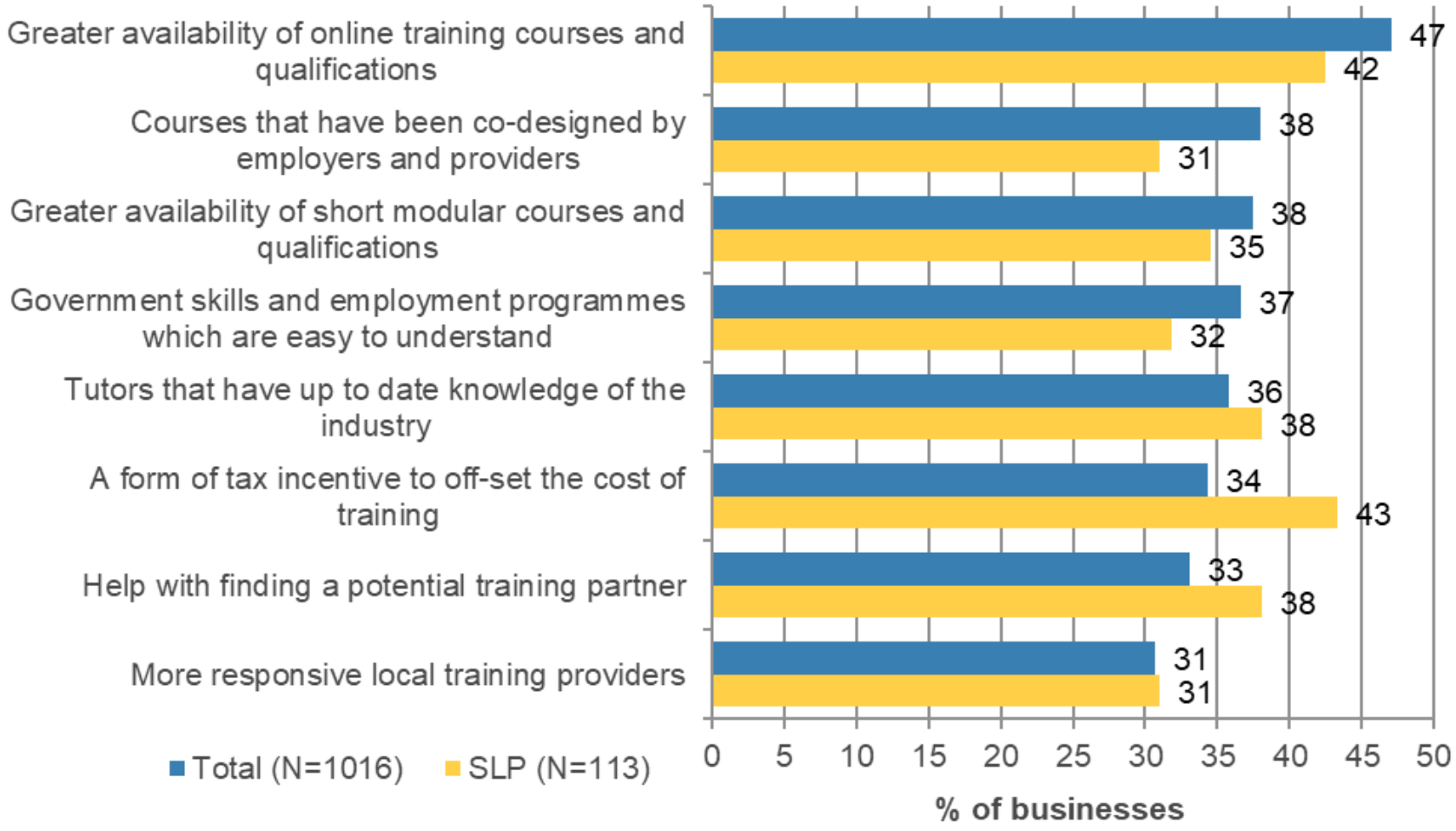
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Following analysis from the Survation Survey, London Business 1000 Survey and 2019 Employer Skills Survey…

