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# Local Skills Improvement Plan (LSIP)

## Progress Report Year 2

June 2025



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# Purpose of the Report

In September 2023, we published the Local Skills Improvement Plan (LSIP) for the Local London sub-region. As required by the Department for Education (DfE), this report provides a comprehensive overview of progress made to date against priorities outlined in the Local London LSIP, as well as areas that require further attention.

In June 2024, we published the first LSIP Annual Progress Report 2024 for key stakeholders to be able to track progress and we are now publishing the second annual progress report in June 2025. The report and the examples and case studies outlined within it, refer to activity that has taken place since the publication of the 2023-2024 annual progress report and within the 2024-2025 reporting period unless otherwise specified.

This report is designed for a diverse audience, including employers who have actively participated in shaping the LSIP and are keen to track progress and understand the impact of their engagement. It also caters to businesses who have yet to engage with the LSIP, offering insights into ongoing initiatives and opportunities for involvement, highlighting changes already underway in the skills provision system in the sub-region. For providers, the report offers a comprehensive view of progress in delivering the LSIP, along with valuable intelligence on employer skills needs to inform provision planning. Additionally, it will be of interest to other local stakeholders invested in skill development and implementation efforts and how these support the wider economy in Local London.



# Strategic and Economic Context Update

Local London is one of the fastest growing parts of London, in addition to dynamic boroughs, it has strong connections to areas such as the Thames Freeport, the UK Innovation Corridor and the Thames Estuary growth corridor. At the same time, this is an area with many challenges, including low skills, an infrastructure deficit, a high-cost base, reputational issues, communities scarred by COVID and now dealing with a cost-of-living crisis. The challenges we face to improve skills and training are compounded by a high percentage of time poor SME businesses, poor transport links that create difficulties for residents to move between training and/or employment and a lack of investment. You can read more about the economic context of Local London in the original LSIP report: [Mind the Skills Gap](#).

Since the change in government in 2024, there has been a renewed national focus on skills as a driver of economic recovery, productivity, and place-based growth. LSIPs remain central to this strategy and as confirmed by the UK Government, have been extended for a further three years under the oversight of Skills England. This long-term commitment reinforces LSIPs as a key mechanism for aligning training provision with employer demand across priority sectors. Work on the refreshed LSIP (scheduled for publication in summer 2026) will begin in October 2025, ensuring alignment with evolving national and regional strategies to better support employers and learners across London.



Skills England is a new arm's length body within the DfE which aims to bring together key partners such as Mayoral Combined Authorities (for Local London, the GLA) and other key local partners, large and small businesses, training providers and unions to meet skills needs and work to build a coherent picture of skills gaps and how they can be addressed. Through this engagement, Skills England has introduced a national framework prioritising ten key sectors, eight of which align with the growth-driving industries identified in the forthcoming Industrial Strategy, expected to be published by the UK Government in September 2025. The following are the sectors that align with the Local London LSIP: Advanced Manufacturing, Creative Industries, and Digital and Technologies. Alongside these, Skills England have added Construction and Health and Social Care as key priorities, both critical to London's workforce.

The UK government's Get Britain Working Whitepaper was published in November 2024 and is a national policy document outlining the government's plans to address long-term unemployment and increase workforce participation. The Get Britain Working London Plan is a local implementation of those national plans, tailored to the specific needs of London. The GLA is the accountable body for London's Get Britain Working Plan, due for publication in July 2025, will further support LSIP objectives by enhancing employment pathways for Londoners.

Complementing these efforts, the new London Growth Plan, published by the Mayor of London, sets out how London will support the UK Government's National Industrial Strategy and growth ambitions through a range of growth interventions, including delivering more affordable housing, major investments in transport networks and vital skills training for Londoners. London's Inclusive Talent Strategy, a core element of the London Growth Plan, aims to build a skilled workforce by creating a pipeline of talent and supporting marginalised Londoners into good work, ultimately boosting productivity and economic growth. The introduction of Connect to Work underscores the need for an inclusive approach to workforce participation, aligning with LSIP priorities to close skills gaps. Connect to Work, announced in the 'Get Britain Working' whitepaper and funded for 5 years under the Department for Work and Pensions (DWP) is the first supported employment programme to be rolled out nationally.

In addition to Connect to Work, Trailblazers is a new DWP-funded programme to support people back to health and back to work. Within the Local London sub-region, this initiative targets those who are economically inactive and are not actively looking for work or immediately available for work. Local London will be looking to collaborate with Integrated Care Boards (ICBs), Jobcentre Plus and training providers to ensure wrap around support for residents moving into employment.



In response to the publication of the London Growth Plan, as well as to feedback from leaders and chief executives, Local London is in the process of refreshing the organisational vision as part of a process of reflection on the role of Local London and where we should focus activity to support the sub-region in delivering key national and regional commitments. In line with a refreshed organisational vision, Local London will develop an enhanced employer offer and an updated [business interest form](#). This form will provide businesses with the opportunity to express their interests and outline how they wish to engage with Local London initiatives.

Furthermore, we will be carrying out a review of our employer engagement strategy and activity, including developing a comprehensive internal employer engagement strategy to strengthen partnerships and ensure that a diverse range of business voices from across the sub-region are heard and represented. In addition, a wider

review of employer engagement across the sub-region will be conducted, driven by the increased role of employers in the new Connect to Work Programme.

Other policy drivers which Local London will need to consider include the English Devolution White Paper (published in December 2024) and how London's sub-regions will work with other public services, including job centre plus, police, and health. As the fastest growing part of the capital, with a growing population and space to develop, the prioritisation of growth provides the sub-region with huge opportunities.



# Summary of the LSIP

The Local London LSIP is a data driven and employer-led plan for better matching training provision to the needs of local employers. The LSIP covers our nine local authorities of Barking and Dagenham, Bexley, Bromley, Enfield, Greenwich, Havering, Newham, Redbridge, and Waltham Forest.

Through employer-led research, the LSIP identified five priority sectors for the Local London sub-region which are based on either the total employment size across the sub-region or anticipated growth over the coming years.

The five sectors that the Local London LSIP focuses on are construction and engineering; digital and creative; health and social care; manufacturing; transport and logistics.

Since the publication of the last annual progress report in 2024, Local London has engaged with a variety of stakeholders to promote the LSIP, progress actionable priorities and ensure that key stakeholders are engaging and are aligned with the LSIPs objectives. The Department for Education view LSIPs as one of the key drivers for ensuring that education and training providers are responding to local skills needs through shaping their curricula and confirmation of this will be set out in their annual Accountability Agreements which are available from June 2025.



# Key Achievements Summary

To maintain momentum since our last annual progress report in 2024, Local London's focus has remained on tapping into existing employer representative networks and sector bodies who have access to engaged employers with skills provision at the top of their agenda and can assist with maximising reach. This approach aims to facilitate connections, foster collaboration, and remain focus on streamlining efforts towards achieving LSIP goals. Over the past year, the achievements below have enabled us to continue to align employer voice with local skills planning, unlock access to key programmes, and provide targeted support to businesses across north east and south east London.

- Promoted and explored LSIP priorities through chambers of commerce, employer representative bodies (ERBs), and sector specific forums, ensuring that employer perspectives inform local skills strategy and encouraging joined up work.
- Fostered collaboration via four roundtable events in priority sectors (e.g. social care, construction, creative, and food and drink manufacturing), creating a platform for influencing training delivery and workforce development in the sub-region and taking away actions for Local London programmes.
- Aligned LSIP priorities with Local London programmes, for example Careers Hub events and Integration Hub '50 Forward' publications, helping local businesses engage with future talent, strengthen recruitment pipelines and adopt inclusive practices.
- Significantly strengthened stakeholder relationships through attending meetings, presentations, networking, board meetings, events, roundtables, webinars and more, placing Local London in a strong position to shape the next phase of LSIP implementation.
- Continued guidance and input from the Local London Employer Sub-group to the Employment and Skills Board for the LSIP plus Local London wide programmes and initiatives.
- Engaged over 70 stakeholders through an interactive webinar on Sector-based Work Academy Programmes (SWAPs), offering practical insights into recruitment and workforce upskilling for businesses.
- Delivered a series of five successful green skills breakfast events (via LSIF funding), raising awareness of emerging sector needs, newly installed green training facilities and available green skills provision directly linking key stakeholders and businesses with local training providers.
- To align with and progress LSIP priorities, training providers indicated an increase in; new courses being created (67%), partnerships with employers and other stakeholders (100%), marketing (50%), and capital investment in equipment aligned to LSIP priorities (84%).





The table below provides a summary of LSIP engagement activity over the past year, categorised by LSIP sector where applicable. It reflects a broad range of events, meetings, and initiatives where the Local London LSIP and its recommendations have been actively promoted and discussed resulting in new actions taken forward for example introducing stakeholders, sharing best practice or highlighting achievements. This data specifically captures the activity led or attended by the dedicated LSIP Employer Engagement Officer, rather than representing the full extent of Local London's engagement across all programmes. For all key sectors, additional aligned activity is taking place through wider Local London initiatives that support LSIP priorities. Some sectors show a higher direct employer count, and this is reflective of a strategic focus on engaging with intermediary stakeholders, such as sector groups, membership bodies, and industry representatives, to maximise reach, influence, and long-term impact across the sub-region.

