

# South London Improvement Plan Progress Report

JUNE 2024



**BUSINESS  
LDN**



# Who is this for?

The South London annex of the London Local Skills Improvement Plan (SLP LSIP), published in August 2023, has been developed with employers and stakeholders within the boroughs covered by the South London Partnership, written with and on behalf of stakeholders.

This progress report highlights activity undertaken across South London to address skills and vacancy gaps, increase employer engagement with the skills system and attract residents into employment within our key priority sectors. This report provides employers, training and skills providers and wider skills and employment stakeholders in South London, who are instrumental in delivery of activity, an update on all activity underway to strengthen the skills system and support the development of a skilled talent pipeline equipped with the expertise to access jobs and drive growth.

**This progress report has been prepared in accordance with Local Skills Improvement Plans: Stage 2 Guidance (dated November 2023) and is intended to review progress against the local skills improvement plan published in August 2023.**

**This report was produced in June 2024, but publication was delayed due to the pre-election period.**

## Strategic and economic context

South London Partnership is one of the four sub-regional partnerships that covers London, each with its own annex to the pan-London LSIP. The South London Partnership (SLP) is a sub-regional collaboration of five London boroughs: Croydon, Royal Borough of Kingston upon Thames, Merton, Richmond upon Thames, and Sutton. SLP champions the strengths of the South London Partnership area as a place for people to live, work and thrive.

**The SLP LSIP annex provides a strategic framework for sub regional and borough activity and to inform funding and delivery.**

In shaping the South London LSIP businesses, employers, and key stakeholders have universally welcomed the opportunity to develop a more tailored and localised approach to skills. The challenge in ensuring that the skills employers need is matched by those possessed by the workforce within the SLP area is a constant one. By developing a more strategic approach, the South London annex builds on many of the issues identified with the wider London LSIP, but also responds to the specific challenges and opportunities for the existing and future workforce within the SLP sub region.



## Summary of the LSIP

Through research undertaken as part of the SLP LSIP five priority sectors were identified for the region: Construction and the Built Environment, Health and Social Care, Information and Communication, Hospitality and Retail, and Education. Cross Cutting themes were also identified including green skills, digital skills, transferable skills, inclusion, and entrepreneurialism. The LSIP also defines action to strengthen and embed strong governance to ensure accountability and impact. Across all sectors and themes the SLP LSIP defines clear priorities for implementation including

- **Strengthening relationships between employers and providers**
- **Provision of skills and training reflective of employer needs and benefits from industry expertise**
- **Ensure provision of skills and training is accessible for all**
- **Increasing use of apprenticeships and other untraditional training routes**
- **Boosting learner demand for key sectors through pathways and progression routes**
- **Promoting inclusion and diversity in the workforce**
- **Nurturing entrepreneurialism and innovation in SLP**



# Priorities and actions

## What has been achieved so far?

With over £1.1m of investment secured by SLP over the last six months, in addition to Local Skills Improvement Funding, partnerships in the subregion have made extensive progress in relation to health and care, green skills, and the built environment, as well as the crosscutting themes of improving learner demand and diversity and inclusion. We've done a lot in a short amount of time but there is still plenty to be done.

Since publication of the SLP LSIP we've made strong progress on all actionable priorities allocated to year 1 delivery, showcased through case studies within this report, in addition to further detail in Appendix A. 12 further actionable priorities will be started within year 2 of delivery due to funding availability and the need to incorporate specific courses within curriculum planning.

The SLP has been galvanising partnerships and forging new engagement across the subregion, engaging with over 900 stakeholders including employers, skills and employment providers and the voluntary and community sector, as well as and communications to over 13,000 residents (see Appendix B for detail). This has taken a sectoral approach with events and communications targeted at the priority sectors identified for year 1.

Due to the importance of the creative and digital sector in South London and Pan-London we've also been delivering innovative employer encounters between creative employers and schools/colleges delivery by the South London Careers Hub. We have also supported the creation of a pathfinder programme, led by Kingston University and University of Arts London, to create a 'Creative and Digital Innovation Cluster'(BIG South London) and delivered Teacher Encounters for the creative sector, supporting 23 teachers to work with industry specialist to drive a more responsive and reflective classroom curriculum. This dynamic network of South London-based creative and digital businesses is connected by location and a drive to create a supportive business community. The cluster aims to build on existing creative and industry groupings, and facilitate connectivity among SMEs, sole traders, experts, and graduates from the creative industries and digital tech professions, to stimulate further creative collaborations, participatory methods, and digital innovation.

## Monitoring progress

Monitoring progress is the responsibility of all the stakeholders that form the Skills and Employment Alliance, as well as the Local Skills Improvement Fund governance structure that sits alongside the Alliance. The development of the South London Skills and Employment Alliance has allowed for cross-organisational partnership and monitoring of the progress of actionable priorities. As host to the South London Careers Hub, Green Skills Academy, BIG South London, No Wrong Door South London Integration Hub and Social West London Social Care Academy Hub, SLP is ideally placed to connect with employers and stakeholders across the region and ensure activity is led by them, with LSIP as the overarching strategy for skills and employment in South London.

The structure of the Alliance incorporates both strategic discussions with key stakeholders and employers as well as strategic and operational delivery of programmes such as the Local Skills Improvement Fund (LSIF). The LSIF is led by South Thames Colleges Group working in close partnership with other further education colleges. This leadership comprises a robust governance structure linked to the South London Skills & Employment Alliance and includes the LSIF Partnership Forum and LSIF delivery group to monitor provision.

The LSIF is funding multiple projects through 10 partner organisations that directly link to the case studies and actionable priorities within the SLP LSIP. Both the LSIP and the investment made through the LSIF will form the basis for wider curriculum change in partnership with employers.



