



West London Economic Prosperity Board

Tuesday 3 June 2025 at 11.00 am

Conference Hall - Brent Civic Centre, Engineers Way,
Wembley, HA9 0FJ

The meeting will be open for the press and public to attend or alternatively can be followed via the live webcast. The link to follow proceedings via the live webcast is available [HERE](#)

Membership:

Members

Councillor Muhammed Butt	London Borough Brent
(Chair)	
Councillor Stephen Cowan	London Borough Hammersmith & Fulham
Councillor Peter Mason	London Borough Ealing
Councillor Paul Osborn	London Borough Harrow
Councillor Barry Rawlings	London Borough Barnet
Councillor Shantanu Rajawat	London Borough Hounslow

For further information contact: James Kinsella, Governance & Scrutiny Manager
(Brent Council) Email: james.kinsella@brent.gov.uk; Tel: 020 8937 2063

For electronic copies of minutes and agendas please visit:
[Council meetings and decision making | Brent Council](#)

Notes for Members - Declarations of Interest:

If a Member is aware they have a Disclosable Pecuniary Interest* in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent and must leave the room without participating in discussion of the item.

If a Member is aware they have a Personal Interest** in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent.

If the Personal Interest is also significant enough to affect your judgement of a public interest and either it affects a financial position or relates to a regulatory matter then after disclosing the interest to the meeting the Member must leave the room without participating in discussion of the item, except that they may first make representations, answer questions or give evidence relating to the matter, provided that the public are allowed to attend the meeting for those purposes.

***Disclosable Pecuniary Interests:**

- (a) **Employment, etc.** - Any employment, office, trade, profession or vocation carried on for profit gain.
- (b) **Sponsorship** - Any payment or other financial benefit in respect of expenses in carrying out duties as a member, or of election; including from a trade union.
- (c) **Contracts** - Any current contract for goods, services or works, between the Councillors or their partner (or a body in which one has a beneficial interest) and the council.
- (d) **Land** - Any beneficial interest in land which is within the council's area.
- (e) **Licences** - Any licence to occupy land in the council's area for a month or longer.
- (f) **Corporate tenancies** - Any tenancy between the council and a body in which the Councillor or their partner have a beneficial interest.
- (g) **Securities** - Any beneficial interest in securities of a body which has a place of business or land in the council's area, if the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or of any one class of its issued share capital.

****Personal Interests:**

The business relates to or affects:

- (a) Anybody of which you are a member or in a position of general control or management, and:
 - To which you are appointed by the council;
 - which exercises functions of a public nature;
 - which is directed is to charitable purposes;
 - whose principal purposes include the influence of public opinion or policy (including a political party or trade union).
- (b) The interests of a person from whom you have received gifts or hospitality of at least £50 as a member in the municipal year;

or

A decision in relation to that business might reasonably be regarded as affecting the well-being or financial position of:

- You yourself;
- a member of your family or your friend or any person with whom you have a close association or any person or body who is the subject of a registrable personal interest.

Agenda

Introductions, if appropriate.

Item	Page
1 Apologies for Absence and Notification of any Substitutes	
2 Declarations of Interest	
Members of the Board are invited to declare at this stage of the meeting, the nature and existence of any relevant disclosable pecuniary or personal interests in the items on this agenda and to specify the item(s) to which they relate.	
3 Minutes	1 - 10
To approve as a correct record the minutes of the last Board meeting held on Tuesday 25 February 2025.	
4 Old Oak Common and Park Royal	11 - 18
To receive an update from senior leaders at the Old Oak and Park Royal Development Corporation (OPDC) about their plans for the Old Oak Common and Park Royal regeneration programme. The Board will be invited to consider opportunities for collaboration and explore how residents and businesses across West London can benefit from and contribute to the work.	
The Board is asked to note that Dame Karen Buck, Chair, OPDC has been invited to attend for this item.	
(Agenda republished to include the attached presentation on 2 June 2025)	
5 Industrial Strategy, innovation and investment	
Following publication of the London Growth Plan and ahead of the Government's Industrial Strategy White Paper, to receive an update from senior leaders at London & Partners on the outlook for the capital, strategic plans and opportunities to maximise interest in West London as an investment destination.	
The Board is asked to note that Michelle Cuomo-Boorer, Managing Director, Strategy at London & Partners has been invited to attend for this item.	

To receive an update from London Councils on progress in developing the Inclusive Talent Strategy for London and enable Board members to provide their views and input ahead of the anticipated publication of the Strategy later in the year.

The Board is asked to note that Dianna Neal, Strategic Lead for Enterprise, Economy and Skills, London Councils has been invited to attend for this item.

(Agenda republished to include the attached presentation on 30 May 2025)

7 West London Orbital

To receive a verbal update on progress in developing and promoting the proposed scheme.

As additional background the Board is referred to pages 154 & 155 with the TfL paper available to access via the following link:

[Programmes and Investment Committee agenda and papers for 5 March 2025](#)

This provides the most recent update on progress with West London Orbital.

8 Any Other Business

8.1 West London Economy Update

The Board will be provided with a verbal update (for information) on further progress with the Oxford Economics analysis of the West London economy.

