South London Partnership
'Representing and connecting'

South London LSIP Launch

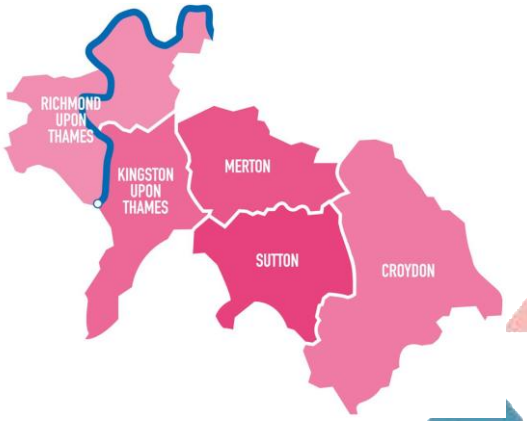
22 September 2026 12-1pm

LONDON LSIP

SOUTH LONDON SKILLS EMPLOYMENT ALLIANCE

Who we are: 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

- To create a skills and employment system that:
- Supports residents into sustainable careers
- Aligns skills provision to employer need
- Improves productivity and economic growth
- Creates a more inclusive labour market for everyone

Our role

We convene:

- Employers
- Education providers
- Local authorities
- Employment support organisations
- Government and strategic partners

Our priorities

Residents

Employers

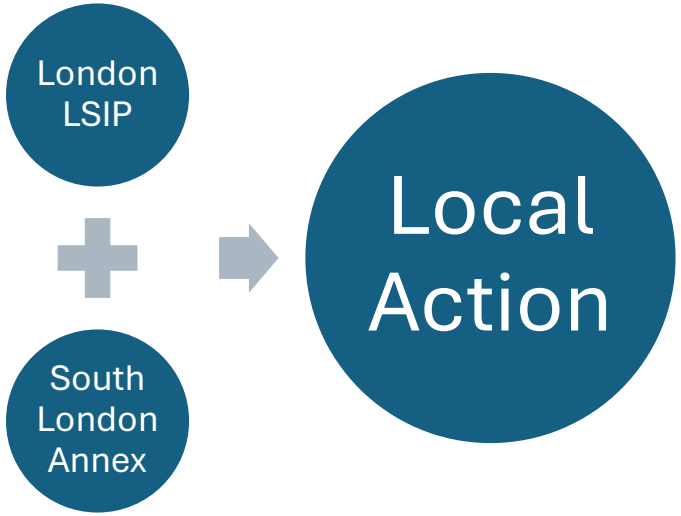
Skills alignment

"Empowering residents across South London to unlock their maximum potential by removing barriers, driving innovation, and creating equitable opportunities. Through collaboration and shared commitment, we will transform lives, improve mobility, and connect people to skills and employment support that make a real difference. Together, we focus on growth, impact, and making things happen—building a system that supports everyone to be the best they can be."

Our LSIP journey

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South London's skills priorities sit within the wider London LSIP, ensuring local employer needs help shape skills investment and delivery across the capital.



LONDON LSIP

Delivery of SL annex 2023-2026

South London LSIP developed

Employer engagement completed

36 priority actions established

Skills and Employment Alliance and Education Group South London formed

Today

London LSIP → South London Annex → Local Delivery

Local priorities informing London-wide action and investment

2025-2026 Refresh

614 stakeholders engaged

Employer feedback refreshed

Labour market evidence updated

Why the LSIP matters?

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The future of work is changing. South London faces a combination of labour market challenges and growth opportunities that require a more responsive skills system.

- Economic inactivity remains high
- Youth unemployment is rising and youth transitions
- Skills and talent mismatch, essential skills earnt through experience
- Navigating a complex talent system
- Ai and new technologies are changing jobs (disruption and opportunity)
- Industrial Strategy priorities: London Growth plan sectors, Innovation, Productivity, Workforce resilience.

