

MAYOR OF LONDON

Local Skills Report

LONDON

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Chapter 1 – Foreword

The Skills for Londoners Board, which we co-chair, adopted the role of London’s Skills Advisory Panel in 2020.

The Board was initially established in 2018 to bring together key stakeholders from across London government, including the four sub-regional partnerships, providers and business to oversee the implementation of the Skills for Londoners Strategy.

Whilst much of the important work set out in the strategy is ongoing, we must acknowledge that this strategy was devised before the onset of the Covid-19 pandemic.

There is agreement among board members that a new approach is now needed to respond to the London Recovery Board’s challenge to restore confidence in the city, minimise the impact on London’s communities and build back better the city’s economy and society.

This first Local Skills Report for London provides a timely and useful platform on which to shape our initial thinking on how to best support London’s skills system at this critical time.

The report will provide London government, our partners, and stakeholders with a better understanding of the challenges in the labour market and how our skills system is responding, and therefore inform the interventions we’re making and support we provide.

It will also allow us to strengthen the principles through which we can work together as a region to tackle some of the challenges we now face.



JULES PIPE CBE

DEPUTY MAYOR
PLANNING, REGENERATION & SKILLS



CLLR CLARE COGHILL

LEADER
LONDON BOROUGH OF
WALTHAM FOREST and
EXECUTIVE MEMBER FOR
EMPLOYMENT & SKILLS
LONDON COUNCILS

Chapter 2 – Introduction

London's Skills Advisory Panel was established in 2019. This chapter introduces the role of Skills Advisory Panels (SAPs) and how London's SAP is constituted.

Skills Advisory Panels

Skills Advisory Panels (SAPs) bring together employers, skills providers and key local stakeholders to better understand and resolve skills mismatches at a local level. There are 36 SAPs across England as part of the Greater London Authority, Mayoral Combined Authorities and Local Enterprise Partnerships.

The Department for Education (DfE) supports SAPs with grant funding primarily to produce high quality analysis of local labour markets and [Local Skills Reports](#). The reports set out the local strengths and skills needs and how the SAP proposes its area addresses its key priorities. The reports aim to influence local partners and feed intelligence to central government, including the national-level [Skills and Productivity Board](#) (SPB).

In January 2021, DfE published its White Paper “[Skills for Jobs: Lifelong Learning for Opportunity and Growth](#),” which set out a number of reforms aimed at putting employers more firmly at the heart of the skills system. The White Paper outlined plans to test in 2021-22, in a small number of areas, “Local Skills Improvement Plans” created by business representative organisations.

The White Paper committed to build on the work of SAPs to date. SAPs and their Local Skills Reports will continue as the DfE trailblazes “Local Skill Improvement Plans” and until any potential changes are made to a SAP’s remit and responsibilities.

The Skills for Londoners Board

The Skills for Londoners (SfL) Board acts as the SAP for London. The SfL Board was established by the Mayor of London in July 2018 and is a non-incorporated consultative and advisory body established under sections 30 and 34 of the Greater London Authority (GLA) Act 1999.

The [SfL Board constitution](#), which includes its terms of reference, is available on the GLA website¹. The SAP responsibilities were written into the constitution and endorsed by the SfL Board in April 2019.

The purpose of the Board is to advise on actions to support the Mayor's Skills for Londoners Strategy and his skills and employment programmes including, but not limited to, the Adult Education Budget (AEB). Its responsibilities as London's SAP include working to identify local skills priorities and recommending how these will be met through local education and training provision, both in the immediate future and looking ahead to the next decade.

An appendix to the constitution provides additional detail on the SfL Board's roles and responsibilities as the SAP for London. In summary, this includes supporting development of the people element of the Local Industrial Strategy; utilising the Board's membership and networks to build an understanding of the wider skills dependencies in the local area; using its coordination role to work with other areas of the GLA (including [LEAP](#)² and the [SfL Business Partnership](#)) and partners to raise the profile of apprenticeships and improve access to quality careers information and guidance; sharing learning and fostering cooperation with providers; and sharing analysis and best practice with central government and key stakeholders and partners. London's SAP covers all 32 boroughs plus the City of London.

There are a number of subordinate bodies to the SfL Board and Business Partnership which include the Outcomes Advisory Group, SfL Construction Sub-Group and Higher-Level Skills Advisory Group. These include representatives across a range of stakeholders including Association of Colleges, Association of Employment & Learning Providers, London Councils and the London Economic Action Partnership (London's Local Enterprise Partnership).

Board membership

The SfL Board is co-Chaired by the Deputy Mayor for Planning, Regeneration and Skills, and London Councils' Executive Member for Skills & Employment.

The remaining membership comprises:

- four members from the London boroughs as nominated by London Councils and representing London's sub-regional skills and employment boards;
- five members from provider representative bodies;
- and five employer/business representatives, including nominees from other Mayoral bodies including LEAP and the Mayor's Business Advisory Board.

¹ Available at: <https://www.london.gov.uk/what-we-do/skills-and-employment/skills-londoners/governance-and-decision-making/skills-londoners-board>

² LEAP (the London Economic Action Partnership) is the Local Enterprise Partnership for London

Full details of the current membership of the Board is available on the [GLA website](#).

Board meeting schedule

Meetings are held quarterly or at such other intervals as may be required and future dates are available on the [SfL Board page of the GLA website](#)³.

Agendas and reports for the Board are published on the [GLA's website](#) at least five clear working days before the meeting to which they relate, and minutes are usually published within ten clear working days of the meeting.

Contact Information

Please email the following email address if you wish to find out more about the SfL Board, the Skills Advisory Panel for London: SfL@london.gov.uk. The SfL Board website can be found [here](#).

Response to COVID-19

The Skills for Londoners Board is working closely with the London Recovery Board and the London Recovery Taskforce in leading London's response to COVID-19. Further information on the work of these groups is set out in the Looking Forward chapter of the report.

London's sub-regional partnerships

There are four non-statutory sub-regional partnerships in London, which bring together the capital's 33 local authority areas to collaborate around inclusive economic growth and promote the interests of their areas. They are also responsible for major employment programmes such as the Work and Health Programme and the Job Entry Targeted Support (JETS) programme supporting those impacted by the Covid-19 pandemic. All four sub-regional partnerships are represented on the Skills for Londoners Board.