8.2 To consider any other items of business notified in advance of the meeting.

9 Dates of Future Meetings

The Board is asked to note that the next meeting to be hosted by the London Borough of Brent has been scheduled for 11am on Tuesday 16 September 2025.



Please remember to **SWITCH OFF** your mobile phone during the meeting.

- The meeting room is accessible by lift and seats will be provided for members of the public. Alternatively, it will be possible to follow proceedings via the live webcast [HERE](#)



MINUTES OF THE WEST LONDON ECONOMIC PROSPERITY BOARD
Held in the Conference Hall, Brent Civic Centre on Tuesday 25 February 2025
at 11.00 am

PRESENT: Councillor Muhammed Butt (Brent Council - Chair) and Councillor Stephen Cowan (Hammersmith & Fulham Council) & Councillor Shital Manro (Ealing Council).

Also present: Councillor Barry Rawlings (Barnet Council) & Councillor Paul Osborn (Harrow Council) - as online participants.

Other Attendees:

Luke Ward (Director Housing, Economy & Placemaking – Barnet Council)
Connor McDonagh (Assistant Director, Regeneration, Economy & Skills - Ealing Council)
David Pack (Strategic Head, Economic Growth - Hammersmith & Fulham Council) – as an online participant
David Glover (Head of Planning & Development Services - Brent Council) – as an online participant
David Francis (Director, West London Alliance) – as an online participant
Majeed Neky (Assistant Director Economy, West London Alliance)
James Kinsella (Governance & Scrutiny Manager, Brent Council)

John Anderson (Chief Investment Officer – Imperial College London)
Katy Ingleby (Public Affairs Officer – Imperial College London)
Neil McCullough (Director of Cities Consultancy, Oxford Economics)
Hugo Bessis (Oxford Economics)

1. Apologies for Absence and Notification of any Substitutes

Apologies for absence were received from Councillor Shantanu Rajawat (Hounslow Council) and Councillor Peter Mason (Ealing Council). It was noted that Councillor Shital Manro would be formally substituting for Councillor Peter Mason (Ealing Council).

2. Declarations of Interest

No declarations of interest were made during the meeting.

3. Minutes

RESOLVED that the minutes of the previous meeting of the West London Economic Prosperity Board held on Thursday 19 November 2024 be approved as a correct record.

4. WestTech Innovation Corridor

Councillor Muhammed Butt (as Chair) welcomed John Anderson (Chief Investment Officer – Imperial College London) & Katy Ingleby (Public Affairs Officer – Imperial College London) to the meeting and invited them to provide a short presentation updating the Board on development of the WestTech Innovation Corridor vision and concept ahead of publication of the London Growth Plan.

The following key issues were highlighted as part of the presentation:

- The background and context to the involvement of Imperial College London in development of the WestTech Innovation Corridor.
- The vision for the Corridor based on use of research universities (such as Imperial College) as a catalyst for driving investment, jobs and growth across West London.
- The development of the Imperial College London strategy “Science for Humanity” as a basis for the work being undertaken to create the WestTech Corridor as a world leading hub for innovation, entrepreneurship and technological advancement in West London. In seeking to build from a science and innovation base to amplify investment and impact, reference was made to:
 - Albertopolis (as one of the original Innovation Clusters);
 - Paddington Life Sciences (focussed on the rapidly growing life science cluster located around St Mary’s Hospital, the Digital Collaboration space and Paddington as one of North West London’s major transport termini);
 - White City Deep Tech Campus & Innovation District including a thriving ecosystem of co-located incubators, startups and industry partnerships;
 - Old Oak & Park Royal as one of the UK’s largest opportunity areas.
- Growth trends to date and potential for the future:
 - In the previous five years the number of deep tech businesses in the White City area had increased by 76% to 102 companies with the number of employees having increased by 219% to just over 4000 people;
 - Companies within the cluster had collectively secured over £1bn of investment funding over this period (representing six times the level of funding secured by other deep tech businesses across the UK on a per firm basis);
 - Based on an indicative analysis, the Board was advised that if these growth rates were to be replicated across the wider WestTech Corridor over the next five years the number of employees working in deep tech would increase by 142,000 or 7.4% (not including wider supply chain effects) with investment across new and existing deep tech businesses having the potential to reach £30bn.
- The outline of key hubs across the Imperial WestTech Corridor including the Imperial College London campuses, Imperial NHS Hospital sites, Future innovation Clusters and major transport links supported by development of a collective strategy designed to bring together a wide range of partners

including the public, Not for Profit and Stakeholder Equity sectors to attract and drive investment.

- The support of the Board and local authorities as a welcome and key factor in the future success of the Corridor.

The Board noted the importance of the collaborative approach being undertaken involving engagement between local authorities, universities and businesses with the Chair taking the opportunity to thank John Anderson for the outline provided in relation to the concept and vision for the WestTech Corridor and its impact across West London.