- SLP businesses were more likely than average to report the cost of training, or time available in the business as barriers to engaging with training
- SLP businesses were slightly less likely than businesses across London to be planning on increasing their investment in training over the coming year
- 7.3 per cent of SLP employers employed Apprentices, around half the proportion across the whole of London
- SLP businesses were slightly less likely to have engaged with independent training providers and universities

Research Findings: Measures that would help businesses improve workers' skills, SLP and London

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Source: Survation survey, December 2022

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Construction and the Built Environment

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Key Findings

31,000 employees work in the construction and built environment sector (7% of all employees)

Current and projected demand for occupations:

- Scaffolders
- Steel erectors/structural
- Civil engineering operatives nec
- Wood trades and interior fit-out
- Electrical trades and installation
- Building envelope specialists
- Construction trade supervisors
- Plumbing and HVAC Trades
- Construction Project Manager

Skills demand:

- Skilled trades
- Managerial skills
- Manual dexterity skills
- Scaffolding
- Ground working
- CSCS card/tickets
- Retrofit/low carbon technologies upskilling/reskilling
- Employability skills
- Communication

Construction Recommendations

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Priority	Action
Boosting the numbers of people in the sector	• Clear pathways and routes into the sector, including increasing number of apprenticeships • Work with the South London Careers Hub and their employers to encourage more people in to the sector
Skills & Training	• level 1 and 2 construction courses should be increased, specifically for scaffolding and building envelopers and insulation to meet retrofit demands. • Improve access to short higher-level courses in construction management and retrofit • Funding of construction courses should incorporate licence to practice/CSCS card • Adding 'bolt-ons' in specific skills, such as roller dumper or trades to CSCS training ,in order improve construction training locally • Sufficient provision to ensure that any 'tickets' lost through the Industry Accreditation process will be mitigated
Working with Employers	• Work with industry to develop a strategic approach to providing/identifying T level placement opportunities • Improve/increasing work with employers to harness industry expertise to help upskill existing teaching staff (CPD) and ensure teaching is up to date with new and emerging technologies • better use of S106 and employment and skills plans, for employer to provide a range of skills support, as identified in the SLP Building the Future toolkit to include Supported Internships, teaching/training hours, experiences of the world of work, T 'level placements.

Health and Care

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Key Findings

60,000 employees in the SLP area in 2021, accounting for 14.1 per cent of all employees

Current and projected demand for occupations:

- Care workers and home workers
- associate professional and technical occupations
- medical and pharmaceutical technicians
- nursing assistants
- nurses
- medical practitioners
- care managers
- occupational and speech and language therapists
- cooks

Skills in demand:

- Computer literacy/basic IT skills
- Complex problem solving skills
- Managing or motivating other staff
- Communication skills
- Cultural awareness
- Business management skills
- Mentoring skills
- ESOL for health and care
- Higher level care/care managers

Health and Care Recommendations

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Priority	Action
Boosting the numbers of people in the sector	• Clear pathways and routes into the sector, including increasing number of apprenticeships • Work with the South London Careers Hub, Health Ambassadors and Care Ambassadors to encourage more people in to the sector
Skills & Training	• Improve supply of short courses – specifically, caretaking, professional youth work qualifications, functional skills for health and care, returning to work refreshers, L5 care management. • Develop a programme of support for new entrants to the care sector, specifically front line workers, to include relevant vocational training and career support and pathway progression • Business training for managers, to include developing skills on budgets and finance, marketing and recruitment and learning and development and coaching training for managers • Vocationally relevant communication and cultural skills training
Working with Employers	• Work with industry to develop a strategic approach to providing/identifying T level placement opportunities • Work with health and care managers to improve Learning and Development Opportunities, particularly in social care, so frontline staff can access more skills and training support • Support the development of new recruitment practices, to make it easier to build a more diverse workforce, reflective of the community it serves

Information and Communication

Draft

Key Findings: 20,000 employees in the SLP area work in this sector

Current demand for occupations:

- Programmers and software development professionals
- Information technology professionals n.e.c
- IT managers
- IT business analysts, architects and systems designers
- Arts officers, producers and directors
- Information technology directors
- IT user support technicians

Skills in demand:

- Communication
- Solutions
- Data
- Client management
- Management
- technical and skilled support
- Advanced or specialist IT skills
- Solving complex problems
- Complex numerical or statistical skills
- New AI technologies

Information and Communication Recommendations

Draft

Priority	Action
Boosting the numbers of people in the sector	• Clear pathways and routes into the sector, including increasing number of apprenticeships, focus on improving diversity in the sector • Work with the South London Careers Hub and their employers to encourage more people in to the sector
Skills & Training	• To develop/promote better stepping stone or bridging qualification through business administration to support new entrants into the sector, filling the gap left by the removal of the L2 business administration apprentices
Working with Employers	• Improve engagement between tech and digital companies with educational institutions to ensure that skill training is technically relevant and up to date. Potentially through a south London Curriculum Advisory panel for information, communication and technical skills which could be supported through the Mayor Academy Digital Hub

Hospitality and Retail

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Key Findings: The hospitality and retail (including wholesale) sector in the SLP area employed nearly 100,000 employees in 2021

Current demand for occupations:

- Sales and retail assistants
- Kitchen and catering assistants
- Managers in retail
- Chefs
- Customer service supervisors
- Delivery drivers and couriers
- Business, research and administrative professionals
- Kitchen and catering assistants

Skills in demand:

- Food skills
- Management skills
- Customer service
- Management Skills
- Core/transferable skills
- English language
- Numeracy skills
- Basic IT skills
- Work readiness

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Hospitality and Retail

Priority	Action
Boosting the numbers of people in the sector	• Clear pathways and routes into the sector, including increasing number of apprenticeships, focus on improving diversity in the sector • Work with the South London Careers Hub and their employers to encourage more people in to the sector , building on work already underway • Develop clear training and career pathways to attract new entrants in to the sector
Skills & Training	• Develop and strengthen employment skills programmes for hospitality and retail to include vocationally relevant communication and numeracy • Strengthen core/transferable skills for sector related to vocational training
Working with Employers	• Link to mayors hospitality hubs to identify more opportunities for people to gain work experiences and/or encounters with employers through vocational training • Work with employers to create more innovative experiences of the world of work to encourage more people into the sector

Education

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Key Findings: the education sector in SLP accounted for just over one in ten employees 45,000 employees

Current demand for occupations:

- professional occupations
- Primary education teaching professionals
- Secondary education teaching professionals
- Teaching professionals
- Higher level teaching assistants
- Teaching assistants
- Educational support assistants
- Driving instructors
- Early education and childcare practitioners
- Early education and childcare services managers

Skills in demand:

- Communication
- Teaching
- Management
- First Aid
- Working with Children
- Planning
- Policy
- Coaching
- Basic IT, maths and English
- Team working

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Education Recommendations

Priority	Action
Boosting the numbers of people in the sector	• Collaborative campaign, across educational institutions, to encourage more people in to the education sector, specifically into vocation and technical teaching and basic skills (English, maths and digital skills). • Explore focusing of specific cohorts (e.g. retirees, graduates etc) to encourage them to teach basic skills and vocationally relevant skills, working more flexibly
Skills & Training	• Develop a simple model and collectively market a south London 'Train the Trainer' course, specifically aimed at employers to boost capacity across the education sector - sharing best practice, using volunteer days to link to educational institutions.
Working with Employers	• Strengthening social value commitments, through public and private sector procurement, to encourage more industries/employers/businesses to work with educational institutions and provide support for current tutors (CPD), deliver masterclasses to students and support curriculum development and evaluation based on local and sector needs.