Local Skills Improvement Fund  
**South London**

## LISF South London



Send shop Croydon  
IT HE Classrooms Croydon  
Community Kitchens RAE  
Health Wards STCC  
Careers Mobile Unit LLC  
Simply English APP LLC  
Cyber Security Classrooms ESG  
Digital Classrooms RHACC  
Employability Passport STCC/RBK  
Teacher Training RAE  
Construction Groundworks ESC

## Benefits and early signs of impact of the LSIP

The LSIP has provided an overarching strategic direction for skills and employment activity across South London with notable outputs and outcomes described above. Although it is too early within implementation to determine impacts on economic growth and prosperity and its tangible long term impacts on employment, early signs of impact of the LSIP include:

- Securing £1.1m of funding for skills and employment support for priority sectors (Retrofit/Construction and health and social care) through the LSIP business case
- Improved strategic partnership between training providers and employers, with evidence-based decision-making and influence on curriculum planning
- Creation of new 4 new courses – Retrofit micro credentialling and instigated changes to develop new curriculum delivery (health and care, construction, IT and digital).

## Priority Sector Case studies

The following case studies below set out the impact that our work has had on supporting the development of skills for local business and employers in our priority areas.

# Health and Care Workforce Programmes

## Priority:

### Increase skills & training provision required by the Health and Care sector

- 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

## Funding:

Integrated Care Partnership Priorities Fund

## Partners:

Integrated Care Board (Lead), Integrated Care Partnership, NHS, Mayors Academy Hub, No Wrong Door South London Integration Hub, SWL Social Care Academy Hub, University of Roehampton, SWL Training Hub, Integrated Care Support Services, South London Careers Hub, Croydon Council, Sutton Council, South London Partnership, Kingston Council, Kingston Hospital NHS Foundation Trust, and Royal Marsden Partners.

## Aims:

- The South-West London Integrated Care Partnership (ICP) have committed £3.8m made available through the ICP Priorities Fund to support schemes to help deliver the workforce priority to end of March 2025 with South London Partnership supporting the ICP to ensure that these programmes reach beneficiaries (both residents and practitioners).



## Steps:

### Key Milestones & Achievements to date

- ICP funding of 12 programmes including supporting care leavers into nursing and social care roles, supported work placements, community upskilling, SWL apprenticeship hub, occupational health workforce, nursing associate apprenticeships and targeting difficult to recruit roles.
- Launch of the ICP funded Health and Care Workforce Programmes: >80 attendees across Health & Care and South London Skills and Employment resulting in greater awareness of pathways into health and care and integration with existing programmes.
- Of the available funding **£700k has been secured** by South London Partnership to deliver:
  - **50 paid work placements in social care** – to include skills development
  - **100 work experience placements** to support development of talent pipeline and highlight opportunities (careers pathways) and support for employer to provide experiences of the world of work
  - **Social Care Apprenticeship application** support and support with levy transfer
- SLP also secured investment to create the Southwest London Social Care Academy Hub supporting residents into good jobs through coordinating skills and employment services to create pathways, making social care a sector of choice including the launch of the SWL Social Care Academy Hub website and career toolkit
- Future establishment of a health (science and care) cluster to build collaboration in terms of research and innovation and the potential for linking investment and development activities across South London's strategic sites and asset base (such as the London Cancer Hub) but would also look at innovation and sustainability within the health and care workforce in Southwest London e.g. the Health Innovation Summit proposed for November 2024.
- LSIF funding of new simulation suite to help students, studying health and care related courses, to experience what work in a health and care setting might be like.

## Green Skills & Construction Retrofit Skills

### Priority:

#### Build awareness and knowledge of Green Skills roles and pathways

- Improve access to/provide more L1-L5, including modular and short qualification, supporting green industries – specifically courses such as retrofit, project management, envelope trades and installation of green technology.
- 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.
- Identifying funding opportunities for green skills provision for 16-18s to improve pipeline of young people into sector and adapting the language to link green construction to positive impacts on the environment .

### Funding:

Department of Energy Security & Net Zero via the Greater South-East Net Zero Hub

### Partners:

London Boroughs Croydon, Kingston, Merton, Richmond, Sutton, and Wandsworth. Greenworx, St Gobain, University of Roehampton, UCA, South Thames Colleges Group, CPJ Training, Wates, Clarian Housing, Merton Chamber of Commerce, Love Wimbledon, Crystaliser, Studio Zao

### Aims:

- The South London Partnership were awarded funding from the Department of Energy Security & Net Zero via the Greater South-East Net Zero Hub to create, and deliver at pace and scale, a retrofit skills action plan to grow supply chain skill capacity towards meeting the Net Zero target needs of 635,000 domestic dwellings in South London.



### Steps:

#### Key Milestones & Achievements to date

- Establishment of a collaborative South London Retrofit Taskforce comprising 70 stakeholders from local authorities, businesses, education providers, housing associations and skills providers to shape and deliver the Retrofit Skills Action Plans
- Creation of new Courses (L1 – L5) and commenced delivery of retrofit construction skills training – insulation, retrofit coordinators, assessors, solar, heat pumps installers and created modular short courses (micro credentialling)
- Creation of a one stop shop site for trades and new entrants to construction (4.3k unique visits to date). [retrofitskills.org](https://retrofitskills.org)
- Delivery of Green Careers Summit and supply chain events
- Development of Retrofit Careers interactive digital tool to raise profile of Retrofit and construction opportunities and career pathways
- Mapping of over 13k supply chain businesses across South London to inform the skills plan, communications, and engagement strategy.
- Launch of a communications campaign including direct mail to the 13k supply chain businesses with 2.5m impressions, 6k interactions), a partnership with NextDoor, an online launch and trade press coverage.
- Creation of a retrofit careers' pathway interactive graphic as a tool to boost skills expansion

## Cross Cutting Themes

### Learner demand

#### Priority:

**Boosting learner demand for key sectors (including pan-London Creative sector priority)**

- 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 and skills shortages across all priority sectors
- Work with employers to create more innovative experiences of the world of work to encourage

#### Funding:

Greater London Authority (GLA)

#### Partners:

South London Careers Hub, SWL Social Care Academy Hub, schools, colleges and training providers and Employers



#### Aims:

- Building connections between educational institutions, business, and industry. Through facilitating encounters and work insights for young people, profiling careers and pathways into key sectors across the region. Developing pathways into employment across priority sectors. Delivering innovative engagement methods to promote interest in priority sectors.