Comments were then sought from the Board, with the following issues highlighted:

- Having noted the close engagement of Hammersmith and Fulham in the development of the concept supporting development of the WestTech Corridor, Councillor Cowan was invited to open the comments and began by outlining what he felt were the significant opportunities to develop an alternative, more devolved approach towards the delivery of place-based economic growth and ecosystems anchored by academic and innovation institutions.
- In support of the model identified, the opportunity to partner with other Institutions and Innovation Districts across Europe was highlighted as a means of sharing best practice and learning. For example, Councillor Cowan cited partnerships already established with institutions in Barcelona; work being undertaken with the health sector to build ecosystems focussed around life sciences; and wider links being established, supported by the Mayor for London, through the London Growth Plan.
- As another authority closely engaged with development of the WestTech concept and vision, Councillor Manro (representing Ealing Council) was also invited to comment. He highlighted the focus required on seeking to ensure that the necessary infrastructure was available to support a polycentric approach to growth and investment not only in terms of the economic sites themselves, but also the supporting facilities (including housing and wider leisure and cultural provision) that would be required to attract investment and support wider economic growth. The Board recognised the key role local authorities would have as key delivery partners in supporting this process.
- In expressing support for the approach identified and work undertaken to date, being led through Imperial College, the Board also noted the opportunities identified to broaden the approach including the potential to engage other West London universities and the wider business community through West London business representative organisations. Members were also keen to ensure that future plans for the Corridor included consideration of how opportunities presented through West London Orbital, HS2 and the potential expansion of Heathrow could be utilised in a coordinated and joined up way to further support development of the vision and concept.

In response, John Anderson advised that the model presented had been designed to support a broad range of organisations seeking to locate and scale across West London as a region, with Imperial College and other research institutions able to serve as a beacon and anchor to focus wider collaboration. It was, however, recognised that the nature, scale and pace of growth being delivered across West London would need to be matters determined by those with the necessary democratic accountability.

- In recognising the appetite to scale and continue the development of innovation districts across the region reference was made, as further examples, to the inclusion of Sheffield Hallam University within the Brent Cross Town regeneration scheme as well as Brunel University's interest and track record as a research intensive anchor institution, and the use of existing hubs to support expansion on a more organic basis.
- Members also highlighted the potential in relation to development of the AI sector, which was recognised as a key area of technological innovation, alongside the need to address energy distribution and supply issues to avoid adverse impact on the ability to bring forward housing and regeneration development across the region.

The Chair once again thanked John Anderson for his presentation and members for their comments.

In noting the timeliness of the discussion given the upcoming publication of the London Growth Plan, the Board welcomed the progress and potential opportunities identified. It was **RESOLVED** to continue supporting the work being undertaken in relation to development of the WestTech Corridor, including the need for ongoing engagement with boroughs across the West London Alliance and other key partners such as West London's full range of universities, to maximise the value of growth corridors and clusters to West London's communities and businesses and wider UK London economy.

5. **West London's economy - evidence base**

Councillor Muhammed Butt (as Chair) introduced the item, reminding members that Oxford Economics had been commissioned (following a need identified at the West London Alliance Leaders Board) to improve the evidence base relating to the West London economy. The Board was advised that the first phase of the analysis had now been completed.

The Chair then welcomed Neil McCullough (Director Cities Consultancy – Oxford Economics) and Hugo Bessis (Oxford Economics) to the meeting, who had been invited to provide a brief presentation on the initial findings from the research. The following key issues were highlighted as part of the presentation:

- The outline of the main research objectives, along with initial analysis of the strong fundamentals identified in relation to the size and strength of the West London economy, based on population, location, skills and earnings with strong specialisation identified in relation to strategic sectors such as life sciences, logistics & aviation, creative industries and digital activities.

- Despite the strong foundations identified, the analysis had also shown West London performing behind other regions (such as East London, Oxford Cambridge Arc, London and the UK as a whole) in terms of economic output by Gross Value Added (GVA), which in 2024 had been 16.4% lower than in 2019. With the economy in West London still recognised as recovering from the pandemic, this decline was partly attributed to the fact that some sectors had taken longer to recover (such as aviation) along with West London having a lower share of highly productive sectors (particularly professional services). However, it was also evident that some of West London's sectors had tended to be less productive than the London average. As a result, the baseline forecast for West London within the initial analysis had remained relatively modest compared to London overall and the rest of the UK.
- Although the initial baseline forecast had been modest, the analysis had identified the potential for significant productivity growth in the West London economy with the ability to contribute an additional £7bn per year in GVA if each of West London's sectors was as productive as the London sector average. In noting that the London economy had been slowing and gaps between regions was narrowing, West London's position within London was also identified as key, given the sub region's ability to attract skilled workforce, its international links and its proven ability to deliver quick returns in relation to infrastructure and skills and employment support investment.
- Oxford Economics had identified five key sectors to explore in more detail:
 - Life sciences: recognised as a well-established sector (Imperial College, Brunel University, various pharmaceutical groups), with significant growth opportunities, and supportive Government policies.
 - Advanced manufacturing: recognising West London as the manufacturing hub of London with activity focussed mainly on food, drink and basic pharmaceuticals. Opportunities for linkages with other sectors (e.g. life sciences) were a key area of future potential, if land availability and cost constraints could be addressed through successful regeneration.
 - Logistics and aviation: identified as key sectors due to the presence of Heathrow Airport, Park Royal and other key sites. The expected growth of exports and passenger travel provided clear opportunities but it was also recognised that the sector remained susceptible to disruption as a result of sustainability issues, congestion and global instabilities.
 - Creative, digital and tech: it was noted that West London historically had a strong specialisation in screen production now supported by a fast growing digital and tech sector although challenges remained in relation to the adaption of new technologies, skills shortages and global competition.
 - Clean energy: recognised as a rapidly growing sector in the UK and globally, clean energy was also felt to have implications for West London relating to the aviation sector. It was felt that West London's challenges in relation to constrained electricity capacity and distribution may also give rise to opportunities for the development of clean energy solutions.
- In recognising the barriers to the growth of strategic sectors across West London, the analysis had also outlined where it was felt targeted intervention

could help to overcome the barriers and transform these into enablers for expansion. These included:

- Energy Infrastructure – energy demand was felt likely to increase across West London as the economy and population continued to grow. It was recognised that positive progress had started to be made on addressing the current energy constraints but that more work was required to ensure developments were able to progress, including proactive investment in grid capacity.
- Digital Infrastructure – recognising that one of WLAs growth priorities was to enhance West London as a global innovation gateway, it was noted that West London already benefitted from strong connectivity. Further improvements in the digital infrastructure could release additional economic gains for West London not only in terms of investment opportunities for tech, digital and manufacturing businesses but also in terms of encouraging new industries and uses such as data centres and Internet-of-Things applications. Opportunities to encourage more inclusive growth were also identified, with West London Alliance boroughs already investing together in digital connectivity and working on digital infrastructure improvement projects through the Digital West London programme.
- R&D and innovation – West London was identified as already performing well in terms of innovation, with Imperial College and Brunel University in particular already recognised as supporting a growing innovation ecosystem, and scope for better cooperation between businesses focused through development of the WestTech Corridor.
- Access to finance and inward investment – West London had already been identified as performing well in relation to the attraction of Foreign Direct Investment (FDI) particularly in terms of manufacturing and Information & Communication, but there was felt to be scope to increase this further in areas such as life sciences with the potential positive impacts on employment, wages, productivity, export and knowledge diffusion.
- Skills – whilst West London was home to a large pool of skilled residents, the analysis identified that a large proportion commute elsewhere for better paid employment. A key challenge was therefore to support the creation of higher value-added jobs that would be able to retain skilled residents. The region also included a significant cohort of residents with fewer qualifications and in lower-paid jobs and supporting these residents to upskill and find work was cited as a key lever to support economic growth and help raise productivity.
- Transport accessibility – whilst acknowledged as being well connected to Central London and internationally, West London was also recognised as suffering from traffic congestion, a lack of North South links, and various connectivity gaps. The potential offered through improved transport accessibility and transport schemes such as the West London Orbital and next phase of the Superloop was seen as key to unlocking increased productivity, social inclusion, reducing congestion and pollution as well as supporting housing and wider regeneration opportunities.
- Housing – recognising that housing affordability in London had deteriorated substantially over the past 20 years, with the house price to earnings ratio in West London amongst the highest, it was felt that a

focus on efforts to improve affordability would support better matching of workers to jobs and provide the means to support more inclusive growth through social housing development. The challenges in this respect were also recognised, given the competition for land in West London and tension between the efforts to increase housing whilst also providing business space and industrial land.

- Health & Wellbeing – whilst West London had been identified as having a relatively healthy population, challenges were recognised in terms of the number of inactive working age residents, pockets of health deprivation and poverty and increase in health-related issues for those aged 65+ with significant impacts on both the formal health and care system and on unpaid care. Efforts being made to reduce inequalities in health and access to healthcare would support both economic growth and quality of life, though this was a challenging area to address given the range of factors involved including housing, poverty, social cohesion, safety, employment and skills and the environment.
- As final conclusions, the initial analysis had identified that West London had the assets, industries, and strategic position to grow and contribute even more to the UK's economic output, with clear opportunities in relation to fast-growing sectors such as life sciences, creative industries, tech and advanced manufacturing. This would require overcoming or mitigating a number of barriers which were limiting current growth potential.

The Chair thanked Neil McCullough for the presentation and then sought comments from the Board, with the following areas highlighted:

- In welcoming the analysis, members supported the focus on growth enablers given concerns and challenges highlighted in relation to the impact of poverty, skills and training, housing and energy infrastructure in constraining potential opportunities for growth across West London. Within West London's shared growth priorities on transport, energy, skills, housing and global innovation, the role of individual local authorities and their individual growth plans and strategies were also identified as key.
- The Board recognised the key relationship between the research undertaken and the launch of the London Growth Plan, which included strong principles around polycentric and inclusive growth.
- Speaking on behalf of West London Business, Andrew Dakers highlighted what he felt were the significant opportunities for growth across West London based on the type and level of businesses already being attracted, but identified the need for this to be delivered in a structured way. Reflecting on the recent launch of the research on polycentric growth commissioned from the Centre for London by Ealing Council, supported by the West London Alliance and Imperial College (which the Board had helped shape as its previous meeting in November 2024) he highlighted land cost and availability (including office space) and transport links as key issues from a business perspective.

