

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>	Sustainable funding for London's further education system, to provide essential skills and boost career pathways into high-growth sectors
	02. Pilot the new integrated approach to help economically inactive and young Londoners	Sustainable funding for London's universities to create the highly-skilled workforce of the future
	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)	
		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

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



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