#### Steps:

#### Key Milestones & Achievements to date

- South London Careers Hub facilitation of work encounters and work insights for young people, profiling careers and pathways into key sectors across the region
- Delivering strategic work experience programmes across the region, which are incremental and progressive in nature.
- Delivery of PAN London webinars focusing on T-Levels focusing on connection between education institutions and business, to forge and embed sustainable working relationships.
- Delivering teacher encounter workshops within the creative industry to build the gap between educators and business 10 employers, 12 teachers. Working to ensure that educators are aware of the employability and work readiness skills that young people require within the sector.
- 'Love where you live' videos which showcase local career pathways within priority sectors, these include Health and Care Construction, and Education
- Delivery of a PAN London webinar series for schools and colleges, amplifying technical and vocational pathways across priority sectors.
- Delivery of an apprenticeship awareness event with London Borough of Richmond to promote apprenticeship pathways within local government.
- SWL Social Care Academy Hub website launch, partner events and career toolkit to promote opportunities in social care.
- LSIF funded partnership between training providers and VCSE to deliver a bespoke training bus to deliver micro digital training onsite and to encourage people into this sector, as well as delivery of an education trailer to promote opportunities within the education sector.

# Cross Cutting Themes

## Inclusion

### Priority:

#### Promoting inclusion and diversity in the workforce

- Support employers to develop a more inclusive workforce through training and knowledge building to drive inclusive recruitment and retention practices. Including training and tools for employers/businesses and their managers to support employees with disabilities, and long-term health conditions.

### Funding:

Greater London Authority (GLA).

### Partners:

No Wrong Door South London Integration Hub, South London Partnership, Employers, Training Providers, Employment Support Organisations, Charities and voluntary sector organisations, Reed in Partnership, Richmond Council, Kingston Council, Merton Council, Sutton Council and Croydon Council.

### Aims:

- The No Wrong Door Integration Hub seeks to address some of the barriers to employment for people within South London through providing supporting and signposting to residents, increasing pathways and partnerships between providers and support organisations, as well as increasing employer awareness with specific focus on SMEs who may not have the human resources capacity of larger employers.

### Steps:

#### Key Milestones & Achievements to date

- Delivery of Inclusive Employment Conference and monthly webinar series engaging over 250 employers and stakeholders
- Design and distribution of a free Inclusion Toolkit for employers recognising the lack of resource within SMEs and micros to engage in external training and development.
- Co-production pilot that brings together people with lived experience of disability and health conditions to bring together ideas and solutions for employers and the production of creative assets (film, illustration, imagery) to welcome those with disabilities into the workforce.
- Online signposting website and resource directory for employers.
- Localised pathways for those with additional barriers to employment.





## Cross Cutting Themes

### Transferable Skills – Employability Badging (LSIF)

#### Priority:

##### Strengthening relationships between employers and providers

- Actionable Priority: Explore development of digital learning platforms, information-sharing, and marketing activities to promote higher levels of awareness and engagement of skills provision.

#### Funding:

Local Skills Improvement Fund.

#### Partners:

Achieving for Children, Kingston Chamber of Commerce, Kingston College, Royal Borough of Kingston Upon Thames, South London Integration Hub, Kingston JobCentre.

#### Aims:

- [Work Skills Kingston](#) established initially to support SEND and 16 to 24 year old residents to overcome barriers to employment and learning pathways, drive participation to existing skills and employability programmes. Supporting older residents to transition to new and sustainable sectors with high demands for talent is also a key focus. The first Employability Badge Pathway Framework is aligned with employer recognised approaches and essential skills frameworks such [Kingston University's Future Skills programme](#) and [The Skills Builder Partnership Essential Skills Framework](#).

Badges are easily designed incorporating any informal or accredited learning using supportive and intuitive AI digital badge creation tools and resources from national delivery partner, Navigatr.



#### Steps:

##### Key Milestones & Achievements to date

- The initial DfE Pilot Phase period 1st January to 31st March 2024 has now been completed with very encouraging, positive partner feedback and participation from delivery partners, employers and wider engagement from the target resident and student cohorts benefiting. Due to funding challenges the initial six month delivery period was reduced to three months with the original KPI of “200 employability badges issued”. We are now in advanced stages of creating digital badges to support Priority Sectors outlined in the SLP LSIP above.
- Work Skill Kingston Providers have created 44 high quality digital badges with over 320 issued (against a target KPI of 200 employability badges issued) with 230 residents completing their learning and claiming their badges. This has including 134 for people with Special Educational Needs and Disabilities. A badge claim rate of 71.1% highlights the supportive and consultative approach each Provider has undertaken while supporting their students and customers to complete their employability and work skills related learning
- A key factor of the success of Work Skills Kingston has been the wider partnership and engagement from local, regional, and national partners endorsement and agreement to share high quality existing learning both informal and formal. We are currently working with multiple other Local Authorities and LSIP partnerships from other regions who are keen to learn from the impact and delivery of Work Skills Kingston. Large local employers and schools are also participating, and we are developing badges for them to incorporate into existing L & D and recruitment pathways and to support ESG and Social Value delivery.