Cross cutting priorities

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Youth Employment

- Youth pathways developed via Youth Guarantee Trailblazer & Careers Hub
- Embed careers education in priority sectors
- Expand early careers routes into work (work experience, apprenticeships, T'levels etc

Work Experience

- Moden work experience models and standardises job trials
- Stronger vocational routes to careers
- Create more opportunities to earn essential skills through experience

Employer Engagement & Support

- Strengthening partnerships across business and education
- Coordinating employer outreach
- Making it easy to navigate the talent system
- Maximising social value and s106

Inclusive Talent

- Creating talent pathways for all
- Promotion of inclusive recruitment and retention practice
- Specific and focused support

Future-Ready: Workforce security and opportunity

- Identifying and quipping people with skills so they are future ready, e.g. AI, green skills
- Embedding future skills across curriculums
- Supporting business innovation and career pathways into good jobs

Priority Sectors

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Health, Care and Life Science

Construction, Engineering, and the Built Environment: Nature and Net Zero

Visitor Economy: Retail & hospitality

Creative and Digital (previously Information & Communication)

Education (South London only)

These sectors combine:

- Strong employer demand
- Economic growth potential
- Opportunities for residents
- Long-term workforce requirements

Priority Sectors

Health, Care and Life Science

Rising demand, an ageing workforce and major life science growth mean South London must build a much stronger domestic talent pipeline.

- 35% of the workforce is aged over 50, compared with 27% across all sectors = significant replacement demand as experienced workers retire.
- Persistent recruitment and retention challenges across GPs, nurses, pharmacists, paramedics and social care roles
- The London Cancer Hub expansion will create 3,000 high-skilled jobs and wider district expected to support 13,000 jobs= talent opportunity

Construction, Engineering, and the Built Environment: Nature and Net Zero

South London needs thousands more people with construction and green skills, but the workforce is ageing and employers need more flexible routes to train staff

- 48% of the workforce is already aged over 50. This is one of the oldest workforces across the priority sectors.
- 97% of construction businesses employ fewer than 10 people. Most employers are SMEs, making it harder to release staff for training or support long apprenticeship programmes.
- The largest future green jobs growth is expected in energy efficiency, low-carbon heat and wider decarbonisation activity. Employers say they need flexible training to keep pace with new technologies such as retrofit.

Visitor Economy: Retail & hospitality

The sector offers huge numbers of entry-level jobs, but improving progression, leadership capability and sector reputation is critical.

- 48.4% of hospitality jobs and 31% of retail jobs pay below the London Living Wage
- 52% of retail employees report no opportunities for progression. Progression remains a major challenge for attracting and retaining talent.83% of visitor economy employers say management and leadership skills will be among their biggest skills needs over the next 2-5 years.

Priority Sectors

Creative and Digital (AI and digital capability becoming essential across all sectors.)

These are some of South London's highest-value jobs, but businesses are struggling to find people with the right digital and AI skills

- 85.7% of employers identify advanced digital skills as a top requirement for the next 2-5 years.
- 71.4% of employers say there are too few candidates with the skills they need.
- Digital jobs pay a median salary of £59,800, significantly above the London average of £43,200.

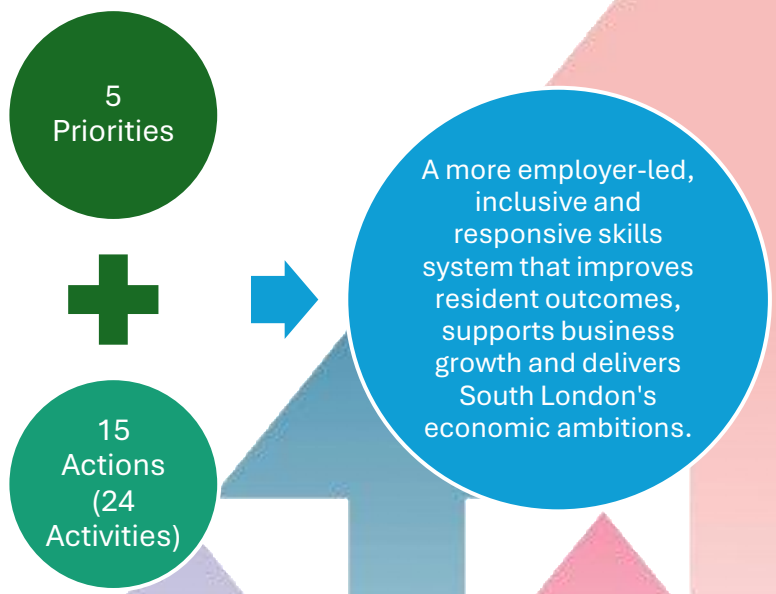
Education (South London only)