Each sub-region is led by a board made up of up Leaders and Chief Executives from member authorities and each of the four has a Skills and Employment Board to both develop and deliver the skills strategy relevant to their respective boroughs. These plans were developed to reflect and complement the work of the GLA and Skills for Londoners Strategy priorities, and to feed the issues facing London's sub-regions into London-level skills policy and commissioning.

³ Please note that meeting dates are currently confirmed up until the Mayor of London and London Assembly elections in May 2021. The responsibilities of the SAP for London will be considered as a part of any changes to the Skills for Londoners governance arrangements, should any amendments be required following the election.

The impact of the pandemic on the different sub-regions will be reflected in future plans but in order to understand the emphasis and work of the sub-regions, links to their strategies and plans are set out below.

The four sub-regional partnerships⁴ in London are: the West London Alliance (WLA), South London Partnership (SLP), Central London Forward (CLF) and Local London (LL). All four sub-regional partnerships are represented on the Skills for Londoners Board.

The **West London Skills and Employment Board** is chaired by Cllr Steve Curran, Leader of the London Borough of Hounslow. The board brings together key players in the skills and employment system across the seven West London boroughs covered by the West London Alliance. Its priorities are set out in the agreed [Skills and Productivity Strategy 2018-23](#) and also in the [Build and Recover plan for economic recovery](#).

The **South London Skills and Employment Board** is chaired by Cllr Gareth Roberts, Leader of Richmond upon Thames Council. The board is made up of local businesses, training providers, third sector, GLA and council representatives, working collaboratively to provide leaderships and strategic oversight on skills and employment in south London. In light of Covid-19, the board is reviewing its [Skills for South London Strategy](#), and remains committed to securing a skills system that will equip its residents with relevant skills to support growth and productivity in south London.

Central London Forward's (CLF) Employment and Skills Board is chaired by John Biggs, Mayor of Tower Hamlets and brings together the twelve CLF boroughs plus stakeholders including GLA, London Councils and representatives from the employment, training and skills sector. The board aims to engage a wide range of stakeholders to provide strategic direction on CLF's employment and skills work. The board's priorities are outlined in its [Skills Strategy](#).

The **Local London Skills and Employment Board** is chaired by Cllr Nesil Caliskan, Leader, London Borough of Enfield and is made up of political and organisational representatives across the eight member authorities. Further information on the board's skills priorities and programmes of work can be found [here](#).

⁴ **Central London Forward:** Camden, Islington, Hackney, Kensington & Chelsea, Westminster, City of London, Tower Hamlets, Wandsworth, Lambeth, Southwark and Lewisham. **Local London:** Barking and Dagenham, Bexley, Enfield, Greenwich, Havering, Newham, Redbridge and Waltham Forest. **South London Partnership:** Croydon, Kingston upon Thames, Merton, Richmond upon Thames and Sutton. **West London Alliance:** Barnet, Brent, Ealing, Hammersmith & Fulham, Harrow, Hillingdon and Hounslow.

Chapter 3 – Skills strengths & needs

This chapter sets out some of the key characteristics of London’s labour market and skills landscape. A number of early considerations of the economic impact of the COVID-19 pandemic on the capital is set out at the end of the chapter.

Current skills landscape

London’s skill levels

London has a more highly qualified population than England overall.

In 2019, 54% of London residents aged 16-64 are qualified at NVQ level 4 and above, compared to 40% across England as a whole. The overall share of working age Londoners without any formal qualifications is also below the national average.

The capital has a higher qualified workforce than most places in Europe. In 2017 London’s NUTS 2 areas ranked first, second, fifth, eighth and twenty-seventh out of all regions in Europe for the share of adults aged 25-64 with tertiary level education.⁵

In part, this is because London attracts highly qualified people from other parts of the UK and beyond to meet local labour market demands.

London experienced a net increase of 18,700 graduates from other parts of the UK in 2017/18. Around a quarter (27%) of graduates based in London (three years after their studies have completed) had studied in other parts of the UK.

But, overall, more people leave London for the rest of the UK than move from other places in the country to the capital (around 94,000 more people in 2018/19). Net outflows to other parts of the UK are particularly high between the age of 30 and 39.

In the previous decade domestic net outflows have been offset by inflows of people from outside of the UK, including many high skilled individuals. However, there is significant uncertainty over how migration flows may have changed in the last year.

⁵ Nomenclature of Territorial Units for Statistics (NUTS) – a hierarchical classification of administrative areas used across the European Union (EU) for statistical purposes. London has five NUTS 2 areas: Inner London – West, Inner London – East, Outer London – East and North East, Outer London – South and Outer London – West and North West. For more information see: <https://www.ons.gov.uk/methodology/geography/ukgeographies/eurostat>

Workers from the European Economic Area (EEA)

London has relied on EEA workers to meet its skills needs more than any other region – access to a diverse and skilled workforce is a notable feature of the capital’s labour market.

With 15% of jobs in London held by workers born in the rest of the EEA in 2019, the economic contribution of EEA workers is far greater in the capital than in the rest of the UK (6% of jobs held by EEA workers).⁶

But this means that, post-Brexit, London is more exposed to the risk of an unnecessarily restrictive immigration regime. Some London employers are likely to face challenges filling roles with a heavy reliance on EEA workers.⁷ This could include those recruiting for workers in Construction, Childcare and Health related positions (among others).

London’s skills system and outcomes across different education levels

KS4 and 16-18 levels

Aside from attracting skilled labour from other parts of the UK (and beyond), London has a strong education system, with a relatively high rate of progression into higher education.

In 2018/19, 91% of London’s students who completed their key stage 4 studies were in sustained education relative to 87% for England.

A higher share of students completing their 16-18 studies also went on to a sustained education destination in London. This includes over two thirds (68%) of students who took mainly level 3 qualifications, relative to 58% across England.

Offsetting its higher share entering sustained education, London has slightly smaller shares of students going into sustained apprenticeships and employment.

Apprentices

With a smaller share of students at KS4 and 16-18 entering sustained apprenticeships, the pipeline of new apprentices appears weaker in London.

The 40,750 starts in the capital in 2018/19 was below the level in most other English regions, particularly when adjusted for population size.⁸

⁶ For example, see: GLA Economics (2018) [EEA workers in the London labour market](#)

⁷ GLA Economics (2019) [Potential impacts of skills-based immigration policies in London](#)

⁸ Department for Education (2020) [Apprenticeships geography and sector subject area: starts and achievements 2018 to 2019](#)

Even with lower supply, outcomes for apprenticeships in London are relatively worse, with 84% going into sustained employment relative to 89% for England.