# Challenges and barriers

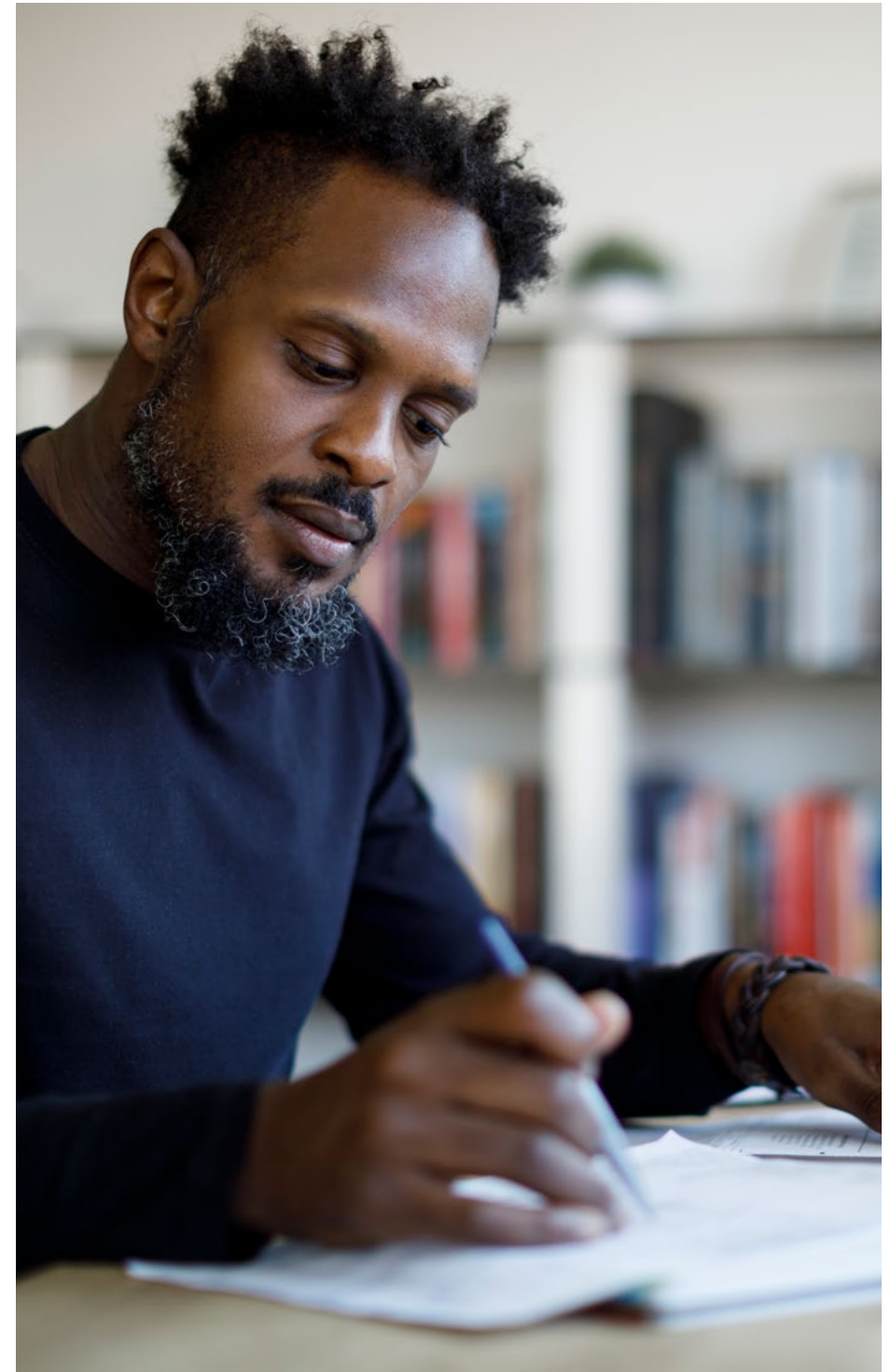
Despite the positive changes and progress a few challenges remain apparent, namely:

- Challenges in the funding landscape mean that the changes required by the LSIP will require time to be incorporated into business as usual activity.
- Challenges with engaging employers. Shaping skills delivery is not necessarily a priority for businesses (particularly SMEs) who are working hard to maintain businesses as usual in this economic climate.

## What still needs to be achieved?

The SLP LSIP has made notable progress on all the actionable priorities included within the action plan allocated to year 1. All the priorities remain relevant for the second year of delivery, and we welcome the opportunity to progress the remaining actions throughout 2024 and beyond. Focus for 2024 onwards includes:

- Implementation of Health and Care Programmes
- Activity to progress the actionable priorities prioritised for year 2 due to funding availability.
- Greater partnership working and introduction of partnership agreements or commitment statements.



## Progress on South London Actionable Priority Roadmap

| PRIORITY   | ACTION  | PARTNERS INVOLVED (ROLE)   | TIMESCALES                  | METHOD/ OUTCOMES   | MONITORING  | PROGRESS STATUS  |
|--|---|--|-----------------------------|--|---|--|
| <b>Delivering the LSIP Priorities</b>                              |   |  |                             |  |   |  |
| <b>Ensure impactful and measured changes driven by the LSIP</b>    | Create a governance structure in south London that will be accountable for monitoring and overseeing the delivery of actions of the London and the south London annex of the LSIP   | SLP (lead),<br>Local Authorities (co-chair),<br>Training providers,<br>Employers | August 2023-<br>March 2025+ | South London Skills & Employment Alliance, subgroups, and advisory groups<br>Meetings & Events             | Terms of Reference<br>Minutes<br>Attendee lists                 | <b>On track to deliver</b><br>Advertisement for membership and onboarding of South London Skills and Employment Alliance. Co-chair agreed. LSIF partnership boards established. Incorporation of actionable priorities within the workplans for SLP delivered programmes |
|  | Create a framework, by way of a concordat/agreement that sets out responsibilities and accountabilities for delivery of the LSIP for businesses, training providers, anchor institutions and stakeholders supporting skills and employment in south London. | SLP,<br>Training providers,<br>Employers   | August 2023-<br>March 2025+ | Practitioner level 'working together agreements'<br>Strategic memorandum of understanding between partners | MOU<br>Working together agreements                              | MOU<br>Working together agreements On track to deliver<br>MOU drafting in progress. Alliance team site developed.<br>Community champions and working together agreements scoping activity  |
| <b>Engaging Employers and Improving Pathways</b>                   |   |  |                             |  |   |  |
| <b>Strengthening relationships between employers and providers</b> | Explore funded roles to lead co-ordination between employers and providers e.g. to complete training needs analysis of organisations, identification of jobs, and signpost them to the right educational provider.  | SLP, Employers   | March 2024-<br>March 2025   | Officer time, existing employer forum  | Integration Hub, UKSPF monitoring, Skills & Employment Alliance | <b>On track to deliver</b><br>Through LSIP and No Wrong Door Integration Hub, we have committed to funding a role that will focus on employer engagement and providing support on how to identify the training needs and matching that with the right skills provision.  |
|  | Explore development of digital learning platforms, information-sharing, and marketing activities to promote higher levels of awareness and engagement of skills provision.  | Local Authority (Lead)<br>Training Providers,<br>DWP<br>SLP                      | January 2024-<br>March 2025 | Delivery of LSIF funded employability platform pilot Events & Communications                               | Badges issued/<br>students<br>Partners engaged                  | <b>On track to deliver</b><br>Workskills Kingston delivery of LSIF funded employability badging programme highlighting transferable skills.<br>See case study  |