- Whilst recognising the challenges outlined (particularly in relation to housing affordability, land use, energy infrastructure, skills and training) members also welcomed the focus on the opportunities identified for growth across West London given the existing infrastructure, diverse nature of the population and work already being undertaken to focus on place shaping and the development of local innovation sectors.

In terms of next steps, the Board's view was sought on plans for the next phase of research focussed around more detailed assessment of the impact in being able to overcome the identifiable barriers to growth and delivering on the enablers of growth.

In welcoming presentation of the initial research findings, the Board **RESOLVED** as a way forward and in recognising the ongoing work being undertaken:

- (1) To note the update provided on the emerging findings and key themes in relation to the research commissioned from Oxford Economics.
- (2) In support of the efforts being made to continue building a broader insight into West London's economy and develop the supporting evidence base, to endorse plans for the next phase of research, on which further updates would continue to be provided.

6. **West London Orbital**

As the final item on the agenda, the Board received a verbal update from David Francis (Director - West London Alliance) on progress in developing and promoting the West London Orbital Rail (WLO) scheme, with the following issues highlighted:

- Having completed the latest stage of feasibility design work, TfL had now initiated further work to stress test the modelling and economic appraisal of the scheme in order to ensure the benefits had been accurately captured prior to the next stage of design work. This work would be likely to see
 - An increase in forecast journey time savings, modal shift and passenger demand for the scheme.
 - Additional work being undertaken by TfL and WLA on the economic growth case and narrative for the scheme ahead of the Government Spending Review.
- The scheme remained one of the Mayor for London's top three priorities for next generation transport infrastructure investment, with further technical design work due to commence in Summer 2025, subject to funding.

Given the limited time available for the remainder of the meeting, the Board noted the update provided at the meeting without further comment and it was **RESOLVED** that regular progress updates continue to be provided at future meetings.

7. **Any Other Business**

No items were raised at the meeting.

8. **Dates of Future Meetings**

The Board noted the following programme of dates for meetings during 2025:

- Tuesday 3 June 25 – 11am Conference Hall, Brent Civic Centre
- Tuesday 16 Sept 25 – 11am Conference Hall, Brent Civic Centre