The education workforce is the foundation of every other priority sector, but shortages of specialist tutors are limiting future skills development

- Education is one of South London's largest sectors, employing 45,000 people and accounting for 10.6% of all jobs.
- Education generated 12,310 online job postings, despite vacancies falling from a peak of 18,000. Recruitment pressures remain significant
- Providers report shortages of industry-specialist tutors, including construction, engineering, plumbing and electrical specialists. This directly affects the ability to train people for priority sectors

What does the LSIP mean for South London

Finding	Our Response
Skills shortages	Build stronger talent pipelines
Rising youth unemployment	Expand youth pathways
Lack of experience	Increase work experience opportunities
Employer skills gaps	Strengthen employer engagement
AI opportunity	Develop future-ready skills
Complex support landscape	Improve coordination



The LSIP is not just a report. It is a delivery framework for collective action.

Everyone has a role to play

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Employers

- Shape future skills needs
- Offer placements and apprenticeships
- Invest in workforce development

Providers

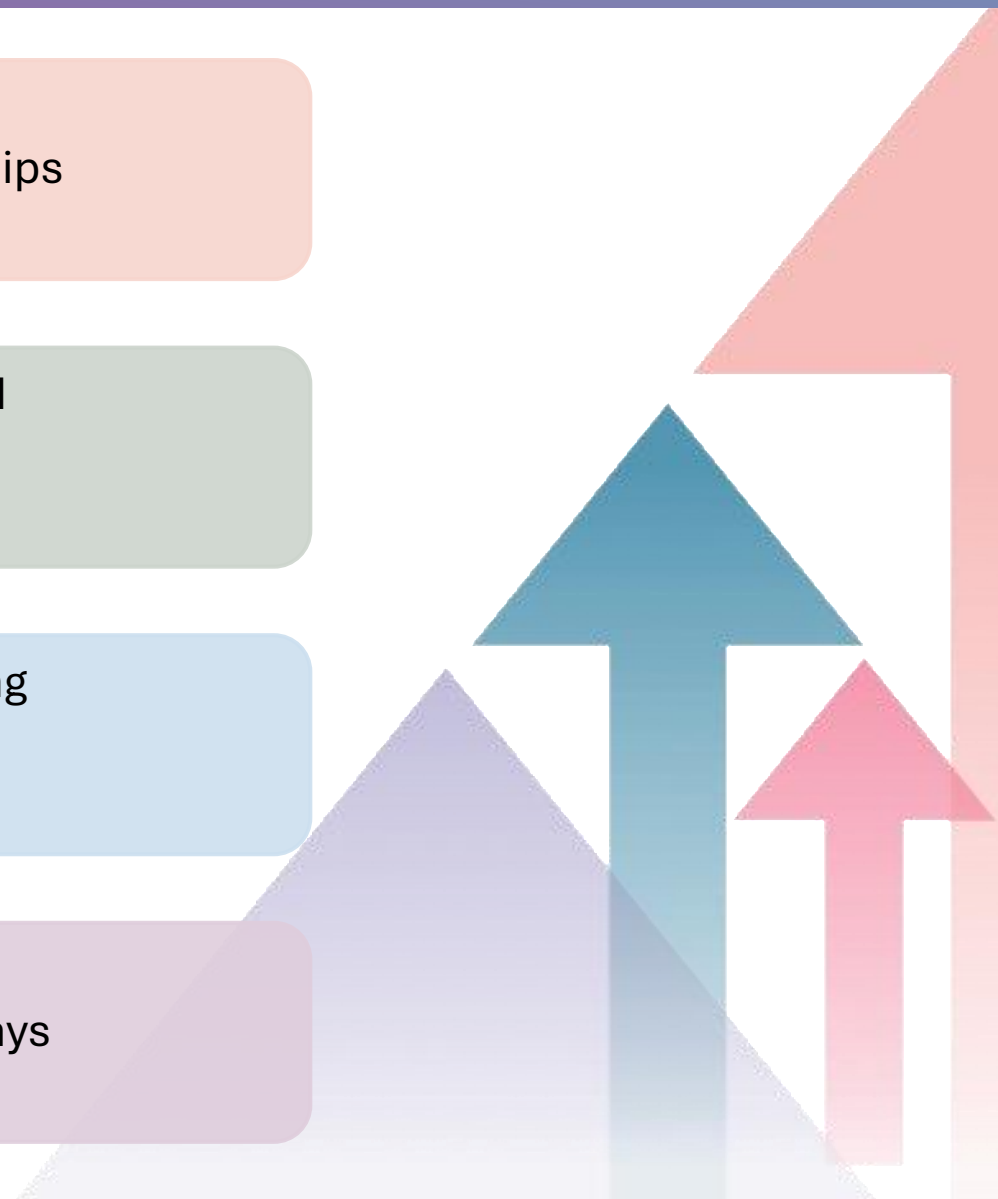
- Align provision to employer demand
- Embed AI and future skills
- Create flexible learning routes