Sector	Employer Engagement	Stakeholder Engagement	All Stakeholder Engagement	Number of Attendees
Construction and Engineering	17	22	39	580
Digital and Creative	1	6	7	24
Health and Social Care	3	2	5	31
Manufacturing	3	3	6	373
Transport and Logistics	4	1	5	26
Other/Multiple	15	69	84	1544
	43	102	145	2576

Throughout the year, Local London has continued to strengthen its engagement with a wide range of stakeholders, facilitating collaboration and fostering new connections that support the delivery of key skills and employment priorities across the sub-region. This work has been instrumental in advancing LSIP objectives, particularly in aligning education and training provision with employer demand. By introducing schools and colleges to local businesses, Local London has supported efforts to embed industry relevant skills into curricula and expand access to work experience for young people, a key focus for both the LSIPs and the wider London Growth Plan.

Local London's extensive network is a valuable platform for promoting and sharing opportunities across the sub-region, this has increased over the past year. From community-led training programmes and apprenticeships to employment opportunities and sector events, Local London has helped partners raise awareness and reach wider audiences. These efforts support national and regional priorities around increasing workforce participation and improving access to good work for all Londoners, especially those who are currently underrepresented or face barriers to employment.

In addition to local connections, Local London plays a bridging role between sub-regional partnerships and pan London initiatives. For example, has supported sector groups like the logistics employer board delivered by Capital City College (CCC) and has introduced organisations to relevant forums such as the London Region Construction Training Group (LRCTG), these

relationships strengthen London's collective ability to respond to shared skills challenges. We have also supported funding bids, for example to the Thames Freeport Skills Fund, and enabled connections between businesses and awarding bodies like OCN to explore more flexible skills solutions through micro-credentials, contributing to a more agile and responsive skills system in line with LSIP recommendations.

Local London has supported the development of stronger local ecosystems for careers and employment. One example, was through linking councillors with skills officers, careers advisers, and employers to facilitate a local careers fair. These connections help bring national and regional strategies to life at a local level, ensuring that communities are better informed and equipped to engage with the evolving labour market. As we move towards a refreshed organisational vision, this approach to stakeholder engagement will remain a core strength in delivering against both the refreshed LSIP and broader economic development goals.

Local London programmes continue to align with LSIP priorities. For example, the Integration Hub has developed and published careers advice and information tailored to the five key sectors. These resources have been co-created with job seekers to ensure relevance and accessibility, and they have been widely distributed to residents via member local authorities (see page 30). The Careers Hub has also produced posters and publications for young people in schools and colleges which align with the LSIP sectors.

The Employment and Skills Board oversees the LSIP and plays a pivotal role in fostering collaboration among Local London boroughs. It works in partnership with the Mayor of London to develop a skilled workforce within Local London and other sub-regions. The Board ensures that boroughs and Local London have a strong and influential voice in shaping the devolved Adult Skills Fund (ASF and previously, Adult Education Budget AEB) and the broader skills system. This is achieved through membership in the Skills for Londoners Board and the development of strategic partnership with the Greater London Authority (GLA).

Board membership comprises political representatives from each Local London borough, along with key sectoral representatives. Meetings are held termly and include discussions and sign off on Local London skills and employment programmes and initiatives. Strategic partners, such as the GLA, Thames Freeport, the Institute of Technology (IoT), and the Chair of the Adult Community Education (ACE) group, are periodically invited to present or contribute to specific discussions, depending on the agenda.

The Employment and Skills Board's Employer Sub-Group, provides industry expertise and strategic advice to the Employment and Skills Board, supporting the delivery of the LSIP. Chaired by Dr. Noorzaman Rashid, Chief Executive of the Centre for Engineering and Manufacturing Excellence (CEME), the sub-group meets termly and includes representatives from Local London's priority LSIP sectors. The sub-group chair reports directly to the Employment and Skills Board, ensuring that industry insights and recommendations are integrated into decision-making processes.



## Construction and Engineering

A total of 66,000 residents worked in the construction and engineering sector across the Local London area in 2023, accounting for 7.9% of the total number of employees. This has remained a stable sector here, significantly larger than the regional and national averages. Combining construction with the architectural and engineering activities sub-sector, this significant sector in the sub-region has experienced rapid growth in recent years and is a Mayoral priority sector. This is a vital sector within the sub-region which is projected to increase by 20% between 2020 and 2035, more than twice as fast as employment in London overall (9.2%).

### What has been achieved?

New to the Local London Employment and Skills Employer Sub-group this year, we are pleased to welcome the Operations Director from B. & M. McHugh Ltd., the Co-Founder and CEO of NetZero, and the Director from Kenson Highways. B. & M. McHugh Ltd., a specialist civil engineering company with over 50 years of experience, operates across the rail, highways, and utilities sectors, offering valuable industry insight in infrastructure development and engineering solutions. GetZero is a one-stop digital platform where young people can get the green skills they need and connect to employers and training opportunities. Kenson Highways, a family-owned contractor established in 1977, focuses on highway maintenance, civil engineering, and landscaping across London. All 3 leaders bring a wealth of expertise that will support the sub-group's work in addressing skills needs and strengthening collaboration between employers and education providers.

Increased relationships with key construction employers in the industry led to a successful roundtable being delivered in October 2024. Discussions highlighted the need for a comprehensive understanding of the construction industry, particularly its fragmented nature as outlined in the Grenfell Report. It was emphasised that engagement should extend beyond contractors to include subcontractors, with a focus on mapping local construction employers and training providers. Industry demand, which sees peaks and troughs, was identified as a key challenge, alongside the impact of external factors such as Brexit and the war in Ukraine on skill availability. Recruitment within the sector tends to be informal, with many roles filled through word of mouth rather than formal channels. Despite these challenges, there is an optimistic outlook for the sector, bolstered by government housebuilding targets, devolution, and additional government funding for skills development. However, aligning support for employers and formalising recruitment pathways continues to be an ongoing priority.



Over the past year, Local London has partnered closely with the Local London Skills Providers Network (LLSPN) and the Mayoral Academy Green Skills Hub to host a series of green skills focused employer engagement breakfast events. These events brought together key stakeholders to showcase new training facilities and opportunities offered by training providers within these networks. This initiative helped raise the profile of green skills developments in the sub-region whilst fostering valuable direct connections between industry and education to further upskill the workforce particularly in construction for example, solar energy SOC 5241 and heat pump installation SOC 5315 skills. This helps external stakeholders to have insight into what is happening inside the colleges and ultimately encourage more Londoners onto available provision that helps meet demand in industry.

A new Construction Industry Labour Force Steering Group (CILFSG) has been formed to foster sustainable growth within the construction sector and to support working towards a net-zero and green economy. Local London attends the steering group which currently includes representatives from a cluster of three boroughs within the sub-region. The group is chaired by the Managing Director of STC Group, a specialist independent training provider, and is working collaboratively with local stakeholders, including construction employers, training providers, and developers, to begin mapping the local workforce, identify and address skills gaps and tackle barriers to growth for businesses such as financial and workforce development challenges. The group also aims to advocate for local employment and create a cohesive, effective, and efficient value chain. While the scale of

this initiative is smaller than the sub-regional mapping required, the task group is laying the foundation for broader, future efforts by creating strong local connections and targeting key challenges specific to this cluster. This focused approach will help drive sustainable growth in the construction sector within these boroughs while ensuring alignment with the broader goals of the industry.

The Local London Careers Hub has delivered 13 Insights to Work sessions, engaging 137 year 9 students with meaningful introductions to careers in architecture and surveying. In addition, two hands-on construction experience events were held in partnership with STC Group and Shooters Hill College, reaching a further 80 young people. These sessions provided students with practical insights into construction career information and pathways, helping to demystify the sector and broaden aspirations. Following this positive activity, the Hub has convened a group of employers to amplify the work in schools to promote the construction sector and inspire the next generation of talent.



## What is still to do?

The mapping of local construction employers and training providers across the Local London sub-region is essential for gaining a clearer understanding of the sector landscape. Ongoing discussions are focused on determining the most effective approach, with input from stakeholders to ensure alignment with industry needs and future skills development. A well-defined mapping strategy will strengthen connections between employers and training providers, addressing gaps and fostering a more coordinated sector response.

The Local Skills Improvement Fund (LSIF) has established new opportunities in green skills [see page 32], while the industry is also advancing the "Fabric First" agenda. This approach prioritises improving a building's energy efficiency by focusing on its physical structure enhancing insulation, airtightness, and thermal mass, before adding systems like heating or renewable energy. The goal is to create energy efficient buildings with lower operating costs and reduced environmental impact, supporting carbon reduction and sustainability efforts in the built environment. Whilst the green skills agenda is vital in achieving the UK Government's net zero targets, the message from industry is that we still require construction trades courses to be delivered so that we have the basic skills for the sector as well as new technical green skills.

Local London has made good progress and continues to move forward with engaging a range of training providers and is working to strengthen relationships with independent training providers (ITPs), to bring them into the conversation around young people and skills gaps and to support future LSIP activity. Local London Careers Hub has recently launched the Future Skills Partnership, which brings together a diverse group of training providers, including independents, to raise awareness of all routes and pathways amongst young people, educators and parents; and to strengthen ties between industry and education.