Attaining a higher-level apprenticeship improves and equalises employment prospects, with 91% of those completing level 4 apprenticeships going into sustained employment in both London and England.

Higher education

The overall profile of higher education qualifiers in London is similar to England by subject area – with Business studies the most popular subject. Yet there are also notable areas of specialism in the capital, including in Creative art and design (12% of qualifiers in 2018/19), Medicine and dentistry (5%) and Architecture building and planning (4%).

London has a higher rate of drop-out from higher education than for England as a whole: around 8% relative to 6% based on 2016/17 entry for first degrees.⁹ Within the London region, there is significant variation between institutions – the best five institutions have a dropout rate below 2%, while there are six institutions with a rate above 10%.

Outcomes for higher education graduates are very similar between London and England as a whole, with only 4% entering unemployment in each case. Although a slightly larger share of HEI graduates move into part time rather than full time employment after studying in London.

Adult education

Since August 2019, the Mayor of London has had responsibility for the capital's share of the Adult Education Budget (AEB), previously managed centrally by the Education and Skills Funding Agency (ESFA). The AEB covers skills provision for learners aged 19+ including Adult and Community Learning, but not apprenticeships nor traineeships.

The GLA commissioned IFF Research to evaluate the first academic year of its management of the AEB. The aim of the evaluation was to evaluate policy and management changes introduced in 2019/20, by gathering insights from AEB funded providers and sector stakeholders.

As the research began after the start of the first national 'lockdown', with the attendant impacts on delivery, the GLA broadened the research aims to include gathering views on the COVID-19 support measures that it had put in place.

⁹ Social Market Foundation (2019) [Building on success: Increasing higher education retention in London](#)

The evaluation report findings were “largely very positive”, with IFF concluding that “delegation of the AEB has worked effectively in its first year, for the majority of providers who receive funding from it”. The research also found that:

- the majority of providers (39 out of 44 respondents) were satisfied with the GLA’s management of AEB, including the relationships that have been built during the first year of delegation;
- many providers had increased their provision in the Mayor’s priority areas, including support for low income learners, and provision of training related to priority sectors;
- most providers thought the communication and support provided by the GLA in response to the pandemic had been effective.

Relative to England as a whole, all adult further education and skills learners in London studied a similar range of subjects, however outcomes differ.

London has higher shares going into further learning than England (48% relative to 45%) but smaller shares going into sustained employment (59% relative to 61%). Even for those that achieve a higher-level qualification, a smaller share moves to sustained employment (74% at level 4+ relative to 81% for England).

Rates of employer provided training are slightly worse in London, with 41% of employers providing no training at all relative to 39% for England as a whole. Employers report that a lack of staff time and especially a lack of funds are barriers to providing more training.

The proportion of adults receiving on the job training has also declined significantly over time: only 17% of Londoners aged 16-64 received job-related training in the last three months in 2019, down from 20% in 2004.

There is an important inequality dimension to training: more qualified individuals are disproportionately likely to benefit, while cost and lack of time are also barriers for Londoners taking on learning opportunities.

Demographic differences in London

Within London there is significant variation in qualification attainment between boroughs.

Wandsworth has the highest share of working age residents qualified at level 4 and above, at 72%, while Barking and Dagenham, Bexley, and Havering all have just over a third of residents aged 16-64 qualified at level 4 and above.

Hackney, Hounslow, Islington, and Newham all have over 10% of their working age population with no qualifications.

London is also the most ethnically diverse region in the UK. Yet significant differences in labour market outcomes and representation persist between Londoners from different backgrounds.

The employment rate for Londoners from non-white ethnic backgrounds was 67% in 2019 compared to 79% for White Londoners. This gap (12 percentage points) is slightly higher than for England as a whole (11 percentage points).

There is further variation between different ethnic groups. Working age Londoners from a Black (69%), Mixed (69%) and Pakistani / Bangladeshi (58%) background all have employment rates significantly below the London average (75%).

Workers from non-white ethnic groups also remain underrepresented in some of the most innovative sectors of the London economy, including London's creative industries and science and technology sector.¹⁰

Outcomes for those on lower skills and pay

Being highly qualified is more important in London than other regions for residents to secure work, while pay growth in the capital was weak for most of the last decade.

The employment rate for individuals qualified below NVQ4 is far lower in London than it is across England as a whole (62% compared to 70%).

In real terms median gross weekly earnings for full-time employees in London were still 4.5% below 2008 levels in 2019 (2.9% below for the UK as a whole). This pay squeeze has been especially marked for those entering work for the first time.

Reflecting the slowdown in pay growth, almost one in five employee jobs in the capital now pays below the London Living Wage, up from 12% in 2006. The incidence of low pay is particularly high in outer London and for employees working in hospitality and retail.¹¹

Skills needs

Quality of matching in London

Overall, London has a higher rate of vacancies but a smaller share of skills shortages and hard to fill vacancies than England as a whole. This is consistent with the trend of London attracting highly skilled people from other parts of the UK and beyond.

¹⁰ For more information see: GLA Economics (2020) The Evidence Base for London's Local Industrial Strategy – Final report – especially Chapter 6.

¹¹ For more information see: GLA Economics (2020) The Evidence Base for London's Local Industrial Strategy – Final report – especially Chapter 4.

- Around 28% of vacancies reported by London employers were hard to fill in some form in 2019: 21% for skills shortages and 7% for other reasons. This compares to 37% of hard to fill vacancies across England, including 25% for skills shortages.
- The overall proportion of the London workforce with skills gaps is also relatively low. London employers reported that only 3.6% of their staff were not fully proficient in 2019 relative to 4.6% for England as a whole.

Notwithstanding data limitations, these headline findings are consistent with London having been in a ‘high skills equilibrium’, with employers’ skill needs generally having been met successfully in recent years.¹²

However, it is worth noting that where London employers have run up against difficulties in filling vacancies, the recruitment of non-UK workers has been a common response. This suggests that skills deficiencies in the capital could be compounded were Brexit or the coronavirus pandemic to result in a significant reduction in migrant labour supply.

These aggregate level statistics also hide more troubling data for particular sectors and occupations:

- In London, the Construction sector had the largest share of skill shortage vacancies in 2019, at 40% - with Health and social work second at 32%.