The meeting closed at 12.23 pm

COUNCILLOR MUHAMMED BUTT (Brent Council)
Chair

This page is intentionally left blank

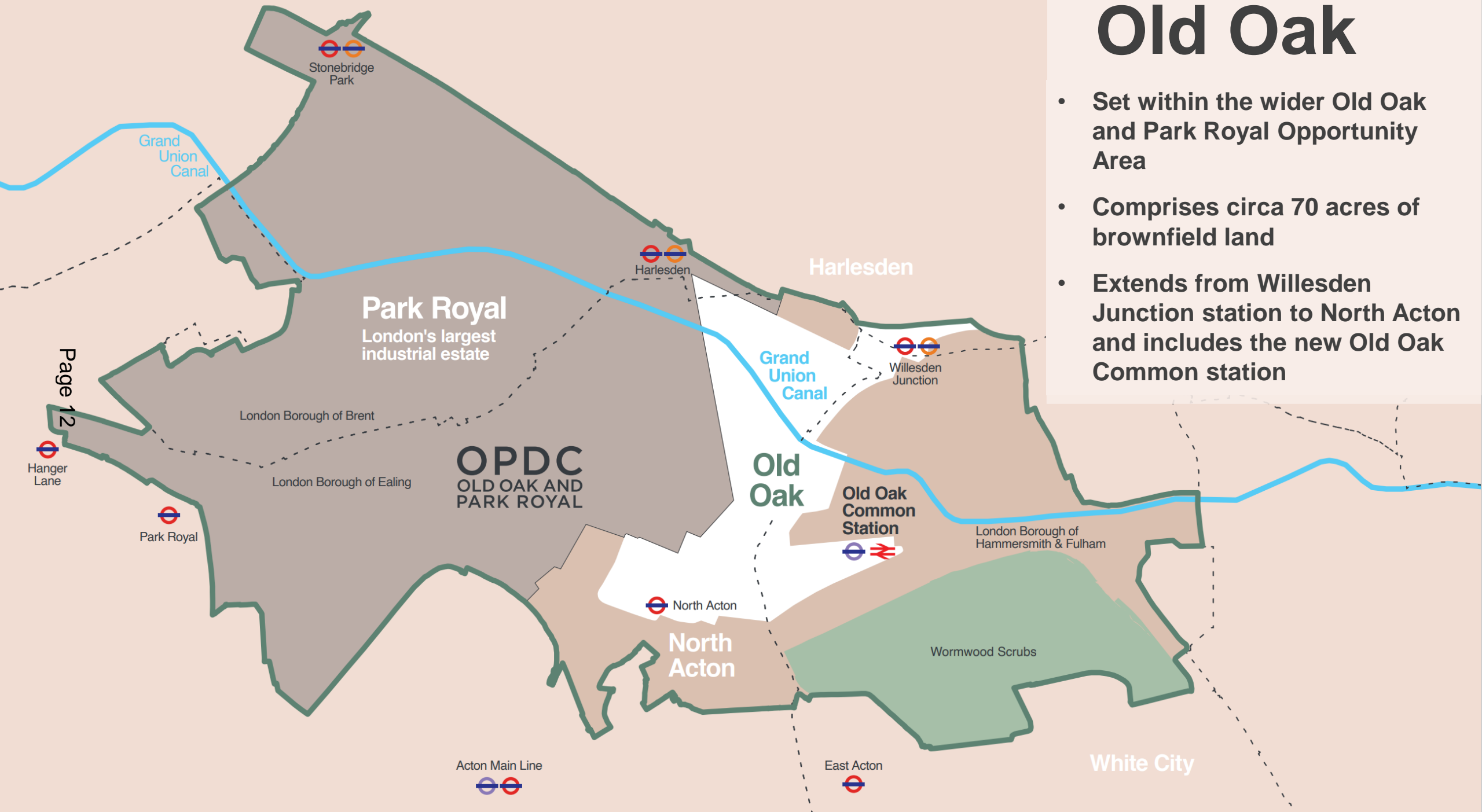
Old Oak and Park Royal

Making global opportunities local



Old Oak

- Set within the wider Old Oak and Park Royal Opportunity Area
- Comprises circa 70 acres of brownfield land
- Extends from Willesden Junction station to North Acton and includes the new Old Oak Common station



WEST LONDON CONTEXT



White City



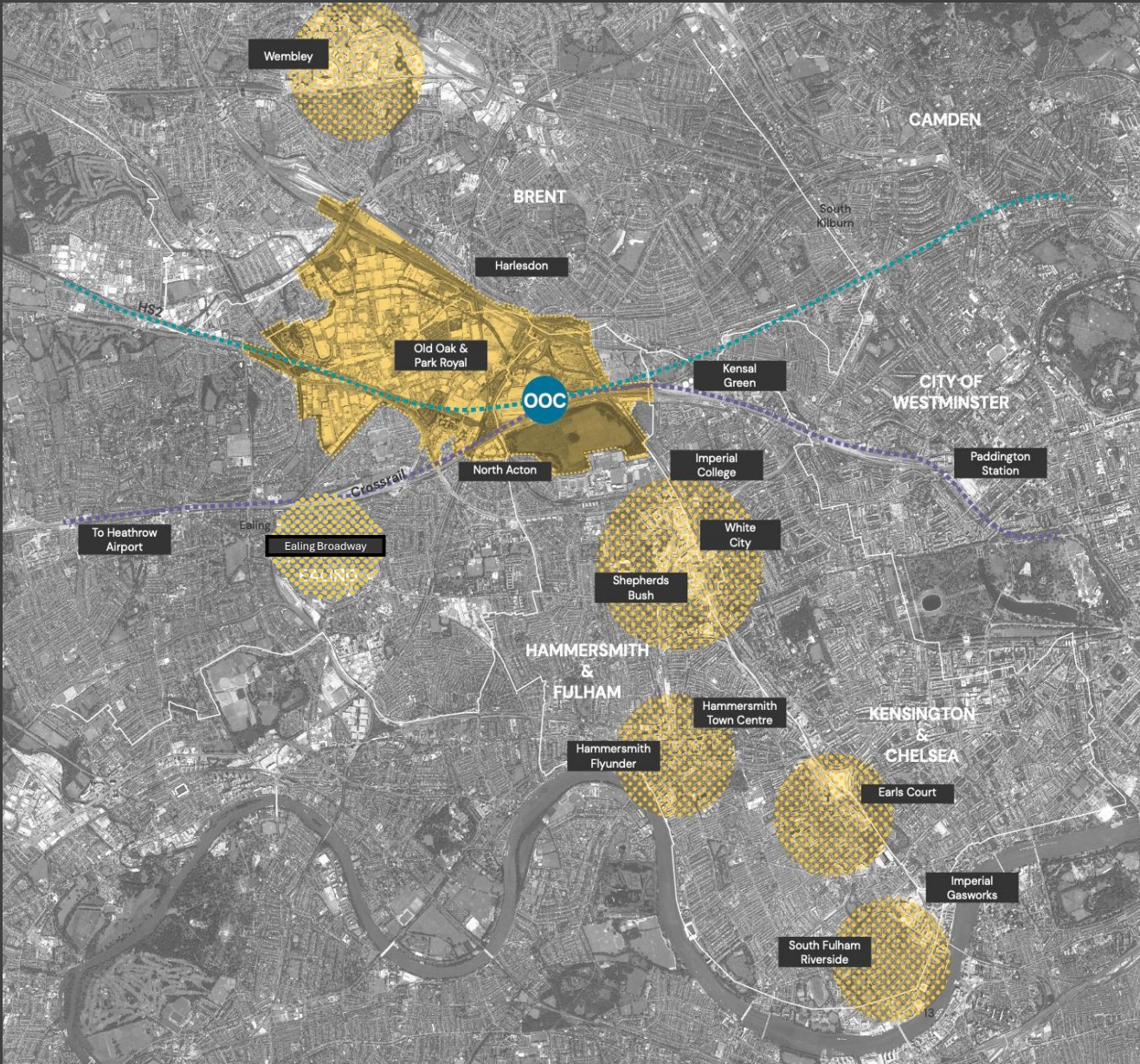
Ealing Broadway



Wembley Park



Imperial College & West Tech
London



STRATEGIC OBJECTIVES

Old Oak, a reimagined west London community, where global opportunities are lived and shared locally