## Digital and Creative

More than 4,000 additional workers in the digital and creative sector, make this one of our highest growing areas, increasing by 15% in the last year. Now representing 3.8% of all employees in the Local London sub-region with over 31,000 employees, this sector appears to have bounced back from a small decline in the previous year. Despite remaining below the national average, and significantly behind London, the potential for growth is supported by this year's figures. Although relatively small, the sector is a strategic priority for Local London due to the high growth expected and the investments coming on stream which will increase employment, and skills demand, most notably the Thames Estuary Production Corridor and Creative Industries Hub.

The digital and creative sector is projected to experience an above average employment increase across London as a whole (14%, compared with 9% across all sectors) to 2025. Although a large proportion of this sector relies on digital, the creative industries analysed; Creative, arts and entertainment activities and Libraries, archives, museums and other cultural activities have shown respective growth this year.

### What has been achieved?

Strong partnerships have been established with the Waltham Forest Creative Mayoral Academy Hub, which focuses on supporting young people entering the sector and into opportunities across the sub-region. Initiatives from the Hub are widely shared with stakeholders and Local London residents to foster greater engagement for example, through the Local London Work Connections website. The Hub also presented to a group of chambers of commerce leaders, outlining opportunities for businesses in the sector and establishing new connections for both the Hub and the chambers. During the same meeting, representative chambers from our boroughs were informed about the opportunities for residents and businesses provided by the Digital and Creative Mayoral Academy Hub at Capital City College (CCC), which operates across London.

In August 2024, Local London attended a roundtable hosted by the British Film Institute (BFI) focused on London and the south east Screen Provision Mapping, during which high-level aggregated data was shared, showing what FE colleges across the geography were offering along with six key occupational areas identified as skills shortages for the sector. These six areas; production management, assistant directing, script supervision, post-production, art department roles, and hair and makeup, highlight critical gaps in the workforce. Two screen skills clusters; Metro London and Berkshire Skills, have developed training to address these shortages, aiming to create creative local interventions that complement mainstream provision and can be embedded into existing offers or delivered as standalone courses.



The data highlighted that 25% of courses fell under generic screen provision, with production courses making up the largest share at nearly 28%. Other key areas included performing arts (16%), hair and makeup (11%), art-focused courses (8%), performing and production arts (7%), and post-production (5%). This mapping exercise provides valuable insight into gaps and opportunities for targeted training that better aligns with industry needs.

Local London have forged ties with Newham Council's East Bank, a key project in the area and a prominent cultural centre that has opened in Stratford's Queen Elizabeth Park. The cultural quarter is a collaboration of many organisations including BBC Music Studios; London College of Fashion, UAL; Sadler's Wells East; University College London (UCL) and V&A East. As an Olympic Games legacy, the park is managed by London Legacy Development Corporation (LLDC) who work with their partners on a wealth of employment and skills initiatives in the digital and creative space. This also includes oversight of Build East, a flagship green skills construction centre and a joint initiative between two functional bodies of the GLA: Transport for London/ Places for London (TfL/PfL) and the LLDC and operated by The Skills Centre, an employer-led, community-focused training and apprenticeships provider. Since initial introductions in March, LLDC has been introduced to Local London's Careers Hub and is exploring potential future collaborations to build on and strengthen community reach via schools and colleges.

The Careers Hub has actively promoted careers in the creative industries through its 'Insights to Work' programme, delivering engaging and informative sessions to 137 students across 17 events. These experiences have helped young people gain a deeper understanding of creative career pathways, industry roles, and the skills needed to succeed in this fast-growing sector.





## What is still to do?

Digital and Creative are both mayoral priority sectors, with the mayor having allocated funding for the delivery of dedicated skills hubs. The creative industries play a vital role in the capital's economy, and supporting growth is central to the Mayor's London Growth Plan. To better understand and address the skills challenges in this sector, Local London has engaged with key organisations such as the BFI and initiatives like the Thames Estuary Production Corridor, aligning with wider pan-London strategies given the broad and complex nature of the industry.

Although film studios are located within the Local London sub-region (Eastbrook Studios in Barking and Dagenham and Troubadour Meridian Water Studios in Enfield), they do not typically have direct employees in large numbers. Instead, productions bring in their own freelance teams and crews on a project-by-project basis, limiting the number of local, sustained employment opportunities generated by the studios themselves. This reflects a broader challenge in the sector, which is heavily reliant on freelance and independent contractors and operates largely through informal, word-of-mouth recruitment. Identifying effective solutions remains challenging, Local London continues to explore how best to support this industry, including raising awareness of career pathways through our school and college networks and providing young people with opportunities to enter the sector.

Local London continues to engage with the BFI to stay informed of developments and emerging skills needs in the screen sector. We disseminate insights from the group

to key stakeholders, including FE colleges and training providers, to ensure they are aware of industry gaps and potential opportunities for curriculum development. Additionally, we will share updates on relevant funding, training, and partnership opportunities to support the alignment of provision with industry demand.

Local London will deepen both BFI partnerships and the newly formed East Bank relationship to ensure we are in a good position to gather insights from these businesses on skills gaps and future initiatives happening at East Bank that may be able to support the LSIP. East Bank covers the legacy Olympic boroughs of Newham, Hackney, Tower Hamlets and Waltham Forest.



## Health and Social Care

The health and social care sector employed 125,000 people in the Local London area in 2023. A 7,000 worker increase in the past year means this sector now accounts for 15.0% of all employees. This is above the regional and national figures. It is also a Mayoral priority. There continues to be large growth projections in this sector, particularly in health-related roles which expect a 10% increase in employment by 2035.

### What has been achieved?

Following the 2024 Health and Social Care roundtable, significant progress has been made, particularly through Local London's Careers Hub. Two sector groups; one for Health and one for Social Care have been established, holding regular meetings to drive engagement. Care Providers Voice (CPV), who represent the care sector and is an ambassador for recruitment and work force development in the sector, has invited the Careers Hub to events to promote careers in the sector, and partnerships with Barking and Dagenham College have enabled 'VIP days' (Visiting Industry Professionals) for students as well as 'teacher encounters' both of which are employer engagement initiatives for students and teachers. The Careers Hub is developing career information for schools and promoting the new North East London (NEL) Health Careers site.

The social care group has developed and launched a pilot project aimed at inspiring the next generation to consider careers in the care sector. As part of this project, young people (pre-16) are taken to local further education colleges to gain first-hand experience of what working in social care entails. This pilot not only helps to raise awareness of the vital role social care plays in the community but also aims to address sector-specific skills gaps by engaging young people early and showing them the rewarding

opportunities available within the profession. This model of replicating real life work experiences inside a college environment allows learners to experience the world of work that lies within the sector as closely as possible navigating difficulties of gaining it elsewhere.

NHS England sits on Local London's Careers Hub's Cornerstone Employer Group and provides access to webinars which are shared with schools and colleges to raise the profile of the sector. Furthermore, the Hub promotes the Ambassador network across schools and colleges to bring industry into the schools.

Our Integration Officers are currently mapping existing sub-regional relationships at all levels, within the health and care sector, working closely with each borough brokerage to understand existing contacts, processes, and referral pathways that support residents into health sector employment.

This work also includes exploring the capacity for health professionals to refer patients into brokerage services for further support strengthening two-way referral routes and ensuring more joined-up, person-centred pathways for those seeking both employment and improved health outcomes.

## What is still to do?

Looking ahead, efforts are ongoing to expand employer engagement, particularly by identifying social care providers to act as ambassadors in schools. Local London's Careers Hub is also working to increase awareness of opportunities within the NEL Integrated Care Board (ICB) and ensure career resources are widely accessible on school websites.

Local London intends to invite leads from each Integrated Care Board (ICB) team to sit on our Employment and Skills Board, expanding its membership to ensure health is fully represented in alignment with the 'Get Britain Working' agenda.

As integration in this area strengthens, Local London will also seek to extend collaboration to operational officers within Primary Care Networks (PCNs). This will support stronger partnerships across the sub-region and create more tailored opportunities for residents to enter the health sector, ensuring they receive the holistic support needed to succeed and thrive in their roles.

Through both the Trailblazer programme and the Connect to Work programme, Local London will work with all nine borough employment brokerage teams to upskill frontline staff. This will empower teams to promote employment as a health outcome, supporting residents who are receiving healthcare to also move towards sustainable employment and access clearly defined pathways into the health and care sector.



## Manufacturing

Accounting for a 2% greater share of total employment in the sub-region than in London as a whole, manufacturing accounted for the employment of around 31,000 people in the Local London sub-region during 2023. With some large local concentrations, particularly in Barking and Dagenham, and Bexley, 3.7% of all employees (below the national average but almost double the London figure). The growth in vertical farming investments in East London is likely to further support the growth of jobs in this sector, which has remained stable in recent years.

### What has been achieved?

Local London has established a strategic connection with Make UK, the country's largest manufacturing trade body, to enhance engagement with the sector across the sub-region. Make UK is keen to expand its presence in the sub-region, particularly through collaboration with Local London's Careers Hub. Together, they are developing a strategy to integrate manufacturing career pathways into the education system more effectively, ensuring young people are exposed to opportunities at multiple stages rather than through isolated interactions.

A common misconception is that manufacturing environments are outdated, dirty, and unsafe, whereas modern facilities are high-tech, clean, and safe, often providing well-paid career opportunities. Addressing these misconceptions is crucial to attracting new talent into the sector.

