

Welcome and thanks!

- Thanks for coming along
- While we wait for everyone to settle in, please do let us know (in the chat) who you are and the organisation that you work for (links are good!)
- We'll start shortly...

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Skills & Employment Community of Practice September 2023

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Agenda

What?	When?	Who
Introduction	2-2.05	Polly Persechino
Communities of Practice	2.05-2.10	Kirsty Hogg
SLP and our programmes	2.10-2.15	Polly Persechino
What is the LSIP & LSIF?	2.15-2.20	
What is the UKSPF?	2.20-2.30	
Spotlight on...	2.30-2.35	SmartWorks
Speed networking	2.35-2.45	Kirsty -Breakout rooms
Reflection and upcoming	2.55-3.00	Kirsty Hogg

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Working Together

- Help us shape the content of these sessions by telling us what you think
- Share the invitation with practitioners who may be interested
- Bring ideas, practice examples so we can collectively benefit residents in South London

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South London Partnership

The South London Partnership is a sub-regional collaboration of five London boroughs: Croydon, Kingston upon Thames, Merton, Richmond upon Thames and Sutton.



Our vision

South London Partnership is committed to securing a skills system that:

- equips our young people and all our residents with relevant skills, versatility, adaptability and resilience to secure sustainable employment and support their wider wellbeing throughout their lives, and
- supports the growth and productivity of the sub-regional economy, ensuring that existing and future employers can access a ready pool of suitably qualified, resilient workers and can secure learning and training to support their workforce and business development.

Our priorities

- Support all residents towards or into work and to progress through their career
- Increase employer participation and investment in skills
- Align the skills offer to our growth and strategic sectors

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To support the 'No Wrong Door' approach and to ensure that all Londoners get the help they need to find good jobs, the SLP, funded by the GLA, has developed an **Integration Hub**. Its function is to drive integration, boost partnership working and high-quality referrals, strengthen practitioner know-how and embed resident and service user voice into strategic planning and service delivery. The overarching aim of the Integration Hub is to support key groups of Londoners who are jobless and disproportionately impacted by covid-19 and/or facing vulnerabilities or structural inequalities, into good work.

The Integration Hub seeks to

- Strengthen pathways for residents into employment and skills support (communities of practice),
- Integrating Networks to Improve Provider and Stakeholder Collaboration (communities of practice) and
- Highlighting skills and employment support available in south London (communication)

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Communities of Practice

- Meet regularly to share knowledge
- Connect people through shared interests, problems and experiences
- Fluid knowledge developed by community - as opposed to static, downloadable content produced by 'experts'
- Provide a space for ideas to be nurtured
- Solve problems collectively
- Share/reuse assets
- Potential for structural capital - e.g, formal channels of communication or a CoP charter
- Building collaboration for funding



South London Partnership Programmes



Work and Health Programme



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The Work and Health Programme provides support to people who have a disability, health condition or are long-term unemployed and helps them into work.

Delivered by Reed in Partnership
For those 16+ not be in any form of paid employment, live and GP registered in SLP area with a health condition or disability.
[Refer Someone - Better Working Futures \(bwfsouthlondon.co.uk\)](https://bwfsouthlondon.co.uk)

The **WHP will end for referrals in September 2024** and be replaced by [Universal Support](#), a shorted place, train and maintain model. In the meantime, Pioneer Support will be rolled out in September 2023, alongside WHP but will focus on support economically inactive residents, wanting to return to work.

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[B.I.G South London](#) has been developed to stimulate growth and job creation through innovation by connecting businesses to expertise in universities and creating seven new workspaces.



InnOvaTe ([Internet of Things](#)) pilots the use of sensors to capture and use intelligence to inform action to support local businesses, generate economic growth, improve climate and air quality, and help people live safely and independently.

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SLP **Digital Infrastructure Enablers** to accelerate the roll out of full fibre digital infrastructure and 5G readiness.



The SWL Social Care Academy Hub aims to support the social care sector by improving workforce recruitment and retention for local Londoners, especially those from underrepresented groups into training and good jobs in the social care sector. It will provide a 'go to' source of social care workforce resources, networks, information and data for South West London.