Recommendations – Cross Cutting Themes

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Priority	Action
Green Skills	• Use the Green Skills Academy Hub to develop a collective brand and shared communication strategy to raise awareness and improve knowledge of the green skills, jobs and careers across south London • Embedding green skills and sustainability across all curriculum areas, with a specific focus on STEM subjects • Improve access to/provide more L3-L5 qualification supporting green industries – specifically courses such as retrofit, envelope trades and installation of green technology
Technology	• Improving basics skills for IT, specific to a sector and relevant to the technology used – this could be embedded and/or stand alone • Better understand impacts of AI and automation on the jobs across south London and develop a plan to mitigate impacts on south Londoners job opportunities through skills development
Entrepreneurialism	• entrepreneurial skills to be embedded across the curriculum for all educational institutions, especially for industries like construction and the creative arts

Recommendations – Cross Cutting Themes

Draft

Priority	Action
Transferable Skills	• Core skills e.g. team work, communication, punctuality and expected work behaviours to be embedded across all skills and training programmes as standard – e.g. a South London Employment standard • Creating more experiences of the world of work • Develop/strengthen courses that focus on core employment skills and behaviours including resilience, problem solving etc (more that CV writing and interview techniques)
Inclusion - Health and Disability	• Developing training and tools for employers/businesses and their managers to support employees with disabilities, mental health conditions, SEND and neurodivergence • Build capacity within south London businesses to create more employment opportunities for south London residents with disability, learning difficulty or heath condition e.g. through Supported Apprenticeships, Supported Internships, increase uptake of Disability Confident
Supporting International Recruitment	• Development of vocationally relevant ESOL from Entry level – L2 • Develop vocationally specific cultural support programmes

Recommendations – Engaging Employers

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Priority	Action
Strengthening relationships between employers and providers	• Funded roles to lead co-ordination between employers and providers • Commissioning a South London skills brokerage system to complete training needs analysis of organisations and signpost them to the right educational provider • Develop a map of provision and educational institutions within south London to make it easier for businesses to identify skills and training opportunities
Provision of skills and training reflective of employer needs	• Short, modular, accredited courses which are easy to navigate through a sector specific 'catalogue' of training options • Remote delivery of training courses to allow greater access for those in work • Support for employers to deliver on the job training • Development of bespoke and responsive training programme
Skills and training for jobs	• Improve co-ordination between employers and providers to fill vacancies through e.g. Sector Based Work Academies • Improve and encouraging engagement through concrete outcomes for employers by providing skills for job outcomes

Recommendations – Improving Pathways

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Priority	Action
Boosting learner demand for key sectors	• Improve the uptake of skills and learning to plan career pathways and support in work progression • Working with employers and linking them to existing assets such as the Careers Hubs, Mayors Academy Hubs, employment support programmes and job brokerage services to raise the profile of careers and pathways of sectors with high job vacancy shortages
Increasing use of Apprenticeships	• improving employer awareness and access to support through the apprenticeship levy, working with organisations, such as the London Progression Collaboration, to make it easier for businesses to engage with apprenticeships. • Support and/or lobby for the development if apprenticeships to meet future needs, such as construction retrofit and digital technology • Boost the number of 16-18 choosing apprenticeships through more employer and training provider engagement with schools across south London • To develop/promote better stepping stone or bridging qualification through business administration to support new entrants into the sector, filling the gap left by the removal of the L2 business administration apprentices

Key Questions

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Topic	
Page 8: Skills Gaps	• Are these right? • Do they resonate with what you are experiencing? • Is there anything else we should consider or need to highlight?
Page 9 & 10: Engagement with training	• Is this reflective of your experiences? • What would help you engage with training provision?
Sector specific (p11 – 20)	• Are there any other occupations which are hard to fill? • Are there any specific skills that you need but are not identified?
Cross Cutting Themes (p21-22)	• Do they resonate? • Are the recommendations reasonable?
Engaging Employers (p23)	• Will these recommendations support to strengthen collaboration between employers and training and skills?
Improving Pathways (p 24)	• Will these measure help to fill vacancies and strengthen skills development?

Business London Consultation

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- consultation summary document, which explains how you can respond;

- The full public consultation document, which sets out in detail our findings on priority skills needs and draft recommendations;

- summary chapter of the evidence base, which underpins our draft recommendations.

- Copies of all these documents are also available on our dedicated LSIP microsite

Deadline is 27th April 23.59.

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