| PRIORITY  | ACTION  | PARTNERS INVOLVED (ROLE)                   | TIMESCALES                | METHOD/OUTCOMES  | MONITORING  | PROGRESS STATUS   |
|---|---|--|---------------------------|--|---|---|
| <b>Ensure impactful and measured changes driven by the LSIP</b> | Explore collaborative recruitment campaign for tutors and trainers, targeted at employers, for all educational institutions, to encourage more people into the education sector, specifically into vocation and technical teaching and basic skills (English, maths, and digital skills).         | Training providers, Employers              | January 2024- March 2025+ | Partnership meetings, mobile unit  | Businesses, stakeholders engaged                      | <p><b>On track to deliver</b></p> <p>Through the LSIF, this work will be started by Richmond College and will focus on working with construction and engineering employers to identify ways they can support existing practitioners and encourage new practitioners to enter the FE sector.</p> <p>LSIF Funded project to use a mobile unit to increase awareness of opportunities in Education sector.</p>   |
|   | Work with the SLP Careers Hub to develop a strategic approach to work experience and T Level placements to contribute to employability levels and improve work-readiness levels among young entrants to the job market  | Careers Hub Employers                      | August 2023- March 2025+  | Webinars, communications & events  | Events/activities<br>Businesses/ stakeholders engaged | <p><b>On track to deliver</b></p> <p>SL Careers Hub delivery of PAN London webinars: focusing on T-Levels and connection between education institutions and business and a series for schools and colleges, amplifying technical and vocational pathways across sectors</p>   |
| <b>Boosting learner demand for key sectors</b>                  | 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 and skills shortages across all priority sectors | Employers, TPs, CH, Local Authorities (LA) | August 2023- March 2025+  | <ul style="list-style-type: none"> <li>Assemblies, employer encounters</li> <li>Communications, media, and websites</li> </ul> | Events/activities<br>Businesses/ stakeholders engaged | <p><b>On track to deliver</b></p> <p>SL Careers Hub delivery of</p> <ul style="list-style-type: none"> <li>Work insights across priority sectors, allowing young people to experience meaningful experiences of the world of work focussing on young people most in need and furthest from employment.</li> </ul> <p>Assembly talks and employer encounters across schools and colleges within the region.</p> <p>Facilitated encounters and work insights for young people, profiling careers and pathways into key sectors across the region</p> <p>Launch of Love “Where You Live” videos which showcase local career pathways, including health and care, construction, and education</p> <p>Launch of SWL Social Care Academy Hub website and career profile to attract learner demand to adult social care.</p> |

# Appendix A

| PRIORITY                          | ACTION  | PARTNERS INVOLVED (ROLE)                              | TIMESCALES              | METHOD/ OUTCOMES                   | MONITORING                    | PROGRESS STATUS   |
|-----------------------------------|---|---|-------------------------|------------------------------------|-------------------------------|---|
| Increasing use of Apprenticeships | Improving employer awareness and access to support through the apprenticeship levy and working with organisations, such as the London Progression Collaboration, to make it easier for businesses to engage with apprenticeships. | TPs, ERB, LPC, employers, public sector organisations | March 2024- March 2025+ | • Events, communications           | Apprenticeship Hub governance | <p><b>On track to deliver</b></p> <p>Development of a new South-West London Health and Care Apprenticeship Hub, £400k investment to develop a system to improving the recruitment and retention of apprenticeship and the spend and transfer of the apprenticeship levy.</p> <p>Supported Pan-London webinar series on apprenticeship</p>   |
|                                   | Boost the number of 16-18 choosing apprenticeships through more employer and training provider engagement with schools across south London  | South London Careers Hub (Lead),                      | August 2023- March 2025 | • Events, webinars, communications | No of apprenticeships         | <p><b>On track to deliver</b></p> <p>SL Careers Hub delivery of: a</p> <p>PAN London webinar series for schools and colleges, amplifying technical and vocational pathways across a number of sectors</p> <p>An apprenticeship awareness event with London Borough of Richmond to promote apprenticeship pathways within local government</p> <p>Supporting schools with apprenticeship events across the region</p> <p>Development of a new South West London Health and Care Apprenticeship Hub, £400k investment to develop a system to improving the recruitment and retention of apprenticeship and the spend and transfer of the apprenticeship levy.</p> |
|                                   | To develop/promote better steppingstone 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      | Training Providers                                    | June 2025- March 2025+  | tbc                                | tbc                           | <p><b>Not yet started:</b></p> <p>Year 2 (as dependent on UKSPF funding)</p> <p>To be incorporated into curriculum planning</p> <p>UKSPF investment on improving access to higher level apprenticeships, through vocational and basic skill support, for most under resourced residents to start in June 2024.</p>  |