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The **South London Career Hub** was developed to help south Londoners into good work by delivering localised CIEAG in our schools and colleges and working with employers, and other partners, to deliver relevant careers guidance that will help young people make informed choices about their future pathways to employment.



Green Skills Academy, focussing on ensuring that the new and existing construction workforce have the skills and expertise to achieve retrofit targets in south London (644,000 properties by 2050). This will be an extension of Constructing South London Hub.

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All the acronyms...

- Three programmes to be delivered from September 2023 (LSIP), April 2024 (LSIF & UKSPF)
- Reportable to the Greater London Authority
- SLP have a governance or management role

LSIP

- Local Skills Improvement Plan

LSIF

- Local Skills Improvement Fund

UKSPF

- UK Shared Prosperity Fund

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Local Skills Improvement Plan

- The Government's [Skills for Jobs White Paper](#) and [Guidance](#) has ambitions to give employers a central role working with training providers to develop curriculum to deliver technical and vocational skills needed in the local area.
- The London [Local Skills Improvement Plan](#) is a three-year plan submitted to the Secretary of State providing a strong basis for funding and future programmes.
- Led by BusinessLDN who have been funded to deliver the formation of the pan London plan.
- South London Partnership is one of the four sub-regional partnerships that covers London, each tasked with developing an annex to the LSIP that covers our local challenges and recommendations.
- The South London annex has been developed with employers and stakeholders within the boroughs covered by the South London Partnership, written with and on behalf of stakeholders.
- Over the last six months we have;
 - Consulted with over 60 south London employers
 - Worked with 14, Further Education Colleges, Higher Education Institutions an Independent training providers
 - Held 16 consultation workshops
- Developed a set of actionable priorities across five sectors or three cross-cutting themes
- We are very pleased to announce that the Department for Education approved the London plan, along with the South London Annex in early August 2023.
- The South London Annex will be launched on 27th September, register [here](#)

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Local Skills Improvement Fund

- The local skills improvement fund (LSIF) is designed to enable further education providers across a geographic area to respond collectively to the priorities in the local skills improvement plans (LSIPs).
- The LSIF will:
 - provide investment in new facilities and equipment
 - fund the delivery and development of new courses and curriculum
 - support excellence in college leadership, governance and teaching to create a sustainable approach to addressing local skill needs, particularly at levels 3 to 5
- Managed and coordinated by South Thames Colleges Group
- Approx £2m across training providers in the SLP area
- Projects are under development for bid submission in mid-September

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UK Shared Prosperity Fund

- Government funding to improve pride in place and increase life chances across the UK, investing in communities and place, supporting local business, and **people and skills**.
- £2.9m (**people and skills**) delegated to Subregional partnership and onto Local Authorities (60% on Borough programmes), remainder on a commissioned pan SLP programmes: adult supported internships, pre apprenticeships and health and care workforce development.
- Managed by SLP but will be commissioned.
- Focus on those further from employment/disadvantaged by pandemic: people with a disability and health condition, women, people from an ethnic minority
- Procurement starts in September 2023
- GLA will also be releasing funding for young people (separate from the SLP pot).
- Would you like to hear more?

SLP will be commissioning £1.1m over 12 months

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GLA UKSPF Programmes

- The GLA has [launched a call](#) for projects to support young Londoners. Around £11m of UK Shared Prosperity Fund (UKSPF). Deadline 18 October

Careers Education for Young Londoners

- Approx. £2m for careers provision for young people with Special Educational Needs and Disabilities (SEND) and those at risk of becoming NEET.
- Capacity building in education institutions
- Capacity building and training support for SMEs.
- Development of quality & flexible work experience