In March 2025, Local London participated in the Make UK Manufacturing Conference, where skills shortages emerged as a key challenge, with a third of attendees

identifying it as a major issue. Employers highlighted ongoing difficulties in securing young talent, particularly due to gaps in employability and soft skills. Discussions also revealed challenges within the apprenticeship space, including a lack of preparedness among young apprentices unfamiliar with workplace expectations. Additionally, businesses reported internal barriers, as teams often struggle to provide structured support for apprentices, particularly where they have not hosted one before. Addressing these workforce challenges remains a priority for both Local London and Make UK as they work to strengthen pathways into the sector. This event, despite being national in scope, provided a valuable platform to raise the profile of Local London and connect with new stakeholders in the manufacturing sector. The participatory format helped establish meaningful links and share local aims with a wider audience.





Local London recently engaged with BLOQs, an open-access maker space and pay-as-you-go factory that provides individuals and small businesses with access to specialist equipment, skills development, and space to scale their work. Through their training arm, BLOQs Learn, they deliver hands-on workshops and expert-led sessions and are now seeking accreditation to expand their offer and help close skills gaps in manufacturing, fabrication, and the creative industries.

This model strongly supports LSIP priorities by delivering flexible, employer informed training that responds to real industry needs. Without targeted investment in the next generation of makers, we risk losing critical skills and diminishing local manufacturing capacity leaving us increasingly reliant on overseas production.

To help address this, Local London is working with BLOQs to connect more people to careers in making and manufacturing, and has connected BLOQs with key stakeholders, including relevant skills and employment networks to help raise their profile. Local London will continue to collaborate with innovative partners like BLOQs to shape future provision and strengthen the skills pipeline.



## What is still to do?

Establishment of an effective strategy for tackling the skills issues in the sub-region is high on the agenda and increasing encounters with the sector for teachers, parents and learners. Local London hopes to build on the relationship with Make UK to increase business engagement from the sector within the sub-region. Make UK are due to host one of their upcoming Regional Stakeholder Advisory Group meetings at the City of London Institute of Technology, a key Local London partner, this will raise the profile of Local London amongst key stakeholders and establish strong ties between the Institute of Technology and Make UK. A key initiative will be organising activities around National Manufacturing Day in September, a nationwide event where manufacturers open their doors to local communities, offering insights into career opportunities and dispelling misconceptions about the industry.

Due to engagement with the sector, Local London have not been able to deliver a manufacturing roundtable, and this is something that we hope to be able to deliver through these recent introductions that will bring additional connections within the sector. The roundtable will aim to bring together key stakeholders to discuss what more could be done to bridge the skills gap in the sub-region.

We have also recently been introduced to Tate & Lyle, a key employer with a significant presence in the manufacturing sector. While engagement is still at an early stage, there is strong potential to explore how we can collaborate to better understand their workforce needs, identify skills gaps, and link them with relevant training provision. This could include discussions around apprenticeships, in-work upskilling, and informing future skills delivery to ensure it aligns with the evolving demands of the food manufacturing industry.



## Transport and Logistics

With a 4% increase in employees since last year, around 52,500 people worked in the transport and logistics sector in the sub-region in 2023, accounting for 6.3% of all Local London employees. This sector has grown by over 10% in the past year. Despite sub-regional success, the increase in employment in distribution and logistics across London continues to lag slightly behind the overall increase in employment. Employment in land transport is projected to increase by 20%, while there is projected decrease of 13% for air transport; employment in warehousing, postal and courier is projected to remain stable.

### What has been achieved?

Another welcome addition to the Local London Employment and Skills Employer Sub-group is the Public Affairs Manager for Stansted Airport from MAG Airports, the UK's largest airport group. London Stansted airport attracts many residents from the Local London sub-region with their employment and skill teams active within our boroughs through job centres, they are considered a key major local employer.

Local London has recently engaged with Skills for Logistics, an organisation dedicated to bridging the gap between employers and training providers to address skills shortages and enhance workforce capability. Through this engagement, Local London was introduced to a specialist Logistics Employer Board led by Capital City College (CCC), which shares similar objectives. As a result, Local London was invited to present at the board's December 2024 meeting, providing an opportunity to raise awareness of Local London's work and LSIP priorities. Local London made an introduction for the group lead to the West London Logistics

Skills Hub at West Thames College for further collaboration pan-London which supported their front-line employment adviser event and gave both training providers a chance to demonstrate alignment in curriculum development with the LSIPs at the heart and further supporting improving skills and training in the capital.

Intelligence from the board meeting attended in December confirmed that recruitment within the sector tends to be informal, with many roles filled through word of mouth rather than formal channels with some employers stating that over 52% of new employees are referrals from someone already working there. Veterans are another big demographic of employees in the industry. Additionally, employers state that they require experience from applicants and the group agreed that employers need to understand that a lot of people don't directly have the work experience and to instead look for and consider that they do have the right transferable skills.



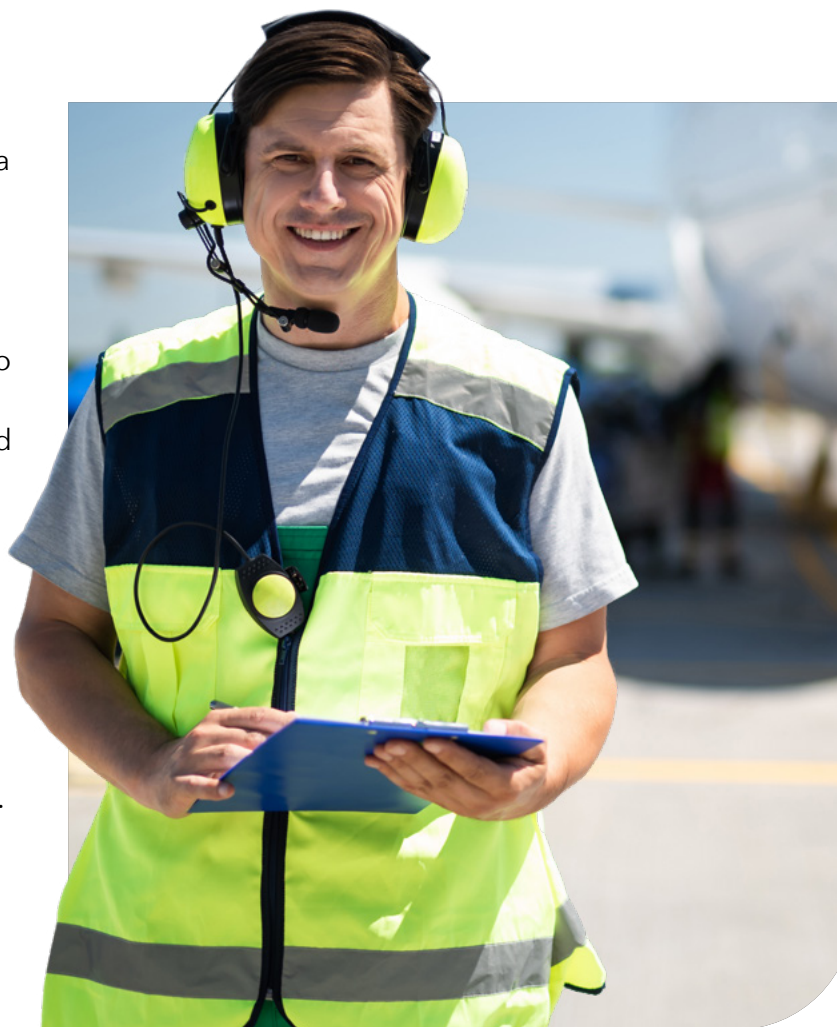
## What is still to do?

Engagement through the Capital City College (CCC) Logistics Employer Board over the past year has reinforced many of the sector challenges already identified through LSIP engagement activity. These include a need for more effective engagement with schools, colleges, and careers education, information, advice and guidance (CEIAG) services to promote logistics as a viable and attractive career option.

Despite some interest from stakeholders in undertaking a deeper dive into the specific skills needs of the logistics sector within Local London, further collaboration is required to turn this into clear, actionable next steps. One of the persistent issues raised is that logistics is not typically seen as a first-choice career. Many individuals do not actively set out to enter the sector, which highlights the need for better promotion of the breadth of roles and opportunities available.

While initiatives such as Generation Logistics were recognised by the board as valuable for raising awareness, the sector still faces major challenges in attracting younger workers. The average age of learners on logistics related courses is in the early 30s, with many roles only accessible from age 21+ due to insurance requirements, particularly for driving positions.

This is further confirmed in the Future Skills Questionnaire (a careers readiness survey with young people) where there is little interest in the sector from young people. The issue contributes to a shortage of younger recruits and underlines the importance of early interventions through CEIAG.