Consistent with skills challenges in these sectors:

- London employers face the greatest challenges in finding suitably skilled candidates for Skilled Trades occupations, particularly for Skilled Construction and Building Trades (51% of vacancies in these roles were skill shortage vacancies in 2019).
- There are also challenges for employers recruiting to fill vacancies in some (but not all) positions in Professional occupations – including for Science, research, engineering and technology professionals and Health professionals (38% and 37% of vacancies in these roles were skills shortage vacancies in 2019 respectively).

These findings may be of particular concern given the high level of job openings expected in Professional occupations and the sharp rise in health-related vacancies in the last year.

Over-skilling is another source of skills mismatch worth highlighting. London’s share of ‘overeducated’ workers is consistently higher than in other UK regions – in 2017 around 25% of workers aged 16 to 64 years were overeducated, compared to 16% for the UK as a whole.¹³ This higher rate of overqualification is partly down to the composition of the labour force in the capital – including the high proportion of migrant workers.

¹² See: GLA Economics (2028) [Skills strategy for Londoners: Evidence base – especially Chapter 5](#).

¹³ The concept of overeducation relates to having more education than required for the job and there is a wage penalty associated with it. ONS (2019) [Overeducation and hourly wages in the UK labour market; 2006 to 2017](#)

London's Local Industrial Strategy Evidence Base

In February 2020, London published the evidence base for the capital's Local Industrial Strategy. The publication of the strategy itself has been delayed in order to prioritise the country's response to the Covid-19 pandemic. However, the published evidence base provided a pre-pandemic appraisal of London's skills strengths and challenges.

Strengths

The evidence base indicated that London benefits from a diverse and highly-skilled workforce, with employment and unemployment rates found to be at near historical highs and lows respectively, with very strong job creation performance in recent years (with more growth projected to 2041). Its schools perform well overall, with good levels of progression to tertiary education.

Key challenges, risks and opportunities

However, London was found to face persistent inequalities in skills and labour market outcomes across different population groups (e.g. by gender, ethnicity, disability status) with a combination of education, skills, transport accessibility, health, social and childcare barriers affecting outcomes. The recent buoyancy of London's labour market had also been accompanied by an increase in low-pay and insecure employment.

The impact of low pay on living standards was found to be compounded by the high costs of housing in London, with relative poverty affecting a large number of households where someone was in work.

Looking ahead, it highlighted that key risks to this foundation of productivity included the potential impacts of a post-Brexit migration framework on London's labour market. They also included the transition to an economy with much higher levels of automation and of uneven access to adult training.¹

The future of London's labour market

The number of jobs in London was increasing rapidly in the decade to 2020.

The total number of workforce jobs in London had increased from around 4.8 million in 2010 to over 6.0 million in 2019 (+137,00 jobs a year on average).¹⁴

London's resident employment rate also increased during this time as the capital absorbed a growing population into its labour market – although the quality of work was a growing issue (as noted above).

¹⁴ ONS (2020) [London jobs by industry, 1996 to 2019](#). Note: annual estimates for SIC2007 sections A-S.

Employment estimates produced prior to the coronavirus pandemic indicated that London would continue to see robust employment growth in the coming years, albeit at a slower rate than in the last decade.

Long-run projections produced by GLA Economics in 2017 showed employment growing by around 49,000 jobs per year (on average) to 2041 – with much of this growth expected to come from sectors where London is already relatively specialised, including Professional services and Information & Communication.¹⁵

Working Futures 2017-2027 also projected London to record the largest percentage increase in employment among UK nations or regions in the next decade. Service sector jobs were again expected to account for most of the growth in employment in the capital to 2027, including business and non-marketed services activities.

In line with these headline trends, long-run employment growth in London was expected to be more prominent towards the top of the occupational distribution, with the demand for graduate level skills also set to increase.¹⁶ Demand was set to be especially strong in the Engineering, Information & Communication and Health & Social Work sectors – areas where skills shortages were emerging as an issue for London employers in 2019.

Looking ahead, employers in London placed emphasis on the need for more advanced specialist IT skills, complex problem-solving skills and communication skills among their workforce in 2019; the demand for basic digital skills is also set to increase.¹⁷

The impact of COVID-19 on London's labour market

The spread of the coronavirus and the actions to contain it have had a significant impact on London's economy. While the scale of that impact is yet to be fully understood, early indicators suggest that the London labour market has been particularly affected compared to the UK as a whole.

Vacancies in London are down on the previous year, redundancies are rising, and the unemployment rate rose to 7.0% in the three months to December 2020, compared to just 5.1% nationally. Since March 2020, when lockdown measures were first announced, the number of payrolled employees in London has declined by 4.8% – double the rate of decline for the UK as a whole (2.5%).¹⁸

The number of jobs in London also recorded their largest quarterly fall on record (since 1996) in June 2020, contributing to an overall fall of 229,000 workforce jobs from March to September 2020. The greatest falls in percentage terms were registered in the Arts & Entertainment, Accommodation & Food and Construction sectors.

¹⁵ GLA Economics (2017) [London labour market projections 2017](#)

¹⁶ According to Working Futures 2017-2027 the percentage of employed people holding a first or postgraduate degree as their highest qualification in London is expected to increase from 52% in 2017 to 64% in 2027 – the highest percentage of graduates for any UK region or country.

¹⁷ GLA Economics (2020) [The Evidence Base for London's Local Industrial Strategy – Final report](#)

¹⁸ GLA Economics (2021) [Monthly labour market update - February](#)

And these impacts are not evenly spread across the workforce:

- The unemployed rate has increased most for young people aged 16-24 – rising to 22% in the latest quarter, up by 6 percentage points on the previous year.
- There are significant differences in job losses between different ethnic groups – with nearly one in eight Black Londoners (12%) unemployed in the three months to September 2020, double the rate for their White counterparts (5%).
- Self-employed workers have faced greater labour market disruption since March; with a fall of around 45,000 self-employed workers (or 5%) in the last year.

While London's short- and medium-term economic outlook remains unclear, the coronavirus pandemic, alongside wider forces such as technological change and climate change, will have significant impacts on the employment and skill system in the coming years. Additional support is likely to be required for both adults in the workforce and young people joining it.

But given the evolving nature of the crisis, and limitations in terms of the availability and robustness of data, it is not yet possible to comprehensively capture the impact of the pandemic in this edition of London's Local Skills Report.

We anticipate that the next Local Skills Report – expected in November 2021 – will be an opportunity to explore the impacts of the pandemic more fully.