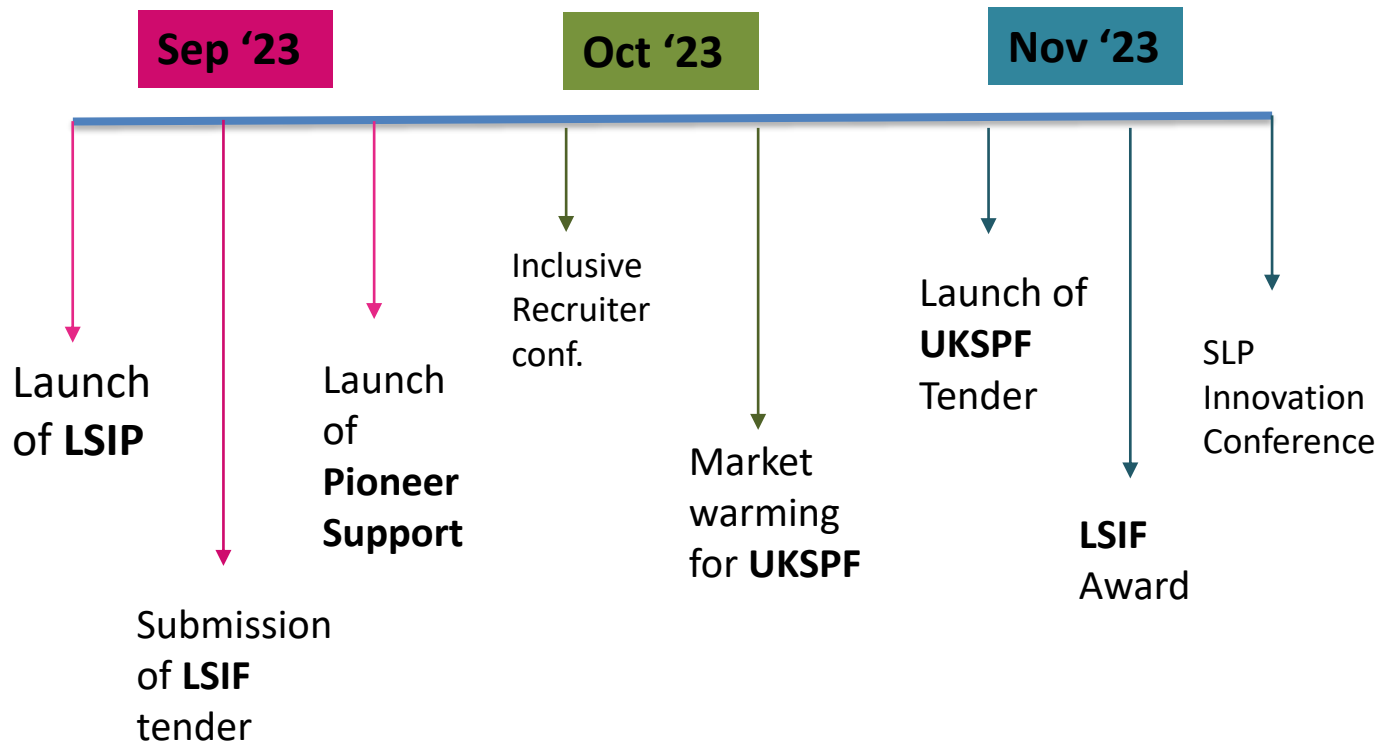
Support for Young Londoners who are not in education, employment or training (NEET)

- Approx. £9m for interventions for young Londoners aged 16-24 who are NEET to help them to develop interpersonal skills that increase their employability, and progress into education, employment or further training outcomes.
- Both 'Universal NEET' and 'Targeted NEET' cohorts (those care experienced, offending behaviour, homeless, young carer or SEND) Projects must be delivered across South London.
- Projects April 2024 and will finish by 31 March 2025

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The next big things over next 3 months



These are indicative timelines

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Spotlight on

SmartWorks

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SMART
WORKS

SMART
WORKS



Who we are

Smart Works is a **UK based women's charity**, with our HQ based in London

What we do

We **dress and coach unemployed women** across the UK for success at their job interview, allowing them to return to employment and transform their lives.

Our mission

Our mission is **to help women enter the workplace** through our tailored interview coaching and clothing service.