Local Authorities

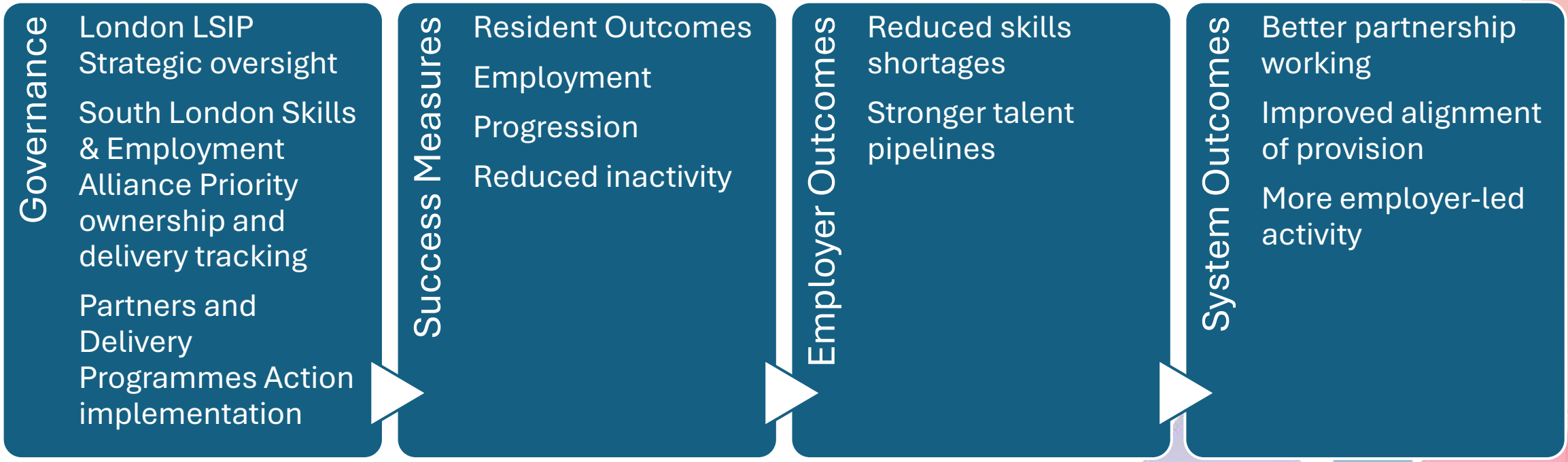
- Align investment and commissioning
- Use social value and procurement
- Support inclusive growth

Resident Support Organisations

- Promote growth sectors
- Create stronger progression pathways
- Focus on sustainable careers



Accountability and Success



Success is not publishing an action plan. Success is creating a skills system that improves outcomes for residents, supports employers and delivers South London's growth ambitions.