Chapter 4 – Skills Strategy

This chapter provides an overview of the latest skills strategy for London, which was published in 2018. While the strategy is currently in delivery, the consensus among the SfL board members and other skills stakeholders is that a new strategy is now required to support London's recovery from the Covid-19 pandemic. This is covered in more detail in Chapter 7.

Skills for Londoners (SfL) was the first dedicated post-16 skills and adult education strategy produced by a London Mayor. Published by the SfL Board in June 2018, it set out the skills challenges London faced at the time, along with priorities and actions required to make London's skills system the envy of the world.

The strategy set out the Mayor's ambitions and priorities for skills and education over the coming years. It proposed working with the London boroughs to establish a single, integrated skills and adult education offer for London to deliver a more strategic, whole-system approach to post-16 skills.

While devolution of the Adult Education Budget was an important and welcome first step, the Mayor has made it clear that he needs government to go further. London needs a bespoke devolution deal that is responsive to the local economy, particularly considering London's scale, the impact that the UK's departure from the European Union will have on the supply of labour, and other skills challenges the city faces – most notably the impact of the COVID-19 coronavirus pandemic.

The Mayor will work with London's boroughs and sub-regional partnerships, businesses and employers, skills providers, community and voluntary groups, and other local stakeholders to further develop proposals for a devolved skills and adult education offer.

The aim is to create a skills offer for London that pulls together all relevant investment to provide a more coherent and simplified system. This will help more Londoners to gain skills that are relevant for work and to progress within their chosen career, while supporting local economic growth by forging stronger links between skills providers and employers.

This will be a system in which every Londoner is empowered to participate and progress in an increasingly digital society and to learn and succeed in work, thereby helping to reduce inequality and disadvantage.

Realising this vision will not be without its challenges. Many Londoners do not have access to the opportunities that the city provides. Some of the key issues they face include above average unemployment rates; high numbers of Londoners who are stuck in low pay, with little chance to progress to better-paid, more secure work; continued and persistent gender, race and disability pay gaps; the highest proportion of people in poverty of any UK

region; and low levels of qualifications, particularly in literacy, English language, numeracy and digital skills.

Other barriers faced by Londoners in accessing education and employment opportunities include a lack of coherent, effective careers information, advice and guidance and the soaring cost of childcare in London.

Additionally, there are challenges in aligning skills provision with the needs of the London economy, and especially so now, in light of the pandemic. Skills challenges for employers include a need for higher-level skills; a historic low level of employer investment in workforce training and apprenticeship places; and increased skills shortage vacancies.

Skills requirements are also changing due to technological advancements, including automation, as well as the impact of Brexit. To better meet the needs of Londoners and employers, London must have an agile skills system that can effectively respond to the London economy and enable its businesses to succeed in competitive global markets.

Objectives and Priorities

The [Skills for Londoners](#) strategy set out three key priorities and included a set of collaborative actions to help address these challenges and realise the Mayor's vision. A [SfL Framework](#) has been published and was informed by the SfL Strategy. It sets out further detail on the Mayor's funding priorities, desired outcomes and delivery approach for the devolved Adult Education Budget, European Social Fund, Skills for Londoners Capital Fund and other City Hall skills and employment programmes.

Priority 1: Empower all Londoners to access the education and skills to participate in society and progress in education and work

The strategy set out the Mayor's proposals for an all-age careers offer to help reduce barriers to participation in lifelong learning and progression in work. As part of this, City Hall would work with the National Careers Service in London to ensure local needs are met. The Mayor is also committed to extending the London Enterprise Adviser Network (LEAN), making it available to every state secondary school, sixth form and college in the London Economic Action Partnership (LEAP) area.

City Hall committed to supporting targeted employment and skills provision for the most disadvantaged groups, including those people experiencing complex barriers to work, so they are better equipped to access the opportunities that London has to offer. The Mayor also sought to utilise the remaining European Social Fund allocation in London and lobby to ensure London would receive a fair funding settlement in the UK Shared Prosperity Fund.

For the first time, London saw true devolution of skills through the Adult Education Budget (AEB) which took place in 2019/20. City Hall sought to increase the number and diversity of learners in London gaining the skills they needed to participate in society and progress into further / higher-level learning, work or an apprenticeship. The Mayor also

sought to ensure that City Hall's skills and employment programmes would be accessible and available to meet the needs of different groups of Londoners.

Priority 2: Meet the needs of London's economy and employers, now and in the Future

City Hall stated it would promote productivity by supporting employers to develop and make the best use of the skills of their current and future workforce, including through use of their apprenticeship levy. City Hall lobbied for the levy to be ringfenced and devolved to support skills development in London. The Mayor's Good Work Standard and Growth Hub would encourage and support businesses and employers to focus on workforce development.

City Hall worked with employers to ensure that the delegated AEB and wider technical and vocational education system would deliver for the London economy, including through the establishment of the Skills for Londoners Business Partnership to help steer skills provision. Employer engagement was promoted to improve the relevance and quality of training in some of London's key sectors and occupations, such as construction, digital and the creative industries.

Priority 3: Deliver a strategic city-wide technical skills and adult education offer

City Hall helped to improve access to information to support learners and employers to make informed decisions about training through working with sub-regional partnerships of boroughs and others to create a more collaborative and strategic skills system.

City Hall explored increasing participation in learning and improving progression pathways into intermediate and higher-level skills by promoting awareness of financial entitlements, sharing best practice to improve attainment at 16 and supporting the establishment of Institutes of Technology, of which three were approved for London – more than in any other LEP region and better reflecting London's greater need for higher-level skills.

Chapter 5 – Assessment of progress

In this chapter we present a summary of progress made against the actions identified in the strategy, some of which are ongoing or will have changed in light of the COVID-19 coronavirus pandemic.

The [SfL Strategy](#), as set out in Chapter 4, had three main aims, with three objectives and a number of related actions.

Monitoring of the implementation of strategy actions is carried out on a quarterly basis.

For reporting purposes, the actions have been broken down into four categories:

- Stakeholder Engagement
- Research and Publications
- Policy Changes and Lobbying of Government
- Programmes, outcomes and Indicators

Stakeholder Engagement

Engaging and consulting with stakeholders is key to the delivery of the SfL Strategy and to ensure that Londoners' needs are met.

The Mayor committed to creating an occupational skills board with employer representatives to advise on how to improve and align skills provision. **The SfL Board, which also acts as London's SAP**, first met in September 2018 and continues to meet every quarter. The SfL Business Partnership was set up in February 2019 and also meets every quarter.