10 years
30,000 women

SMART WORKS

10 years of **Smart Works**

Smart Works in London

Smart Works was founded 10 years ago in our Islington HQ and since then we have opened two other centres in London, as well as in 6 other cities across the UK.

**NORTH
LONDON**

**WEST
LONDON**

**SOUTH
LONDON**

**VIRTUAL
SERVICE**



THE SMART WORKS CLIENT JOURNEY



01. Career Coaching

One-to-one coaching with a trained volunteer to help with the next steps to securing an interview.



02 . Interview Coaching and Clothing

Personalised styling session, high-quality outfit of clothes and accessories and interview training.



03. Get the Job

Women are welcomed back to receive a working wardrobe to last until their first pay cheque.



POINT OF REFERRAL



01. CAREER COACHING



Career coaching is a one-to-one coaching session that offers clients advice on how to stand out from the crowd when applying for a job, giving them some clear next steps for their employment journey.

This **one-to-one hour-long session** will be delivered by one of our trained coaches. These appointments take place via phone or video call, or in person in one of our centres.

The content of the session could include advice on job searching, CV, cover letter and application support, or suggestions on how clients can develop their workplace skills.

You will go away from the session with personalised advice and recommendations, and some tangible advice and next steps to help you secure an interview.

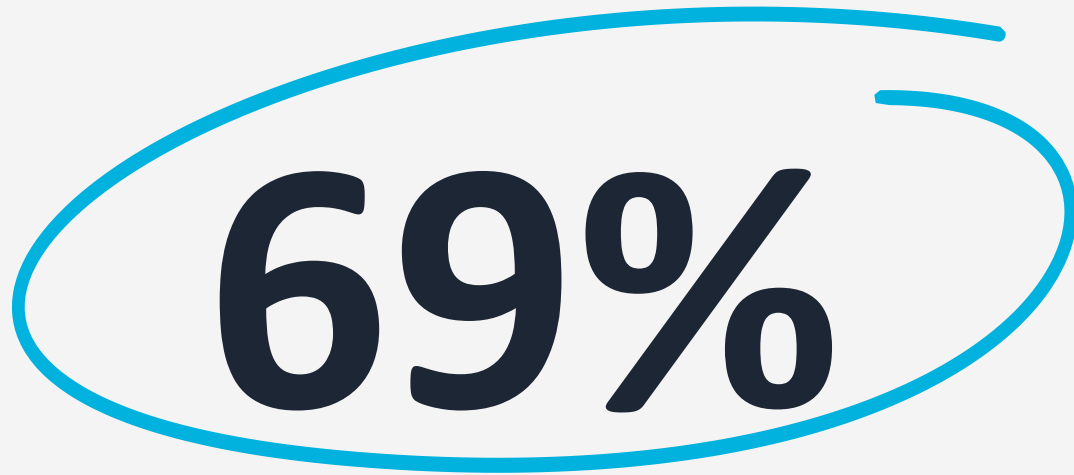


02. INTERVIEW PREPARATION

For women who have confirmed job interviews, we can provide:

A **full interview outfit of high-quality clothing**, chosen especially for them from our wardrobe.

A **1-1 coaching session** to help them prepare for their interview.



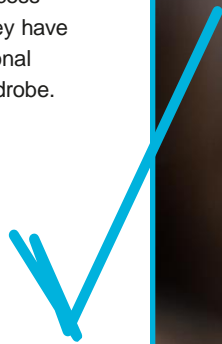
69%

got the job

SMART WORKS SUCCESS STORIES

This year **69% of the women we have worked with went on to get a job** within a month of their appointment with us.

Every woman who sees us for an Interview Preparation session is then able to access our Second Dressing service once they have a job offer, where we provide 5 additional items of clothing for their working wardrobe.