| PRIORITY  | ACTION   | PARTNERS INVOLVED (ROLE)                  | TIMESCALES                | METHOD/ OUTCOMES   | MONITORING  | PROGRESS STATUS   |
|---|--|---|---------------------------|--|---|---|
| <b>Cross Cutting Themes</b>   |  |   |                           |  |   |   |
| <b>Build awareness and knowledge of Green Skills roles and pathways</b> | Improve access to/provide more L1-L5, including modular and short qualification, supporting green industries – specifically courses such as retrofit, project management, envelope trades and installation of green technology         | SLP (lead), Training Providers, Employers | January 2024- March 2025+ | <ul style="list-style-type: none"> <li>Website, media &amp; communications</li> <li>Events and activities</li> </ul>                                   | Website analytics<br>Course enquiries<br>No. employers, stakeholders, residents engaged | <p><b>On track to deliver</b></p> <p>Creation of a one stop shop platform for SME supply chain to signpost people to relevant training, including carbon literacy and retrofit skills training.</p> <p>Development of a careers transition programme for people considering green careers, creating micro credentials for green skills and video and webinar resources.</p> <p>Development of micro credentials in green skills, as part of the Retrofit Skills Pilots in south London.</p>                 |
|   | Use the Green Skills Academy Hub (South London Retrofit taskforce) 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 | SLP (Lead)                                | January 2024- March 2025+ | <ul style="list-style-type: none"> <li>Taskforce &amp; action plan</li> <li>Communications, media, website</li> <li>Events &amp; activities</li> </ul> | No. employers, stakeholders, residents engaged  | <p><b>On track to deliver</b></p> <p>Development of a retrofit action plan developed with employers.</p> <p>Direct mail campaign out to 13,000 businesses to signpost to green skills provision, specifically for SMEs to prepare for retrofit.</p> <p>SLP development of a Retrofit Skills Plan for south London, codeveloped by the South London Retrofit Taskforce and makes part of the greater southeast Retrofit Action Plan.</p> <p>This has led to a £200k investment in retrofit skills pilots</p> |
| <b>Improving provision of Digital Skills (Technology)</b>               | Explore commissioning research to 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                       | Business LDN                              | December 2023- March 2025 | Commissioned research  | Report  | <p><b>On track to deliver</b></p> <p>BusinessLDN have commissioned a report to capture advanced digital skills needs and offer thought leadership on how we galvanise collaboration between the GLA and Training Providers around advanced digital skills provision. Emerging research will also be used to determine further research need in the South London context.</p>  |
|   | Improving basics skills for IT, specific to a sector and relevant to the technology used – this could be embedded and/or standalone – across all priority sectors  | Training Providers                        | January 2024- March 2025  | Mobile e-learning van and trailer.   | Residents engaged, Event and activities   | <p><b>On track to deliver</b></p> <p>LSIF funded project to deliver mobile education e-learning centres to increase digital skills</p> <p>Starting Sep 2024: UKSPF Support being piloted in Kingston, working with the hospitality sector</p>   |

| PRIORITY  | ACTION   | PARTNERS INVOLVED (ROLE)                | TIMESCALES                     | METHOD/ OUTCOMES                           | MONITORING   | PROGRESS STATUS  |
|---|--|---|--------------------------------|--|--|--|
| <b>Entrepreneurialism</b>                                 | Entrepreneurial skills to be embedded across the curriculum for all educational institutions to support innovation and business growth.  | Training providers                      | September 2024-<br>March 2025+ | Course prospectus                          | Learners<br>Courses  | <b>Not yet started: Year 2</b><br>To be included within curriculum planning academic year 2024-5<br>Dependent on funding availability  |
| <b>Promoting inclusion and diversity in the workforce</b> | Encourage training providers to promote and deliver training to groups where there is an under-representation in specific sectors e.g., women in construction and tech.  | Training providers (Lead)               | By March 2025                  | Course prospectus                          | Learners<br>Course   | <b>Not yet started: Year 2</b><br>To be included within curriculum planning academic year 2024-5<br>Dependent on funding availability  |
|   | Support employers to develop a more inclusive workforce through training and knowledge building to drive inclusive recruitment and retention practices. Including training and tools for employers/businesses and their managers to support employees with disabilities, and long-term health conditions | SLP (Lead)<br>Employers<br>ESOs<br>CVSE | August 2023-March 2025         | Communications, website/resource directory | Residents engaged,<br>Events/activities,<br>Employers and stakeholders engaged | <b>On track to deliver</b><br>Delivery of Inclusive Employment Conference and monthly webinar series engaging over 250 employers and stakeholders. Positive feedback, re-attendance, accessible short learning.<br>Design and distribution of Inclusion Toolkit for employers recognising the lack of resource within SMEs and micros to engage in external training and development.<br>Co-production pilot that brings together people with lived experience of disability and health conditions to bring together ideas and solutions for employers |