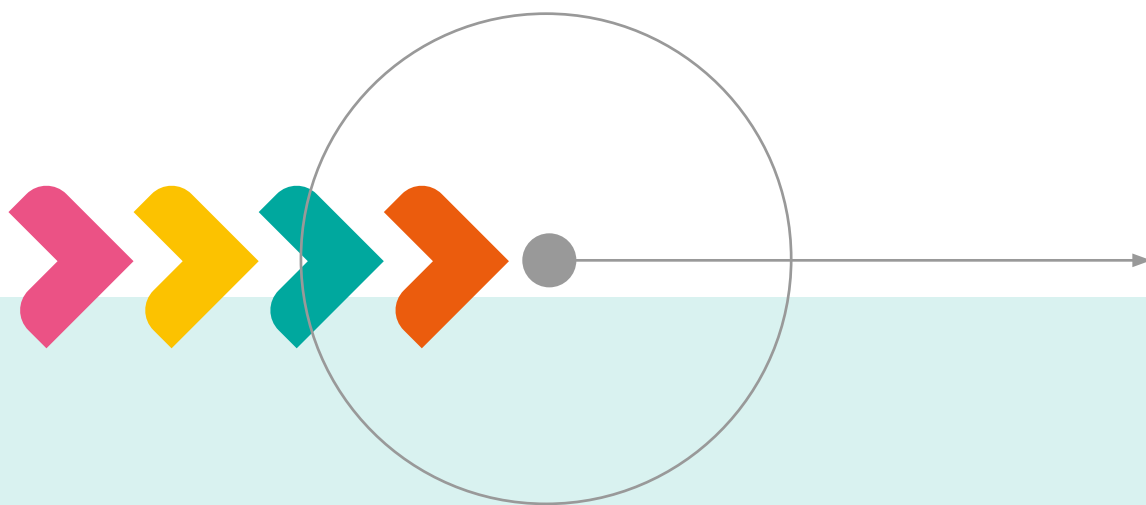


There is also an identified opportunity to improve access to the industry for adults with transferable skills such as those facing redundancy or seeking a career change. However, this group can be more difficult to engage unless they are already enrolled on an adult skills course or actively job-seeking. Navigating job titles, understanding the qualifications (such as NVQs), and knowing what roles exist in logistics remains a barrier for many. Better exposure to logistics career options is needed.

To maximise impact, the board suggested that Local London could achieve better results by targeting not only students but also practitioners such as careers advisers, teachers, and parents, who play a vital role in influencing

career choices. Additionally, practical challenges such as shift patterns, and early morning starts with limited public transport options continue to affect accessibility and should be raised with Transport for London (TfL) and other relevant stakeholders.

Going forward, Local London aims to strengthen ties with sector initiatives like Road to Logistics and Generation Logistics, ensuring they are engaged as core partners in roundtable discussions and future LSIP development. Building these relationships will support the growth and sustainability of LSIPs and ensure stronger employer voices are embedded into the long-term planning and delivery of skills in the logistics sector.



# The Future of LSIP Engagement

With the refresh of the LSIP due to begin in October this year, the progress made by Local London across the priority sectors, plus strengthened relationships with businesses and key stakeholders, has put us in a strong strategic position to build momentum. Over the past year, we have widened engagement across education providers, employer boards, and sector bodies, laying the groundwork for more coordinated and informed collaboration. This progress is expected to translate into greater support and participation as we begin preparations for the next three years of Local Skills Improvement Plans, starting from 2026.

By continuing to foster these connections and aligning with both national initiatives and local priorities, Local London is well placed to produce a more responsive, data-informed, and employer-led LSIP that reflects the evolving needs of our priority sectors and beyond.

As we move forward, continued input from industry will be vital in making sure the next phase is even more focused, practical, and impactful for the sector. Together, we can drive skills development that truly works for employers and opens clearer, more sustainable pathways into skills and ultimately employment.



# Actionable Priorities Summary

The Local London, Local Skills Improvement Plan sets out 15 Actionable Priorities which are recommendations for key partners and stakeholders to address in order to enhance skills development and training across the boroughs, ensuring the successful implementation of the LSIP.

This section summarises key progress made to date, highlighting activities that align with and support the LSIP recommendations. While many of these recommendations are intended for external stakeholders rather than Local London alone, this summary outlines the contributions made so far and the wider actions taken across the sector. The roadmap (see Annex) provides a forward-looking view, identifying ongoing challenges and areas that require further attention from both Local London and its partners.





## Local London Webinar Explores Sector-Based Work Academy Programmes

In January 2025, Local London hosted a webinar on Sector-Based Work Academy Programmes (SWAPs), supporting businesses in addressing skills gaps while providing jobseekers with essential training and employment opportunities. The programme includes pre-employment training tailored to specific business sectors, ensuring candidates develop the necessary skills. It also offers work experience placements, giving businesses the opportunity to identify talent while enabling participants to apply their learning in a real workplace setting. A guaranteed job interview or recruitment support is provided at the end of the programme, streamlining the hiring process for employers and improving jobseekers' chances of securing employment.

### **[Actionable Priority 3]**

Speakers from Jobcentre Plus (JCP), New City College (NCC), and housing association L&Q, discussed how SWAPs help businesses address workforce challenges while delivering social impact. L&Q shared their experience of successfully using the programme to fill skills shortages, while a participant provided a firsthand account of how SWAPs helped them transition into employment at L&Q.

The session reinforced the importance of collaboration between employers, training providers, and jobseekers in tackling skills shortages. Businesses were encouraged to explore partnerships with colleges and employment services to create meaningful career pathways. For more information on workforce development initiatives, visit Local London's website to find out more and watch the webinar. **[Actionable Priority 2, 10, 11]**





## Chambers of Commerce

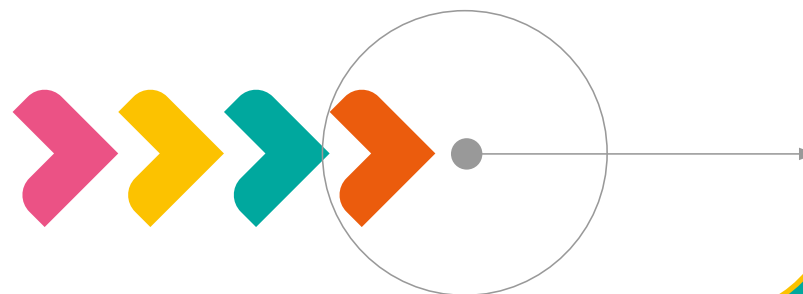
Over the past year, Local London has facilitated several meetings with the chambers of commerce representing the boroughs in the sub-region and engaging representatives from eight of the nine boroughs plus the London Chamber of Commerce and Industry (LCCI). Outside London LSIPs are led by chambers, so maintaining strong relationships with these partners is vital to ensuring alignment, collaboration, and the group serves as an extremely valuable, regular source of local, up to date knowledge from businesses and business experts.

We've already held three productive meetings, including two since the last annual report. The group convened in July, strengthening collaboration between businesses and Mayoral Academy Hubs to enhance skills development across London. The Digital Mayoral Academy Hub at CCCG provided an overview of its work engaging nearly 500 employers and supporting 8,000 Londoners through apprenticeships, upskilling, and professional development. The Creative Mayoral Academy Hub in Waltham Forest highlighted its work in underrepresented creative industries, offering mentoring, industry-specific training, and paid placements. Discussions also covered collaborative working opportunities, including Local London's employer offer, a LinkedIn LSIP group for resource sharing, and mapping exercises to better align provision. **[Actionable Priority 4]**

The group met again in December, joined by the GLA to discuss both the current and upcoming waves of Skills Bootcamps. The meeting outlined the role of the Skills Bootcamps programme in addressing skills shortages across key sectors such as green skills,

digital, construction, and logistics. Updates were provided on funding, employer engagement opportunities, and the impact of previous bootcamps. Discussions covered how chambers of commerce can help connect businesses with training providers, recruitment challenges faced by employers, and strategies for improving job readiness among candidates. Attendees were invited to share insights on employer needs and explore ways to shape future bootcamp delivery. **[Actionable Priority 10, 11]**

Looking ahead, Local London aims to further embed engagement with local chambers of commerce and the London Chamber of Commerce and Industry (LCCI) within its employer engagement strategies. By strengthening these relationships, we can maximise reach into business networks, ensuring that more employers are aware of and engaged with skills initiatives. This will include promoting opportunities for businesses to contribute to the skills system whether through apprenticeships, upskilling initiatives, industry collaboration, or advisory roles. Local London will continue to work closely with chambers to share insights, align provision with employer needs, and support businesses in navigating available training and workforce development opportunities. **[Actionable Priority 10]**



## 50 Forward Publications

Local London's Integration Hub has co-created a series of careers publications in collaboration with job seekers, tailored to the five key LSIP sectors. These resources provide targeted careers advice and alternative pathways into industry, specifically supporting residents aged 50 and over in accessing employment and retraining opportunities. The publications have been widely distributed across boroughs, with the 50 Forward social media campaign reaching nearly 510,000 residents. This two-week social media campaign, supported by the London Boroughs of Redbridge and Havering, leveraged unsold digital advertising space to maximise outreach. The campaign's success highlighted the importance of engaging communications teams across all nine boroughs to extend reach further.

The Work Connections website is aimed at connecting residents, employers, and advisers in the Local London sub-region. Its goal is to provide resources and support to jobseekers, businesses, and job coaches across east London, offering quick access to relevant information about employment and skills services. The platform allows users to navigate by boroughs and find local support services. The website offers an interactive map whereby users can learn more about services and opportunities in their boroughs. **[Actionable Priority 2, 9]**



## Inter-College Skills Competitions

Barking and Dagenham College has led an impactful initiative in response to the LSIP priorities by developing and expanding inter-college skills competitions across key sectors such as construction, digital, and health. These competitions are strategically aligned with the LSIP's focus on embedding transferable, digital, and green skills into practical learning, driving employer engagement and supporting labour market inclusion.