In July 2020, the SfL Board and SfL Business Partnership held a joint COVID-19 recovery workshop. Members discussed their priorities for London's recovery from a skills & employment perspective, and outputs from the session will help feed into the wider **London Recovery Programme**. The Board and Business Partnership will now hold joint formal meetings until the Mayoral elections in May 2021, to enable a joint approach to feed into London's Recovery Programme.

The [Skills for Londoner's Framework](#) (published alongside the SfL Strategy) is consulted on annually as changes to the Adult Education Budget (AEB) are made. The consultations have served to seek views on the Mayor's priorities for London's AEB, as well as other

skills and employment policies and programmes in the capital. The 2021/22 consultation ran for over ten weeks and received 28 valid responses from a range of AEB providers, both in London and outside, as well as from other key stakeholders.

In his Strategy, the Mayor stated he will work collaboratively with the **National Careers Service** (NCS) to ensure the service offer in London better responds to local economic and social need and seeks to provide improved adequate information to Londoners from disadvantaged backgrounds. The service offer has been widened beyond the former priority groups and now better reflects needs of all jobseekers, furloughed workers and employers in response to COVID-19 restrictions.

The Mayor has shown ongoing support to **Skills London**, the UK's biggest jobs and careers event, by contributing funding via his Careers Campaign and speaking at the event for the past three years including at 2020's online event.

Research and Publications

Several pieces of [research](#) have been commissioned and published since the publication of the SfL Strategy and there are others which are being developed to support the recovery missions being developed by the London Recovery Board. Research is critical to informing policy and strategy and providing an evidence base for future programmes.

In November 2018, the Mayor published his [Careers Action Plan](#) which set out how the 'all age careers offer' should be implemented. It was developed in collaboration with schools, colleges and training providers, employers, unions, universities and London boroughs. It set out the Mayor's vision for careers provision in London, how City Hall will help realise the vision and the role that other organisations must play. The action plan directly corresponded to the Mayor's vision to 'create the most prosperous and inclusive skills system in the world' as set out in the SfL Strategy.

City Hall committed to working with London Councils to publish new research that analyses the pathways young people from different backgrounds in London pursue after year 11. The [Post-16 Trajectories](#) research was published in July 2020 and launched with a virtual roundtable event hosted by the Deputy Mayor for Education and attended by over 100 stakeholders. The research proposed five recommendations around careers education, information advice and guidance, funding and recognition of technical and vocational programmes.

Other research papers commissioned by the Mayor include the [London Post-16 SEND Review](#) (2019) and [Building on success: increasing higher education retention in London](#) (2019). Further research has commenced including into a resource for AEB providers on the English and maths entitlement which will support AEB providers and Level 4 and 5 case studies.

Most recently, the GLA published the findings of an [independent evaluation](#) of the first year of AEB delivery. The evaluation findings are "largely very positive", with the authors

concluding that “the delegation of the AEB has worked effectively in its first year, for the majority of providers who receive funding from it”.

Policy Changes and Lobbying of Government

In September 2019 the Mayor and London Councils called for a new devolution and funding deal from government to establish an integrated, properly funded skills and employment system that can meet the city’s challenges now and in the future.

The **Call for Action** set out the challenges London’s skills and employment system faces and why a new wave of devolution is required to secure the best outcomes for Londoners. It proposed devolution across a number of skills areas including London’s Apprenticeship Levy allocation and the ability to use the funds flexibly, Further Education capital funding, 16 to 18 skills provision, the UK Shared Prosperity Fund (UKSPF) and the Immigration Skills Charge. Whilst discussions with Government on these proposals have been paused since the outbreak of the pandemic, the GLA’s submission to the Government’s Comprehensive Spending Review in October 2020 included another call for the devolution of the UKSPF.

Following delegation of the AEB from central Government to the Mayor we have implemented a number of policy and funding changes in this area. These include extending full funding of courses to people earning below the London Living Wage, to Londoners with hearing issues training for a first qualification in British Sign Language, and fully funding Level 3 qualifications for unemployed Londoners and those on low wages who would not otherwise have been eligible. Changes also include Special Educational Needs and Disabilities continued professional development support for FE teachers and increased flexibility for more tailored learning.

The **Apprenticeships for Londoners** programme has supported over 30 levy-paying employers and over 40 non-levy-paying employers to engage with the apprenticeship system. As part of the programme, in June 2020, the **London Progression Collaboration**, working with IPPR and JPMorgan, launched *Reskilling the Recovery*, asking London’s large employers to pledge unspent Apprenticeship Levy funds to support the recovery of SMEs from COVID-19. To date £2.5m has been raised to support London’s SMEs. The efforts have informed central government’s approach to support levy transfers between businesses, which was set out in the 2020 Spending Review.

Programmes, outcomes and indicators

The largest programme supporting the priorities set out in the SfL Strategy is the **Adult Education Budget**, which amounts to circa £318m per year. The AEB funds the delivery of education and training for learners aged 19+. Around 80% is awarded through a grant process to providers including FE colleges and local authorities, 10% was awarded via a competitive tender and further funding has been made available to providers via the SfL Innovation Fund and COVID Response Fund.

The programme currently funds 106 providers via the Grant programme and other 29 via the Procured programme and has supported high levels of adult participation with low qualifications especially within hard to reach groups.

Over £28m of European Social Fund (ESF) has been awarded via the **Mayor's ESF 2019-23** programme across 17 contracts. The programme comprises a mixture of youth and adult skills and employment projects. As part of the Mayor's commitment to 'develop a coherent and accessible all-age careers information, advice and guidance offer' five Careers Clusters were launched in 2020 and are now in delivery. Careers Clusters bring together schools, colleges and industry. There are currently 11 live projects delivering under the **Mayor's ESF 2014-20** programme.

The **Mayor's Construction Academy (MCA)** also addresses the commitment to establish a 'programme with the homebuilding industry to address the construction skills shortage and increase London's capacity to build new homes to tackle London's housing crisis'. Since 2018, the MCA has awarded 25 providers with a Quality Mark recognising their high-quality construction skills training. MCA hubs have been established to increase coordination between employers which ultimately helps Londoners navigate between the qualifications they need and to support them into employment and training. In 2019, seven hubs were established, and three hubs have commenced delivery as part of the second round of hub funding in 2020. To the end of September 2020, the hubs have engaged 2,267 employers and supported 4,484 learners into six-month sustained employment or apprenticeships.