| PRIORITY   | ACTION  | PARTNERS INVOLVED (ROLE)                                 | TIMESCALES                  | METHOD/ OUTCOMES                         | MONITORING                                  | PROGRESS STATUS   |
|--|---|--|-----------------------------|--|---|---|
| <b>Health and Cares</b>  |   |  |                             |  |   |   |
| <b>Increase skills &amp; training provision required by the Health and Care sector</b> | Vocationally relevant ESOL, communication and cultural skills training, with a focus on supporting international recruitment and migrant workforce                              | Training Providers, SLP                                  | September 2024- March 2025+ | Course prospectus                        | Learners Courses                            | <b>Not yet started: Year 2</b><br>To be incorporated in curriculum planning<br>Awaiting delivery and integration of ICP Workforce programmes to determine funding opportunities and gaps in provision.  |
|  | Business training for managers, to include developing skills on budgets and finance, marketing and recruitment and learning and development and coaching training for managers. | Training providers, Employers                            | By March 2025               | Course prospectus                        | Learners Courses                            | <b>On track to deliver</b><br>The South-West London Integrated Care Partnership (ICP) have committed £3.8m made available through the ICP Priorities Fund to support schemes to help deliver .<br>12 programmes developed including supporting care leavers, nursing, occupational therapy, apprenticeship hub, supported placements<br>Launch of the Health and Care Workforce Programmes event<br>£700k secured by South London Partnership to deliver:<br>+ 50 paid work placements in Social Care – to include skills development<br>+ 100 work experience placements to support develop of talent pipeline and highlight opportunities (careers pathways) and support for employers to provide experiences of the world of work<br>+ Social Care Apprenticeship application and support with levy transfer |
|  | Improve supply of short courses e.g. professional youth work qualifications, functional skills for health and care L5 care management.  | Training providers, Employers                            | By March 2025               | Course prospectus                        | Learners Courses                            | <b>Not yet started</b><br>To be incorporated in curriculum planning<br>Awaiting delivery and integration of ICP Workforce programmes to determine funding opportunities and gaps in provision.  |
|  | Conduct deeper analysis into health and social care gaps and linking with strategic health and social care workforce activity via SLP and the Integrated Care Board.            | SWL ICP (Lead) SLP, Training providers Local authorities | January 2024-March 2025     | Research, design, and launch of strategy | Progress on priorities, Delivery of actions | <b>On track to deliver/Complete</b><br>• Publication of South-West London Integrated Care Partnership Strategy including workforce priority and priorities fund   |



| PRIORITY   | ACTION  | PARTNERS INVOLVED (ROLE)          | TIMESCALES            | METHOD/OUTCOMES                            | MONITORING                                 | PROGRESS STATUS  |
|--|---|-----------------------------------|-----------------------|--|--|--|
| <b>Construction and the Built Environment</b>  |   |                                   |                       |  |  |  |
| <b>Boosting the numbers of people in the construction sector and increasing diversity of the workforce</b> | Boosting the number of people in the sector’ - Work with CITB, Women in Construction and other industry bodies to work on increasing recruitment of underrepresented groups, for example through providing employer led women in construction courses | CITB<br>Training providers<br>SLP | June 2024-March 2025+ | Courses prospectus<br>Links with employers | Learners<br>Courses                        | Not yet started<br>To be incorporated within curriculum planning<br>Dependent on funding availability  |
|  | Identifying funding opportunities for green skills provision for 16-18s to improve pipeline of young people into sector and adapting the language to link green construction to positive impacts on the environment                                   | Training providers,<br>Employers  | By March 2025         | Micro credential courses, new courses      | Courses, starts<br>No of CSCS cards issued | On track to deliver<br>As part of the retrofit programme have develop entry pathways into construction and new micro credentialing qualifications.<br>Developed L1 qualification for insulation with an insulation manufacturer and ITP, are a pre qual to L2.<br>Working with STCG to reinstate the CSCS test centre to improve access to CSCS test |

| PRIORITY  | ACTION  | PARTNERS INVOLVED (ROLE)                | TIMESCALES               | METHOD/OUTCOMES                                     | MONITORING                     | PROGRESS STATUS   |
|---|---|---|--------------------------|---|--------------------------------|---|
| <b>Construction and the Built Environment</b>   |   |   |                          |   |                                |   |
| <b>Responsive skills &amp; training provision to meet current and future demand of the construction sector</b>                      | Level 1 and 2 construction courses should be increased, specifically for scaffolding and building envelopes and insulation to meet retrofit demands and adding ‘bolt-ons’ in specific skills, such as roller dumper or trades to CSCS training  | Training providers, Employers           | By March 2025            | Micro credential courses, new courses               | Courses, starts                | <b>On track to deliver</b><br>As part of the retrofit programme have develop entry pathways into construction and new micro credentialing qualifications. Developed L1 qualification for insulation with an insulation manufacturer and ITP, are a pre qual to L2. Working with STCG to reinstate the CSCS test centre to improve access to CSCS test   |
|   | Funding of construction courses should incorporate licence to practice/CSCS card  | Training Providers                      | By March 2025            | tbc   | No of CSCS cards issued        | <b>On track to deliver</b><br>Audit of courses with licence to practice in progress Working with STCG to reinstate the CSCS test centre to improve access to CSCS test  |
|   | Improve access to short higher-level (L3, L4 & L5) courses in construction management and retrofit coordination   | SLP (Lead) Training Providers Employers | By March 2025            | Online/website                                      | Courses with CSCS incorporated | <b>On track to deliver</b><br>Through retrofit funded L4 & L5 qualifications for Retrofit Assessors and coordinators and have created a website to improve the access for people wanting to retrain and upskill retrofitskillcentre.org   |
|   | 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   | Training providers                      | By March 2025            | Courses prospectus                                  | Short Courses                  | <b>Not yet started</b><br>To be incorporated within curriculum planning<br>To be incorporated into employer engagement activity (from June 2024)<br>Dependent on funding  |
|   | Explore the potential to use S106 and employment and skills plans, for employers 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.  | Local Authorities                       | By March 2025            | Links with employers                                | Programme starts               | <b>Not yet started</b><br>To be incorporated into employer engagement activity (from June 2024)<br>Dependent on funding   |
| <b>Information and Communication</b>  |   |   |                          |   |                                |   |
| <b>Working with Employers to ensure current and future IT and communication skills needs are included within training provision</b> | 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 | Training providers (Lead),              | January 2024- March 2025 | Curriculum Development Creative and digital cluster | Cluster leadership team        | <b>On track to deliver</b><br>Through the South London Retrofit Skills Pilot project, University of Roehampton and South Thames College are undergoing a future curriculum development project, which will invest in the co-development of a seamless FE/HE pathway codesigned with industry<br>BIG South London establishment of the Creative and Digital Innovation Cluster, a dynamic network of South London-based creative and digital businesses connected by location and a drive to create a supportive business community. |