Our Skills and Employment System

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National: Skills England, DfE, DWP:

- Industrial Strategy
- Get Britain Working White Paper
- Economic Inactivity
- Milburn Review and Youth Employment
- Health and Care Integration

Regional: GLA, Business London:

- London Local Skills Improvement Plan
- Inclusive Talent Strategy
- London Growth Plan
- London Growth Mission Board
- Sector Talent Board
- Pan London Sector Hubs

Sub-Regional Governance: South London Skills & Employment Alliance

- South London Annex Local Skills Improvement Plan
- South London Growth Ambitions Statement
- South London Skills and Employment Alliance
- Education Group South London
- Universities and College Partnership
- BIG South London Partnership

Subregional Delivery

- Multisector subregional hub
- Connect to Work
- Economic Inactivity Trailblazers
- Skills and Employment Charters and Champions
- SLP Communities of Practice
- SLP Youth & Youth Guarantee Trailblazers
- SLP Careers Hub
- Social Care Workforce Hub

Delivered by

- Boroughs
- Health and Care Providers
- Employer representative Bodies, Chambers, BIDs
- Universities
- Colleges
- Schools
- Employment Support Providers
- Voluntary, Community Sector organisations
- Employers

What does the LSIP mean for… Educators?

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Think About

Are our curriculum and investment plans aligned to South London's priority sectors?

- Do learners leave with the skills employers need now and in the future?
- How do we strengthen pathways from education into employment?
- Are AI, digital and employability skills embedded throughout provision?
- How can we work more collaboratively across South London's education system?

Take Action

Review curriculum against employer demand.

- Embed AI, digital and future skills across programmes.
- Increase work placements, apprenticeships and industry projects.
- Co-design provision with employers.
- Develop more modular and flexible training opportunities.

The opportunity:

Move from delivering qualifications to delivering careers.

What does the LSIP mean for… LAs

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Think About

How do skills priorities support local growth ambitions?

- Are funding and commissioning aligned to workforce needs?
- How can councils act as anchor institutions for skills and employment?
- How can regeneration, planning and skills work more closely together?
- How do we improve youth employment and inclusive access to work?

Take Action

Align strategies and commissioning with LSIP priorities.

- Expand apprenticeships and work experience opportunities.
- Use procurement, social value and S106 to create local opportunities.
- Strengthen partnerships with employers and providers.
- Improve labour market intelligence sharing across the system.

The opportunity:

Put skills at the heart of economic growth and regeneration.

What does the LSIP mean for… Employers?

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Think About

What skills will our workforce need over the next 3-5 years?

- How will AI and technology change our business?
- How can we strengthen recruitment, retention and progression?
- What role can we play in shaping future talent pipelines?
- How can we support a more inclusive workforce?

Take Action

Work more closely with colleges and training providers.

- Offer apprenticeships, placements and work experience.
- Invest in workforce development and future skills.
- Participate in curriculum design and employer forums.
- Review recruitment practices to widen access to talent.

The opportunity:

Build the workforce you need rather than compete for it.

What does the LSIP mean for…Support orgs?

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Think About

Are residents being prepared for growth sectors and future jobs?

- How do we support progression, not just job starts?
- How can we improve access for disadvantaged and economically inactive residents?
- Are we providing clear pathways between support, training and work?
- How do we strengthen employer connections?

Take Action

Update careers advice and labour market information.

- Direct residents towards priority sectors and occupations.
- Strengthen digital, employability and work-readiness support.
- Build stronger referral pathways with providers and employers.
- Increase opportunities for work experience, placements and job trials.

The opportunity:

Help residents access sustainable careers, not just employment.

Q&A

Time for your questions

If you'd like to discuss the South London annex to the London LSIP please do get in touch: Kirsty.Hogg@southlondonpartnership.co.uk

https://southlondonpartnership.co.uk/south-london-skills-improvement-plan/