The **Digital Talent Programme** is a multi-stranded programme which offers opportunities for 18-24 year olds to gain digital skills and careers advice. The programme also supports employers and educators to improve careers guidance and facilitates partnerships between education and SMEs. The programme has supported over 200 educators to deliver digital skills learning and qualification, 85 learners to gain new skills and work experience, 150 start-ups and SMEs to access higher-level skills and 150 young Londoners to access new, industry approved learning opportunities. The programme has awarded over £1m in capital funding which providers have used to purchase equipment such as laptops to support training delivery.

£800k has been allocated to the **Careers Campaign** which also supports the all-age careers offer. The funding is being used to extend the London Enterprise Adviser Network (LEAN) to bring schools and business together and to support the Workforce Integration Network to engage with employers from sectors with low inclusion of underrepresented groups. By the end of September 2020 there were 482 schools/colleges and 370 volunteers signed up to the LEAN. The contribution to both programmes will support young people, educators and businesses.

Chapter 6 – Case studies

This chapter provides three case studies setting out the strong employer links that exist with some of London’s leading skills providers, including one of the capital’s three Institutes of Technology which opened to learners at the beginning of 2020.

Case Study 1

Using Adult Education Budget (AEB) Funding to meet national and regional skills priorities

HCUC¹⁹ is a general further education college with a significant proportion of its provision delivered in London’s priority sectors. These include engineering, health and care, construction, science, computing, motor vehicle, art and design, education, SEND, ESOL and security. Alongside its programmes covering Preparation for Life and Work, over 50% of delivery at HCUC is in STEM sectors. Traditionally delivered both on and off-site, course provision is now increasingly accessed virtually through blended and distance learning models.

HCUC’s contract with the GLA supports a range of regional skills needs that aligns with the national skills agenda. HCUC is one of the three leading players offering higher technical skills in London, being part of the initial rollout of DfE’s Institutes of Technology (IoTs) across England. The West London IoT (WLIoT) covers local priorities, focussing on engineering, construction and digital sectors, with business and professional occupations as a cross-cutting theme. HCUC’s AEB budget supports delivery of full and part-time programmes at level 3 (47% of WLIoT delivery), as it works to build capacity at the higher levels 4 & 5 in the next two years.

Any future expansion of the WLIoT would be in health sciences and hybrid electric vehicles, to enable AEB funded level 3 students to progress to higher levels of learning in these sectors or into employment. This would include blended / flexible learning delivery to better support not just the west London economy, but London more widely, meeting increasing demand for green skills (e.g. retrofitting), industry digitisation (e.g. construction, food manufacture) , and digital (e.g., data analysis, cyber security).

As well as the progress being made with WLIoT, the college’s membership of the Mayor’s Construction Academy (MCA) also provides HCUC with a kitemark for its construction programmes and for the strong links they have established and are developing with major local employers, including Wilmot Dixon, Balfour Beatty, and Kier. The MCA hub is a model of how several colleges in the area are working collaboratively to create a coherent

¹⁹ HCUC is a merger of the former Harrow College and Uxbridge College.

package of programmes. This collaborative approach serves the hub's local boroughs and the west London sub-region and has recently extended to include the Kickstart programme, through working with West London Business.

HCUC was the first FE College in London to be involved in the national rollout of T levels. Digital and Early Years programmes are now being offered as part of the first year of delivery of the new qualifications taking place across England, with Digital Production Design and Development becoming available soon.

The achievement rate for adults has been above 91% for the last 2 years, with ESOL, English and maths learners making up over 50% of HCUC adult enrolments. The college has used AEB funding to tailor vocational programmes for ESOL adults in science, health and care, education, construction, IT and business, ranging from entry 3 level to wider employability skills development programmes.

HCUC is proud to support meeting national and regional priorities of getting individuals into work and enabling more adults in low paid jobs to progress or to change their careers. Its successful application to the GLA for additional AEB innovation funds has enabled the college to support specialist skills development and the design and online delivery of qualifications, further demonstrating how HCUC is reaching more of its learners by increasing its capacity for remote delivery.

Case study 2

AEB Procured – Back 2 Work Complete Training

Back2Work Complete Training (B2W) deliver pre-employment training programmes. Learners are supported to gain valuable sector knowledge, employability skills and a qualification to prepare them for interviews and employment.

B2W deliver a 'jobs first' model, identifying job opportunities in key sectors across London through working with stakeholders such as employers and Job Centres. Once vacancies are identified, B2W set up local training programmes to recruit unemployed and economically inactive Londoners to take part in training to improve their chance of being successful in an application for work. Training is delivered in local community settings to encourage local unemployed people to take part in training and in the knowledge there are local job opportunities.

B2W is currently responding to the extra demand for pre-employment training programmes in key sectors such as Healthcare, Food Production and Transport and Logistics, which is linked to the COVID-19 outbreak.

In the short term, B2W adjusted its delivery to direct resources to supporting employer vacancies. Responding to recruitment needs from employers such as the NHS, Bupa, Sainsburys, Tesco and Morrisons to meet their workforce demands within the Greater London Authority area. It also includes supporting other industries such as construction as soon as building sites were open again.

Following the rise in unemployment and job displacement during COVID-19, B2W is receiving a growing number of applications by Londoners that have been displaced from industries such as hospitality and business services. Maintaining strong relationships with employers and stakeholders will be crucial with the potential for a sharp rise in unemployment, with further sectoral displacement of the labour market as some sectors recover more quickly than others. Working with stakeholders, B2W is forecasting a 40% increase in demand for provision in 2020/21 to meet the expected pipeline of demand.

Case study 3

ESF 2019-2023 Careers Cluster

ESF careers clusters were established to help schools tap business expertise and labour market intelligence in broadening their students' aspirations and access to opportunities. This innovative approach is helping schools to achieve Gatsby Benchmark 6 (experience in the workplace) within the constraints of current public health measures and restrictions, as well as creating on-going alternative routes for students to experience the workplace.

The Covid-19 pandemic significantly affected employers' ability to offer work experience and with restrictions in place for many months. Careers clusters have adopted new, agile, and responsive thinking on ways for young people to gain knowledge, skills, and experience without being physically present. They designed, developed, and trialled with employers a series of 'virtual employer encounters' to enable interaction with employers and to present opportunities to learn more about different types of businesses.