**[Actionable Priority 1, 4, 7]**

The competitions create a high-challenge, high-support environment where learners can apply industry standard practices. They also help tackle misconceptions about vocational education by celebrating technical excellence and showcasing the value of vocational routes, particularly in sectors facing labour shortages such as construction and health and social care. **[Actionable Priority 3]**

Employers sit on judging panels, providing immediate feedback and creating recruitment pipelines. This direct engagement has led to businesses offering mentoring, placements, and job offers, further strengthening the connection between education and employment. **[Actionable Priority 10]**

The impact has been significant, with increased student motivation and retention. The competitions have also fostered greater collaboration between employers and education providers, and align with LSIP priority areas like digital, green technologies, and retrofit skills.

Now embedded as an annual cross-borough programme, these competitions contribute to the LSIP objective of creating an agile, inclusive, and employer-informed skills system. Barking and Dagenham College plans to expand the programme, incorporating additional sectors and further integrating green and digital technologies to meet future skills demands.



## The Local London Skills Providers Network

The Local London Skills Provider Network (LLSPN) exists as a result of the Local Skills Improvement Fund (LSIF) to address the skills gaps facing Londoners and London businesses. It brings together 20 education providers, 9 local authorities and 30 employers to deliver high-quality industry-leading green and digital skills training across north east and south east London. Importantly, the network is built on the principle of working collectively to address challenges across the skills system, harnessing digital innovation and driving positive change for learners and businesses. More information on the LLSPN can be found in our 2024 progress report.

In March, we were delighted to join partners delivering LSIPs across London at Business LDN's Skills Summit 2025. Speaking at the event the Director of Local London outlined the importance of the LSIP for the sub-region joined by the Group Director of Partnership and Strategy, and the Local London Skills Providers Digital Consultant from London South East Colleges, we shared what is happening in our boroughs with the pan-London audience. This includes the development of the high-tech immersive learning suites implemented across 20 collaborative delivery partners that will help colleges share resources and better prepare learners for work in key sectors.

The LLSPN project has improved staff capability and skills and through disciplined collaboration could improve capacity across providers too. Encouragingly, providers have begun exploring the potential for shared tutor resources through the network as a result of identifying both staff capacity and shortage, particularly in high-demand areas such as AI and digital technologies. LLSPN have introduced creative,

enabling approaches to addressing this and are scoping opportunities to develop a shared staffing model using hourly paid contracts. This flexible mechanism allows specialist staff to be deployed across multiple providers when they are needed.

Looking forward, greater clarity is needed around further revenue opportunities that would enable growth and unlock collaboration opportunities for the LLSPN. There is a real opportunity to ensure the network can use the resources they now have for impactful engagement and success in supporting skills and training across our boroughs. Now the immersive labs are installed and complete, it will be impactful to bring employers into the spaces for them to see firsthand what modern, industry aligned skills provision can look like.

In May 2025, Local London held the termly Employer Sub-group meeting to our Skills and Employment board in one of our new immersive labs at The Redbridge Institute of Adult Education. This setting offered a powerful opportunity to bring partners together, strengthening collaboration across sectors and giving employers a first-hand experience of the innovative learning environments now available through LSIF investment. By showcasing these facilities to our networks, organic conversations occurred around how industry can engage with and shape the future of local skills delivery.

The impact of the LSIF funding will become apparent over a much longer period but the early signs are promising, especially around the collaboration within the LLSPN it has fostered. With timely and transparent support around future revenue streams, there is potential to deepen the impact for learners, employers, and the wider skills system.



## Green and Digital Employer Consultation - Skills Needs Assessments

Throughout the year, significant progress has been made in strengthening employer engagement and addressing green and digital skills needs through a structured, data-driven approach. A new Employer Consultation Framework was developed in collaboration with the LLSPN to enhance consistency in gathering employer insights. The primary focus has been on green and digital skills in construction, ensuring that industry needs are better understood and reflected in training provision.

The skills needs assessments were successfully piloted and implemented across various stakeholder networks. With the surveys now closed, the findings have provided valuable insights into employer priorities and training gaps. To build on this work, the LLSPN have already started contributing to the Association of Colleges (AoC) employer surveys, which offer a broader, more comprehensive view of skills needs across multiple sectors. This collaboration allows us to leverage national insights while ensuring that local and regional skills priorities are represented within a wider strategic framework. It is encouraging that the AoC has recognised the need for such intelligence, and we look forward to further aligning with and supporting this initiative.



## Green Skills Employer Engagement Breakfast Events

Recognising the importance of aligning training infrastructure with industry demand, several new green training facilities have been established across the sub-region through the Local Skills Improvement Fund (LSIF) in response to the Local Skills Improvement Plan (LSIP). To maximise employer awareness and participation, the Local London Skills Providers Network (LLSPN) has facilitated a series of employer engagement events, including breakfast networking sessions at training providers with newly installed green skills facilities. These events have provided employers and stakeholders with opportunities to explore cutting-edge training resources, discuss skills gaps, and establish collaborative partnerships to support workforce upskilling.

In 2024, five employer engagement breakfast events were held at various locations. In May and June, two events focused on engaging SMEs in discussions about new green and digital technologies while promoting local training provision. In November, similar events took place at New City College, Rainham, and London South East Colleges, Bromley, showcasing their LSIF-funded green skills training facilities. Both colleges now offer state-of-the-art training spaces, including heat pump, solar, and EV training bays. These events allowed stakeholders and employers to see the new technology in action and learn how training providers are bridging the gap between industry and education. Beyond highlighting new facilities, the events also provided Local London with an opportunity to expand the conversation on skills gaps, ensuring greater employer involvement in shaping workforce development.

The most recent event, held in February 2025 at Capital City College (CCC) Enfield Centre, addressed growing skills shortages in industrial rope access and height safety training, key LSIP priorities for sectors such as construction, engineering, and the green economy. To meet this demand, CCC and 3t, a leading global offshore wind training provider, have developed industry-specific courses. Attendees toured CCC's state-of-the-art rope access and wind turbine maintenance workshop, which hosts the delivery of the Wind Power Skills Bootcamp, a fully funded, month-long course equipping Londoners with essential skills for employment in the renewable energy sector. This initiative reinforces CCC's role as a leader in safety and green skills training while supporting LSIP's employer-led approach to workforce development, ultimately strengthening economic resilience and contributing to the UK's net-zero goals.



# Cross-Cutting Themes

The cross-cutting themes of the LSIP play a crucial role in shaping our approach to skill development and training initiatives. Below are examples of how the cross-cutting themes are addressed in the Local London sub-region, the examples may apply to the sub-region, individual local authorities or training providers within Local London. Through collaboration and knowledge sharing, Local London ensures that best practices and insights are disseminated across the sub-region, facilitating alignment with similar initiatives elsewhere.

The cross-cutting themes for the Local London LSIP are Green; Digital; English for Speakers of Other Languages (ESOL) and Pastoral Support; Flexible Skills Provision; Improved Information and Advice; Cooperation and Engagement; Flexible Funding and Promoting Equality/Tackling Inequality. For further details on the objectives of each theme, please refer to the Local London LSIP. Note that several of the cross-cutting themes are replicated across London and are being addressed through the pan London LSIP.

## What has been done?

Across the sub-region, 21 state-of-the-art digital immersive labs have been installed via the Local Skills Improvement Fund (LSIF) by the Local London Skills Providers Network [see page 32] to enhance teaching and resource-sharing, particularly in subjects where providers struggle to recruit specialist staff. This innovative technology ensures that all learners receive the same high-quality experience, regardless of location. Providers have also begun using the labs to deliver continuing professional development (CPD) sessions for staff across the network that can also be

delivered as a pathway of learning for current learners within the colleges, topics include those such as sustainability, carbon reporting and social value. **[Digital]**

As collaboration within the network grows, providers have started identifying gaps in course provision and areas where they have additional capacity to support others. While still in its early stages, this initiative has the potential to foster a new culture of resource sharing, enabling providers to offer tutor expertise across the Local London sub-region through the immersive digital labs. Additionally, 50% of providers indicated an increase in education-business partnership activity - Barnet and Southgate College is delivering 5 construction SWAP courses a month covering many of the Local London local authorities, this aligns with employer demand and creates employment pipelines. London South East Colleges noted T-levels increased employer engagement, another practical example of aligning provision and industry. **[Cooperation and Engagement]**





The Mayoral Academy Hub for Green Skills, led by LSEC is a sub-regional project across eight further education providers operating as a partnership to promote green training opportunities to residents and brings employers and providers together to get more people into work, highlight routes into green jobs and raise the profile of the sector. The hub has a monthly newsletter for partner institutions, employers, and students, signposting green skills successes, partner events, and job postings in the green sector and across the sub-region. **[Green]**

A youth board has also been launched via the hub with the first meeting taking place in February 2025 and over 30 LSEC students showing an interest in participating. The group will comprise students from all eight colleges in the Mayor's Green Skills Academy for Local London. Events will largely be hosted through immersive classrooms, giving participants experience in virtual collaboration and providing a forum through which they can curate a programme of events to further their green skills knowledge. The sessions will be organised by staff, and for T-Level students, involvement can contribute towards their work taster activity hours and support their preparation and readiness for industry placement.