**Where do we get our
clothing from?**

Our Wardrobe Partners

Phase Eight

COS

Russell & Bromley
LONDON

RADLEY
LONDON

LK BENNETT
LONDON

WHISTLES

JIGSAW

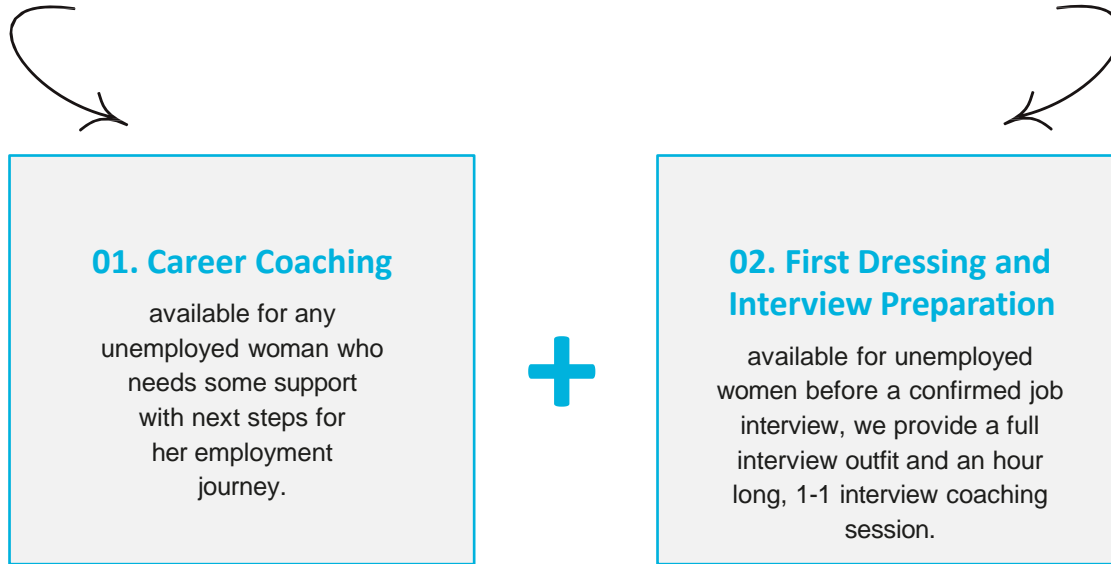
BURBERRY

HOBBS
LONDON

Boden



SMART WORKS SERVICE: OVERVIEW



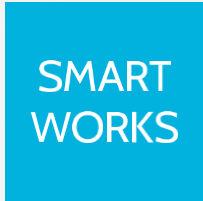
We work on a referral basis and take referrals from other charities or statutory organisations that can just give **us a call on 0207 288 1770**.

We take all the details over the phone - it only takes a couple of minutes.

How can Smart Works support your organisation?

- Providing clothing and coaching to the unemployed women you work with and increasing their chances of job success.
- We can attend events and job fairs to promote the Smart Works service.
- Coming along to team meetings to inform your team about Smart Works and how they can refer to us.
- Becoming an integrated part of your employment programmes, so that every woman you work with can benefit from our support.





THANK YOU

Speed Networking

- You'll move automatically to a room for 10 minutes
- Introduce yourself to your room
- Role, organisation, your service offer:
 - Any resident groups/cohorts
 - Any restrictions or geography
 - How to refer – online/call
 - Where to get more information (we'll send it on)

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Reflection and next session

- This is our first COP but now over to you to help us get it right
- Please can you take the last few minutes to complete the following poll (link in 'chat')
<https://forms.office.com/e/mXGkKZX4SB>
- What did you like (or not)?
- What do you want more of?
- Ideas for future sessions?
 - E.g., Good practice in supporting residents.
 - Universal Support is coming...
 - Become a skills and employment champion
 - Skills and Employment support in South London.
 - Cohort pathways - Signposting, programmes, and referrals.
 - Apprenticeship provision in South London & levy gifting.

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Please do get in touch

Kirsty Hogg: Integration Hub Lead

kirsty.hogg@richmondandwandsworth.gov.uk

admin@southlondonpartnership.co.uk

Polly Persechino: Head of Economy, Skills and Employment

polly.persechino@southlondonpartnership.co.uk

<https://southlondonpartnership.co.uk/no-wrong-door-south-london-integration-hub/>

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