Additionally, the project has been used as part of wider CPD programmes, inviting careers advisers working across several other contracts to join sessions to hear what leading employers are saying and how they are responding to challenges of the current employment landscape.

Virtual work experience and employer encounters allow students to access different aspects or departments of companies, where they may have been restricted to one department, site, or location in a traditional placement. Virtual delivery can also take place outside of traditional time constraints such as specific weeks allocated by a school or college. Questions, projects and feedback can be logged on shared online platforms for convenient (asynchronous) access, complimented by regular virtual meetings or calls.

At time of writing 12 employers, from engineering, business, law, construction, health & social care, & finance sectors, are working with Virtual Work Experience and have delivered 134 placements reaching out to 12 schools across the two boroughs of Croydon and Hillingdon.

Chapter 7 – Looking forward

This chapter sets out the proposed next steps for the Skills for Londoners Board and how it will support the London Recovery Board and the London Recovery Taskforce in leading London's response to COVID-19.

The London Recovery Programme

The London Recovery Board (the Board) and the London Recovery Taskforce, convened by the Mayor of London in summer 2020, are leading London's response to COVID-19.

The development of a new mission-orientated strategy and action plan is now being taken forward as part of the London Recovery Programme, on which the Board leads. It has identified a grand challenge to restore confidence in the city, minimise the impact on communities and build back better the city's economy and society.

Led jointly by the Mayor Sadiq Khan, and Councillor Georgia Gould, the Chair of London Councils, the Board brings together leaders from across London's government, business and civil society, as well as the health and education sectors, trade unions and the police, to oversee the long-term recovery effort.

The Board has adopted a Mission-based approach to meeting this challenge. The Missions are designed to be bold, ambitious yet realistic and flexible enough so that they can gather wide support for delivery and adjust to emerging evidence and issues. The London Recovery Programme is made up of 9 Missions to meet London's grand challenge:

- A Green New Deal
- A Robust Safety Net
- High Streets for All
- A New Deal for Young People
- Helping Londoners into Good Work
- Mental Health and Wellbeing
- Digital Access for All
- Healthy Food-Healthy Weight
- Building Strong Communities

The work of the Skills for Londoners Board and the AEB are playing a key role in London's Recovery Programme, especially through the **Helping Londoners into Good Work Mission**.

The Mission will contribute to London's wider recovery in a number of ways:

- By supporting Londoners hardest hit by the pandemic including young people, newly unemployed, people with caring responsibilities and people at risk of redundancy into good work, while ensuring that Londoners with the most complex needs are not left behind.
- By coordinating skills, careers and employment support so there is 'no wrong door approach' for Londoners; and ensuring that employment and enterprise provide a secure route out of poverty.
- By establishing sector specific London 'Academies' to support Londoners to gain relevant skills and move into good work in digital; health and social care; green economy, and creative and cultural industries.
- By close working with employers and job creation initiatives such as green recovery to promote good work.

The AEB will also be used to support a number of the different Missions across the London Recovery Programmes, (mentioned above) including: A New Deal for Young People (aged 19-24 training); A Green New Deal (ensuring skills for a green recovery); Building Strong Communities (supporting integration and wellbeing through adult Continuing Learning and ESOL); and Digital Access for All (addressing digital exclusion and skilling).

To date the GLA has provided a range of support packages for skills providers during the COVID-19 pandemic.

In March 2020 the Mayor made a series of crucial interventions in order to address the immediate challenges the skills sector faced:

- the launch of the COVID-19 Response Fund worth £7.7m for AEB providers to expand their online provision, adapt courses, and build capacity to ensure they are equipped to reach learners who are at risk of digital exclusion;
- fully funding level 3 qualifications (equivalent to an A level), lasting for a year or less, for any adult Londoner unemployed or earning below the London Living Wage seeking to retrain or gain new skills, given a level 3 qualification is more likely to lead to better paid, more secure work;
- enabling all AEB grant providers to use up to 10% of their budgets more flexibly to provide non-accredited training, such as employability training and wraparound support

- delivery of high value courses and sector-based work academies through a £12.9m grant from the Department of Education (DfE), topped up to £14.9m by the GLA to help unemployed Londoners most impacted by the pandemic.

From next academic year (2021/22), the Mayor will repurpose a further £25m of AEB funding to support London's recovery. This will include applying a 'London factor' 10% funding uplift to the rate paid for all AEB-fundable qualifications up to and including level 2, and award of funding through the AEB Good Work for All Fund.

This additional investment at lower levels of learning will support providers to offer more holistic and targeted support for learners lacking the basic skills to access pathways to progress from lower levels up to level 3 and beyond, where the economic returns and employment outcomes are stronger. Providers will be required to produce delivery plans, demonstrating how they are responding to London's recovery priorities across all missions.

To promote these interventions and to ensure Londoners know where they can go to get support with skills and retraining, the GLA will also launch an outreach campaign to demonstrate the benefits of adult education. This will include paid media microtargeting newly unemployed Londoners, and the development of a range of assets (infographics, leaflets, video content) to be shared with key partners and anchor institutions to signpost and promote London's AEB offer to Londoners who may be harder to reach.

In order to maximise opportunities through partnership working, the London Skills and Employment Support Working Group was established in 2020. The working group provides a forum for the GLA, London Councils, London sub-regional partnerships and London Department for Work and Pensions officers to share updates, consult each other and coordinate skills and employment in London, with a focus on COVID-19 recovery. The group helps to ensure that employment and skills providers, local authorities, employers, voluntary and community sector organisations, learners, jobseekers and others can engage as effectively as possible with the skills and employment support offer in London.

Beyond recovery: AEB Roadmap

Development has begun on an Adult Education Roadmap for London. The Roadmap will build on the learning from AEB delegation and the first year of AEB delivery by the GLA to plot the direction of adult education in London for the next Mayoral term. Going forward, this work will develop an evidence base and work with stakeholders to better shape provision specifically for London and support the capital's recovery from COVID-19. This is important because, despite many of the successes of London's productive economy and skills and employment system, there are still deep-rooted challenges such as high levels of poverty, exclusion and inequality in the capital. These challenges have been exacerbated by the impact of the COVID-19 pandemic. London will also need to provide a coordinated skills and employment response to structural changes such as Brexit and government's forthcoming Further Education (FE) reforms.

By developing an environment for adult education, where we bring together our skills, employment and support systems to better serve London’s communities and economies we can maximise the impact of a delegated AEB to address these challenges.