Build a place to call home

- Deliver diverse housing typologies
- Build high-quality homes
- Contribute to London's housing need, targeting 50% affordable housing

Create a better environment

- Lead on climate action
- Deliver climate resilient, net-zero carbon homes
- Deliver sustainable outcomes for people, place and planet

Make a place to be proud of

- Develop thriving and characterful neighbourhoods
- Create a new high street connection North Acton to Harlesden
- Design public spaces that are inclusive and welcoming

Deliver at pace

- Pace development to deliver right mix of uses at right time
- Deliver meanwhile uses that support long-term regeneration and sustainability ambitions

Drive inclusive growth

- Create a fairer economy by embedding inclusive growth, securing pathways into employment and training
- Establish a new workspace address for London

Ensure value

- Create opportunities for community capacity and wealth building
- Deliver high-quality climate-resilient development to ensure long-term value



DEVELOPMENT OUTPUTS

- Approx. 9,000 homes (maximising affordable housing)
- Up to 2.5m sq ft commercial and community space
- 25 acres of high-quality public realm
- 6 acres of parks and green corridors
- 1km of canal enhancements
- Channel Gate neighbourhood centre
- Old Oak town centre

INFRASTRUCTURE INVESTMENTS

- East West Bridge
- North Acton Station upgrades
- Willesden Junction Station upgrades
- 2 x new parks & new public realm
- Improved pedestrian and cycle connectivity

By 2040 we will be a global centre for businesses designing, making, selling and distributing innovative products, and delivering London’s essentials productively and sustainably, modelling low carbon, circular economy production.

Page 16



Blast Studio



SOLS



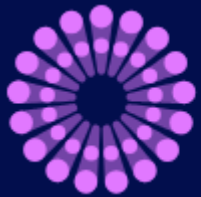
Brunel’s Net Zero
Food Systems

- ◆ Close partnership working with Borough economic development functions on delivering London Growth Plan, Invest 2035 and local growth/industrial strategies
- ◆ Engagement with Borough brokerages and JCP to support residents through training into work
- ◆ Support residents into work by commissioning programmes of employer-led “Skills for Inclusive Growth” in key growth sectors (construction, screen skills/creative, life sciences et al.) with Boroughs and FE partners
- ◆ “Back our businesses” programme of specialist 121 support to local SMEs (access to finance, affordable workspace and mentoring)
- ◆ Careers-focused programme in secondary schools
- ◆ OPEN Heat Network – Hemiko appointed as delivery and funding partner

This page is intentionally left blank

Inclusive Talent Strategy

May 2025



LONDON
GROWTH PLAN

MAYOR OF LONDON

LONDON
COUNCILS

Inclusive Talent Strategy: Background



- **Key intervention of the London Growth Plan** - supporting the skills needs of London's economy and ensuring all Londoners benefit from growth opportunities.
- **Workforce plan for the city** - it will set out how a range of partners including employers, training providers, health and careers stakeholders will work together to meet the workforce needs of employers, particularly those in growth and foundational/enabling sectors.
- **Inclusive plan** - address the barriers that prevent Londoners from accessing opportunities.

Inclusive Talent Strategy: Purpose

To set out how London government will grow London's skilled workforce and get more Londoners into quality jobs through an employer-led skills and employment system.

Background: The London Growth Plan



Launched in February 2025 by the Mayor and London Councils.

Plan to make London **more prosperous, fairer and greener** as a global city and capital of the UK over a 10 year period (2025-2035).

Four bold ambitions:



Productivity

Raise London's productivity growth rate to 2% average per year over 2025 – 2035.



Inclusion

Raise the real household weekly income (after housing costs) of the lowest earning 20% of households by 20% by 2035.



Green Growth

Accelerate progress towards achieving London's net zero target in 2030.



A global capital

Grow London's services exports by an average 6% per year over 2025 – 2035.

London Growth Plan Actions: Inclusive Talent



10-year plan	One-year actions	Working with National Government
<p>Create an Inclusive Talent Strategy for London, an integrated workforce plan for the city.</p> <p>Make London a centre of excellence for fair pay and good work.</p> <p>Make sure London remains attractive for the best talent in the world.</p>	01. <u>Publish the Inclusive Talent Strategy</u>	<p>Sustainable funding for London's further education system, to provide essential skills and boost career pathways into high-growth sectors</p> <p>Sustainable funding for London's universities to create the highly-skilled workforce of the future</p> <p>Allow London to implement an employer-led skills system, replacing the current fragmented approach to funding with integration of Growth & Skills levy, Adult Skills Fund and career support</p>
	02. Pilot the new integrated approach to help economically inactive and young Londoners	
	03. Start to change the way London commissions adult education	
	04. Launch a new fund to reduce key skills gaps holding back growth	
	05. Deliver a London Youth Guarantee to reduce the proportion of young people not in education, employment or training (NEET)	

Inclusive Talent Strategy: Draft themes



Create an Inclusive Talent system for London that integrates jobs, skills, health and careers services for Londoners



Support Londoners facing barriers to work (including affordability of the city), get into quality jobs and increase London's supply of workers



Grow and diversify workforces in growth sectors



Give Londoners the skills to be resilient to big shifts in the labour market – AI, the transition to net zero – and fill the job opportunities these generate.