Training providers who responded to survey questions around LSIP related activity and impact have collectively reported that they have added carbon literacy or green skills training into 297 courses in the last 12 months. Additionally, most respondents (75%) reported that they have increased their provision of essential digital skills in the past 12 months.

All responding providers confirmed that Green and Digital skills are featured in their Accountability Statements, these are annual reports that outline how they meet local needs and fulfil statutory duties.

For other cross-cutting themes, 67% of providers reported progress in either increasing flexible skills provision or promoting equality and tackling inequality in their accountability statements, though not all addressed both themes. Additionally, 33% reported incorporating flexible funding in their reports.

In addition to the 50 Forward publications (detailed above), the Local London Integration Hub have been delivering an Ability not Disability campaign, promoting benefits of employing people with additional needs into employment, including a film about the Supported Employment offer in Bexley. The team also delivered an interactive session for Access to Work advisers to enhance knowledge and skills around supporting people with additional needs into sustained employment. **[Promoting equality/tackling inequality]**

Local London's Careers Hub East is raising the quality of careers education across our sub-region. Progress is measured using the Gatsby Benchmarks, a nationally recognised framework that defines what good careers guidance looks like. There are eight benchmarks in total, covering areas such as encounters with employers, experiences of workplaces, providing labour market information (LMI), and linking curriculum learning to careers. Last year the average Benchmark achievement moved from 4.9 to 5.4, this means that, on average, schools and colleges within Local London are implementing close to six of the eight benchmarks and improving.



Examples of initiatives to achieve benchmarks include employer engagement to support careers education programmes; training delivered to careers leaders; or schools provided with labour market resources including publications and booklets around the 5 priority sectors and beyond. The Hub has delivered 'Insights to Work' to 1,000 young people in receipt of free school meals, providing vital careers advice and employer engagement opportunities to those who often face systemic barriers to employment.

The Careers Hub delivered three online sessions where a range of training providers, colleges and employers shared their career pathways. They are three hours long and offered to all schools, colleges and special educational needs and disabilities (SEND) settings. There is a focus on apprenticeship and vocational pathways, supporting schools with their Provider Access Legislation (PAL). In addition, the London Careers Hubs run three parental seminars, a year, to promote apprenticeships. To support careers leaders and teachers, the Local London Careers Hub runs communities of practice with careers leaders and guidance professionals to improve careers education, information, advice and guidance (CEIAG) in schools, and this year has offered the opportunity for 100 teachers to visit industry and take the world of work back into the curriculum. To drive the commitment from senior leaders in education both the GLA and the hub have held head teacher events to raise awareness of the importance of CEIAG in developing our future workforce. Furthermore, governors are offered training to raise awareness of the requirement on schools. These are just some of the activities delivered by the hub to raise the quality of careers education and this work will continue into 2025 and beyond. **[Improved Information and Advice]**

There is a growing role for micro-credentials in addressing skills gaps, particularly in the digital and green sectors. Micro-credentials (Levels 3 to 5) have been developed to offer flexible, employer-aligned skills training, accredited by OCN London. These short, modular courses enable training providers to respond swiftly to specific industry needs, recognising the development of skills alongside, and as a route to, the achievement of formal qualifications. For example, Newham College's LSIF Green Project has created micro-credentials for green technologies like wind turbine training. Looking ahead, opportunities include expanding these credentials across all priority sectors (e.g., health, construction, logistics), integrating them with digital hubs for broader accessibility, and leveraging partnerships with employers to co-design credentials for emerging needs like AI and sustainable manufacturing. This could enhance workforce upskilling, particularly for SMEs, and support inclusive pathways for underrepresented groups. **[Flexible Skills Provision]**

ESOL is a critical enabler of employability across Local London and is included as a theme in most providers accountability statements for the sub-region. With 67% of providers reporting an increase in ESOL and pastoral support over the past 12 months. These developments directly support LSIP recommendations to enhance access to language support for employment. **[ESOL and Pastoral Support]**

## What is still to do?

There is still significant progress to be made in addressing the cross-cutting themes across the sub-region. As Local London moves forward with the LSIPs beyond March 2025, a strategic approach will be developed to ensure greater focus on these areas. One proposed initiative is to expand our roundtables to include specific, actionable priorities, incorporating key cross-cutting themes. This would help tackle challenges such as strengthening cooperation between businesses and education, enhancing ESOL and pastoral support, and gathering insights from key stakeholders to drive meaningful change.

In June 2025, Local London hosted a Youth Summit, bringing together a diverse range of stakeholders, including think tanks and researchers, third sector organisations, employers and employer representative bodies, politicians and local leaders, secondary schools, further and higher education institutions, training providers, Jobcentre Plus, employment brokerages, support services, teachers, and young people.

The summit focused on key themes such as the challenges, solutions, and opportunities for increasing youth engagement in employment experiences and work environments while they are still in school or college. The aim was to be able to better inform young people about available pathways and opportunities, aligning them with skills gaps and workforce shortages across the sub-region. Additionally, the event sought to reduce the number of young people who fall through the gaps during transition periods, preventing inactivity and ensuring stronger connections between education and the world of work.

**[Information and Advice]**

With the growth and skills levy replacing the apprenticeship levy, Local London will consider how to support businesses and stakeholders with this transition to help amplify messages and signpost to relevant support systems to help employers understand how to make the most of the increased flexibility the new levy offers. Local London will work to ensure that the potential of the Growth and Skills Levy is fully realised across our sub-region. **[Flexible Funding]**



# Conclusion

Since the publication of the first LSIP, Local London has vastly increased engagement across both industry and education sectors, however there is still a long way to go. Having excellent relationships with the schools and colleges in the sub-region, the focus has been on improving employer engagement through intermediary bodies, and this engagement will be enhanced further to effectively reach employers through various platforms, gather valuable intelligence and align strategically where possible across industry and education.

Through events such as green skills breakfast events at colleges, webinars offering insights into specific training courses and roundtables convening leaders on specific sectors, we have made progress in creating opportunities for collaboration and reducing duplication of work across the nine boroughs.

This report highlights the position Local London has achieved to be best placed to offer support to local authorities, colleges and training providers, businesses or employers, learners and residents alike, to support the talent pipeline, and to share best practice and information on learning support and initiatives. As we enter the final year of this round of LSIPs and prepare to start gathering further intelligence and engaging with more local stakeholders for a new LSIP phase, Local London is uniquely positioned to lead a more connected, coordinated and insight-driven approach, one that ensures skills provision is shaped by real employer needs, supports inclusive growth, and delivers lasting impact for communities.



# Annex – Progress on Local London Actionable Priority Roadmap

Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
<b>Actionable Priority 1.</b> Training providers and educators should be cognisant of the skills gaps identified in this and the London-wide LSIP when developing their curricula	<ul style="list-style-type: none"> <li>Continued promotion of LSIPs to training providers and educators.</li> <li>Increase Independent Training Provider (ITP) engagement.</li> <li>LSIP alignment with the Careers Hub Future Skills Partnership (ITPs).</li> </ul>	<ul style="list-style-type: none"> <li>ITPs</li> <li>Local Authority Skills and Employment Officers</li> <li>Careers Hub East</li> <li>Sector Stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Continued attendance at; meetings, events, boards, roundtables and more to raise awareness.</li> </ul>	<ul style="list-style-type: none"> <li>Progress Report</li> <li>Accountability Statements</li> </ul>	<ul style="list-style-type: none"> <li>On Track</li> </ul>
<b>Actionable Priority 2.</b> Mechanisms to assist employers and trainees to navigate the training provision landscape and provide improved careers information, advice and guidance, should be explored and piloted.	<ul style="list-style-type: none"> <li>Continued webinar series on navigating the training landscape for businesses and learners.</li> <li>Local London and the chambers of commerce to review future partnership strategies to increase profiles including through the Careers Hub and Integration Hub programmes as well as marketing and communications.</li> </ul>	<ul style="list-style-type: none"> <li>Training Providers</li> <li>Community and Anchor Institutions</li> <li>Local Authorities</li> <li>Sector Stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Webinars</li> <li>Continued chamber of commerce meetings</li> </ul>	<ul style="list-style-type: none"> <li>Progress Report</li> <li>Chambers of commerce actions and feedback</li> </ul>	<ul style="list-style-type: none"> <li>On Track</li> </ul>