| PRIORITY  | ACTION  | PARTNERS INVOLVED (ROLE)                              | TIMESCALES               | METHOD/ OUTCOMES  | MONITORING   | PROGRESS STATUS  |
|---|---|---|--------------------------|---|--|--|
| <b>Hospitality and Retail</b>   |   |   |                          |   |  |  |
| <b>Targeted skills &amp; training to reflect the diversity and accessibility of the workforce</b> | Develop and strengthen employment skills programmes for hospitality and retail to include vocationally relevant communication and numeracy and strengthen core/transferable skills for sector related to vocational training.   | Training providers (lead)<br>Employers                | January 2024- March 2025 | LSIF Delivery Group & Partnership Board   | No of students engaged<br>Training/ employment outcomes          | <b>On track to deliver</b><br>LSIF : Establishment of college based shop staffed by people with special education needs and disabilities   |
| <b>Working with employers to increase awareness of progression</b>                                | Work with employers to create more innovative experiences of the world of work to encourage more people into the sector   | Careers Hub (Lead)<br>Employers<br>Training providers | January 2024- March 2025 | Events, webinars & activities<br>Comm-unications & media<br>Employer encounters | Students/ resident engaged<br>No employers/ stakeholders engaged | <b>On track to deliver</b> <ul style="list-style-type: none"> <li>Facilitation of work encounters and work insights for young people</li> <li>Delivering strategic work experience programmes across the region, which are incremental and progressive in nature.</li> <li>Focusing on connection between education institutions and business, to forge and embed sustainable working relationships</li> </ul> Working to ensure that educators are aware of the employability and work readiness skills that young people require within the sector. <ul style="list-style-type: none"> <li>‘Love where you live’ videos which showcase local career pathways within priority sectors</li> <li>Delivery of PAN London webinar series for schools and colleges, amplifying technical and vocational pathways across a number of sectors</li> </ul> |
| <b>Education</b>  |   |   |                          |   |  |  |
| <b>Ensuring that workforce supply can keep pace with demand</b>                                   | Explore focusing on specific cohorts (e.g. retirees, graduates, economically inactive etc) to encourage them to teach basic skills and vocationally relevant skills, working more flexibly  | SLP,<br>Local Authorities,<br>Training Providers      | Start by March 2025      | tbc   | tbc  | <b>Not yet started</b><br>To be incorporated within curriculum planning<br>To be incorporated into employer engagement activity (from June 2024)<br>Dependent on funding.  |
| <b>Increase tutors in the further education and adult education sector</b>                        | 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   | Training Providers,<br>SLP                            | Start by March 2025      | tbc   | tbc  | <b>Not yet started</b><br>To be incorporated within curriculum planning<br>To be incorporated into employer engagement activity (from June 2024)<br>Dependent on funding   |
| <b>Working with Employers to ensure that training providers benefit from industry expertise</b>   | 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. | SLP,<br>Local Authorities,<br>Training Providers      | Start by March 2025      | tbc   | tbc  | <b>Not yet started</b><br>To be incorporated within curriculum planning<br>To be incorporated into employer engagement activity (from June 2024)<br>Dependent on funding   |

## Partner Engagement

| Green Skills and Construction  | Health and Care  | Cross cutting themes   | Governance & LSIF   | Information, Communication, Creative and Digital   |
|--|--|--|---|--|
| <p><b>Delivery of</b></p> <ul style="list-style-type: none"> <li>Green Careers Summit</li> <li>Buying Net Zero: Sustainable supply chains</li> <li>Retrofit Skills co-development</li> <li>Retrofit Skills Challenge Launch</li> <li>Retrofit Launch</li> <li>Green Business Community</li> <li>Retrofit Taskforce</li> <li>DESNZ Funding group</li> <li>Direct Mail campaign to 13,000 construction businesses</li> <li>Social Media Campaign to construction businesses</li> </ul> | <p><b>Delivery of</b></p> <ul style="list-style-type: none"> <li>SWL Social Care Workforce Partnership Group &amp; Steering group</li> <li>Apprenticeships Workshop: increasing uptake</li> <li>Making it easier to get a job in H&amp;SC task and finish group</li> <li>WorkWell Partnership Planning Group</li> <li>SWL Health and Care Apprenticeship Hub</li> <li>ICP Health and Care Project Workshop</li> <li>Health and Care Workforce Event</li> </ul> | <p><b>Delivery of</b></p> <ul style="list-style-type: none"> <li>Inclusive Employment Conference</li> <li>Skills &amp; employment Community of Practice</li> <li>Inclusive Employment Webinar Series</li> <li>Kingston Workskills: Digital Badges in Action</li> <li>Cornerstone Employers – Careers Hub apprenticeships</li> <li>Apprenticeships /T Level webinars</li> </ul> | <p><b>Delivery of</b></p> <ul style="list-style-type: none"> <li>LSIF delivery subgroup &amp; LSIF Partnership Forum</li> <li>Local Authority skills and employment leads and senior leaders</li> <li>Large employers’ forums</li> <li>LSIF Launch</li> <li>LSIP launch and workshop</li> <li>Skills &amp; Employment Alliance</li> </ul> | <p><b>Delivery of</b></p> <ul style="list-style-type: none"> <li>Shaping the Future of the Creative Sector in Merton</li> <li>Shaping the Future of the Creative Sector in Sutton</li> <li>Creative and Digital Innovation Cluster Network</li> <li>Exploring Creative-Led Business Innovation</li> <li>Creative &amp; Digital Showcase Event</li> </ul> |
| <p>Approximate 109 stakeholders</p> <p>50 businesses</p> <p>289 students</p> <p>13000+ communications</p>  | <p>181 employers and stakeholders</p>  | <p>462 Employers and stakeholders</p>  | <p>179 employers and stakeholders</p>   | <p>64 businesses</p>   |

\*Stakeholder: e.g. Schools, College, Universities and Independent Training Providers, Employment Support Organisations, Voluntary Community Sector organisations, Councils, Sub Regional Partnerships, Membership Organisations.