Promotion of London's skills sector internationally and making sure London remains attractive for the best talent in the world



Make London a centre of excellence for fair pay and good work

Moving towards a more integrated and employer-led system



London's skills, employment, and careers system is currently complex and disjointed. Many employers struggle to access the skills they need, while Londoners—especially young, disabled, or those with health conditions—miss out on opportunities.

Our vision is to create a joined-up, easier-to-navigate system that:

- Put employers at the centre through **sector-specific Employer Boards** (due to be piloted from Sept)
- Strengthen partnerships with employers to **design and invest** in training and support.
- Establishes **clearer pathways** into key growth sectors
- Integrates skills, jobs, careers, and health services more systematically across London, recognising **employment as a key health outcome**
- **Build on existing initiatives** like GBW Trailblazers; WorkWell partnerships and Connect to Work.
- Shapes the new **national jobs and careers service** as part of London's unified work and skills offer.

Moving towards an employer-led system

- **Sector Employer Boards** would establish a space for strategic employers to directly influence the skills, employment and careers offer to better meet their needs, and the needs of employers across their sector.
 - A dedicated **Pan-London Hub for each sector** would provide coordination and a single front door to large employers across the capital to better navigate the offer and access the support they require.
- This will be supported by a **multi-sector hub in each subregion** coordinating the local offer and supporting access for SMEs and local business. This will work with/through local services and activity which is important to engaging Londoners furthest from the labour market.
- Build on and develop **place-based initiatives** that support diverse and disadvantaged communities into key growth sectors in their areas, increasing awareness of careers and creating clear progression pathways by working with key employers and local anchor institutions.
 - **A transition to an employer-led system** will be supported by piloting of the first Sector Employer Board for **Construction** (incl. Green construction), with consultation on further pilot sectors – **creative industries** and **life sciences** are suggested as further pilots.
 - Following a pilot phase commencing in **September 2025**, full launch of pilot sectors and an evidence-based phased rollout across further sectors will commence from **April 2026**

Strategic Alignment

There are a number of regional and national strategic plans also looking at **driving growth, addressing labour market shortages or addressing economic inactivity**. Wherever possible we are engaging jointly on work and not duplicating our requests to stakeholders.

- **Local Get Britain Working Plans** – due to be published in September 2025. These must be co-produced with the local employment support and health infrastructure (via ICBs and JCPs) to address economic inactivity. Could be part of the ITS.
- **Local Skills Improvement Plan (LSIP) refresh** – due to begin in Autumn 2025. This will do further work to identify skills needed by employers in the city and actions to meet those needs.

There also wider initiatives which the ITS will either seek to build on or be responsive to. They include: Trailblazer pilots, the post-16 Skills Strategy due to be published by Skills England and the new Growth & Skills Levy.

Engagement

- Building on London Growth Plan Engagement and learning from Trailblazers
- Combination of engagement and written consultation reaching:
 - Boroughs and Sub-Regional Partnerships
 - Service Providers (FE, HE, ITPs, employment support, health, careers)
 - Sector specific employers
 - Business & Employer Representatives
 - Trade Unions
 - Londoners and community organisations
 - Government Depts and Agencies
- Main engagement over May – June 2025
- Online briefing in June and September – led by Deputy Mayor Howard Dawber and Cllr Peter Mason
- Written Consultation
 - Aimed at service providers (skills, employment support, health etc) and representative bodies
 - Will be hosted on London.gov.uk and disseminated via newsletters and networks.

Feedback to date

- **Lack of access to people with the relevant skills** is a barrier to growth
- The strategy needs to reflect the challenges and opportunities of different places in London, and be **locally responsive**.
- It needs to **be ambitious and set out how to achieve change** in the employment, skills and health systems
- It needs to be clear by **what we mean as 'inclusive'**
- We need **earlier intervention to provide high-quality careers advice, relevant training, tailored employment support and appropriate work experience** for young people, especially those facing the greatest barriers to good work
- **Be clear about the ask of employers**, whilst recognising this is a challenging time
- It needs to **consider the enforcement and monitoring of fair pay and good work standards**, as many workers, particularly migrants, are unaware of their rights
- **Recognise existing work** that is meeting the aims of the ITS

Timeline



Questions and discussion

Overarching approach:

- Do the draft purpose and themes seem right to you?
- Is the proposed focus and approach relevant to West London?
- What would you prioritise?

Creating an integrated jobs, skills, careers and health service for London.

- What steps can London government take to better integrate skills, careers, health and employment support services systematically across the city?
- What activities are best done at local and sub-regional level and what at a pan-London level?

Grow and diversify workforces in the growth and priority sectors

- Do you agree with the high-level approach set out for establishing a more employer-led system?
- Does the balance between pan-London, sub-regional and local activities look right?

Please contact
inclusivetalentstrategy@london.gov.uk
if you have any questions about the Inclusive Talent
Strategy



LONDON
GROWTH PLAN

MAYOR OF LONDON

LONDON
COUNCILS