Priority	Action / Activity / Milestone	Partners involved	Method of implementation and outcomes expected	Monitoring arrangements	Progress Status
<b>Actionable Priority 3.</b> Residents should be provided with careers education, information, advice and guidance on alternative routes for young people such as bootcamps and degree apprenticeships	<ul style="list-style-type: none"> <li>• Work Connections website promotion and utilisation.</li> <li>• Youth Summit - June 2025.</li> <li>• Exploration of front-line employment adviser engagement.</li> </ul>	<ul style="list-style-type: none"> <li>• Training Providers</li> <li>• Community and Anchor Institutions</li> <li>• Local Authorities</li> <li>• Sector Stakeholders</li> <li>• Front Line Employment Advisers i.e. JCP</li> </ul>	<ul style="list-style-type: none"> <li>• Work Connections website reach.</li> <li>• Event delivery</li> </ul>	<ul style="list-style-type: none"> <li>• Website monitoring</li> <li>• Event review</li> </ul>	<ul style="list-style-type: none"> <li>• Expected delivery to begin June - September 2025</li> </ul>
<b>Actionable Priority 4.</b> Providers should seek to engage with employers and businesses to explore areas where a focus can be upon 'skills' over 'qualifications'	<ul style="list-style-type: none"> <li>• Local London to explore delivering a roundtable on this actionable priority (tbc).</li> <li>• Exploration of employer engagement breakfast events with widened scope to previously delivered green skills breakfasts.</li> </ul>	<ul style="list-style-type: none"> <li>• Training Providers</li> <li>• Business Stakeholders</li> <li>• Local Authorities</li> </ul>	<ul style="list-style-type: none"> <li>• Event delivery</li> </ul>	<ul style="list-style-type: none"> <li>• LSIP and LSIF reporting</li> </ul>	<ul style="list-style-type: none"> <li>• Expected delivery to begin June - September 2025</li> </ul>
<b>Actionable Priority 5.</b> Providers should explore ways in which they can provide more flexible courses, including shorter/ modular courses and online learning.	<ul style="list-style-type: none"> <li>• Local London to explore delivering a roundtable on this actionable priority (tbc).</li> <li>• Future of Local London Skills Providers Network to be decided and supported.</li> <li>• Expansion of microcredentials across all priority sectors.</li> </ul>	<ul style="list-style-type: none"> <li>• Training Providers</li> <li>• Business Stakeholders</li> <li>• Local Authorities</li> <li>• OCN London</li> </ul>	<ul style="list-style-type: none"> <li>• Event delivery</li> <li>• Increased microcredential provision</li> </ul>	<ul style="list-style-type: none"> <li>• LSIP and LSIF reporting</li> </ul>	<ul style="list-style-type: none"> <li>• Expected delivery to begin June - September 2025</li> </ul>

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<b>Actionable Priority 6.</b> Consideration needs to be given to how additional pastoral support can be provided to learners and the support that employers can provide to support new entrants, e.g. mentoring	<ul style="list-style-type: none"> <li>Local London to explore delivering a roundtable on this actionable priority (tbc).</li> <li>The new government funded Connect to Work programme with integrated work, health and skills support is due to start 2025.</li> </ul>	<ul style="list-style-type: none"> <li>Training Providers</li> <li>Business Stakeholders</li> <li>Local Authorities</li> </ul>	<ul style="list-style-type: none"> <li>Event delivery</li> <li>Connect to Work programme delivery</li> </ul>	<ul style="list-style-type: none"> <li>Actions taken forward and LSIP reporting</li> <li>Programme monitoring; sustained outcomes</li> </ul>	<ul style="list-style-type: none"> <li>Expected delivery to begin June – September 2025</li> </ul>
<b>Actionable Priority 7.</b> Providers should work with employers to identify new and additional ways of expanding the digital skills provision.	<ul style="list-style-type: none"> <li>Future of Local London Skills Providers Network and use of the immersive digital suites in 20 training provider partners to be decided and supported.</li> </ul>	<ul style="list-style-type: none"> <li>Training Providers</li> <li>Business Stakeholders</li> <li>Local Authorities</li> </ul>	<ul style="list-style-type: none"> <li>Increased use of immersive digital suites</li> </ul>	<ul style="list-style-type: none"> <li>LSIP and LSIF reporting</li> </ul>	<ul style="list-style-type: none"> <li>On Track</li> </ul>
<b>Actionable Priority 8.</b> Providers and boroughs need to consider how additional and alternate provision of ESOL	<ul style="list-style-type: none"> <li>Local London to explore delivering a roundtable on this actionable priority (tbc).</li> </ul>	<ul style="list-style-type: none"> <li>Training Providers</li> <li>Business Stakeholders</li> <li>Local Authorities</li> </ul>	<ul style="list-style-type: none"> <li>Event delivery</li> </ul>	<ul style="list-style-type: none"> <li>Actions taken forward and LSIP reporting</li> </ul>	<ul style="list-style-type: none"> <li>Expected delivery to begin June – September 2025</li> </ul>

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<b>Actionable Priority 9.</b> Providers to explore ways in which they can provide real time information on training opportunities to both employers and residents	<ul style="list-style-type: none"> <li>Chambers of commerce relationship and increased information sharing.</li> </ul>	<ul style="list-style-type: none"> <li>Chambers of commerce</li> <li>Business networks</li> </ul>	<ul style="list-style-type: none"> <li>Meeting delivery</li> </ul>	<ul style="list-style-type: none"> <li>Actions taken forward and LSIP reporting</li> </ul>	<ul style="list-style-type: none"> <li>On Track</li> </ul>
<b>Actionable Priority 10.</b> Providers and employers should explore new ways to provide sector-focused brokerage, and increased education-business partnership activities	<ul style="list-style-type: none"> <li>Deep Dive Roundtable Series for priority sectors to be continued for Manufacturing, Logistics.</li> <li>Exploration of collaboration with Mayoral Academies i.e Green, Creative, Digital Hubs within the sub-region.</li> </ul>	<ul style="list-style-type: none"> <li>Sector stakeholders</li> <li>Mayoral Academy Hubs</li> </ul>	<ul style="list-style-type: none"> <li>Roundtable delivery</li> </ul>	<ul style="list-style-type: none"> <li>Actions taken forward and LSIP reporting</li> </ul>	<ul style="list-style-type: none"> <li>On Track</li> </ul>
<b>Actionable Priority 11.</b> Providers and public sector stakeholders should explore ways to instil greater cooperation across the skills landscape	<ul style="list-style-type: none"> <li>Further roundtables will support bringing a range of stakeholders together to foster further collaboration.</li> <li>Local London to provide further opportunities for greater engagement between employers, providers and local authorities.</li> </ul>	<ul style="list-style-type: none"> <li>Training Providers</li> <li>Business Stakeholders</li> <li>Local Authorities</li> </ul>	<ul style="list-style-type: none"> <li>Roundtable delivery</li> <li>Business offer and interest form</li> </ul>	<ul style="list-style-type: none"> <li>Actions taken forward and LSIP reporting</li> <li>Business offer and interest form responses</li> </ul>	<ul style="list-style-type: none"> <li>On Track</li> </ul>

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<b>Actionable Priority 12.</b> More flexibility required in funding arrangements including on use of Apprenticeship levy, to increase responsiveness of providers	<ul style="list-style-type: none"> <li>• Exploration of how Local London can support businesses to utilise the new Growth and Skills Levy that is replacing the Apprenticeship Levy.</li> <li>• To share intelligence from apprenticeship levy research commissioned by Local London.</li> </ul>	<ul style="list-style-type: none"> <li>• Training Providers</li> <li>• Business Stakeholders</li> <li>• Local Authorities</li> </ul>	<ul style="list-style-type: none"> <li>• Apprenticeship research strategy and follow up</li> </ul>	<ul style="list-style-type: none"> <li>• Actions taken forward and LSIP reporting</li> </ul>	<ul style="list-style-type: none"> <li>• On Track</li> </ul>
<b>Actionable Priority 13.</b> Explore opportunities to work with DWP to help employers learn more about employing people with a disability and to promote uptake of the Disability Confident Scheme. To work with Disability	<ul style="list-style-type: none"> <li>• Local London to promote this idea to business network and explore opportunities.</li> <li>• Local London to explore delivering a roundtable on this actionable priority (tbc).</li> </ul>	<ul style="list-style-type: none"> <li>• Business Stakeholders</li> <li>• Local Authorities</li> </ul>	<ul style="list-style-type: none"> <li>• Uptake of Disability Confident Scheme</li> </ul>	<ul style="list-style-type: none"> <li>• Actions taken forward and LSIP reporting</li> </ul>	<ul style="list-style-type: none"> <li>• Expected delivery to begin June – September 2025</li> </ul>



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<b>Actionable Priority 14.</b> When designing their curricula, providers should also focus on skills that address key issues such as poorer employment and skills outcomes for certain groups, such as those with protected characteristics and health conditions, and underrepresentation of those groups in certain sectors	<ul style="list-style-type: none"> <li>The new government funded Connect to Work programme with integrated work, health and skills support is due to start 2025.</li> </ul>	<ul style="list-style-type: none"> <li>Training Providers</li> <li>Business Stakeholders</li> <li>Local Authorities</li> </ul>	<ul style="list-style-type: none"> <li>Connect to Work programme delivery</li> </ul>	<ul style="list-style-type: none"> <li>Accountability Statements</li> <li>LSIP Annual Report</li> <li>Individual partners monitoring</li> </ul>	<ul style="list-style-type: none"> <li>Expected delivery to begin June - September 2025</li> </ul>
<b>Actionable Priority 15.</b> When designing their curricula, providers should be conscious of the skills that lead to in-work progression, to better paid and higher skilled work, as well as entry level skills	<ul style="list-style-type: none"> <li>Exploration of increased work experience exposure and opportunities to be spotted at school and college.</li> <li>Local London to explore delivering a roundtable on this actionable priority (tbc).</li> </ul>	<ul style="list-style-type: none"> <li>Training Providers</li> <li>Business Stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Increased employment exposure for young people</li> </ul>	<ul style="list-style-type: none"> <li>Accountability Statements</li> <li>Increased 'supported internship' uptake</li> </ul>	<ul style="list-style-type: none"> <li>On Track</li> </ul>

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