

**West London Economic Prosperity Board
22nd June 2017**

Title	Developing a West London Skills Strategy
Report of	Cllr Steve Curran
Wards	All
Status	Update for Information
Urgent	No
Enclosures	Appendix A: West London Employment and Skills Board draft terms of Reference
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Summary

This paper provides an update on the establishment of skills commissioning arrangements, including the West London Employment and Skills Board, and makes recommendations for the development of a West London Skills Strategy to help influence the pan-London skills agenda.

Recommendations

- 1. That the WLEPB agrees the terms of reference for the West London Employment and Skills Board (WLESB) and request that boroughs help with the recruitment of individuals onto the board.**
- 2. That Cllr Curran as the lead Member for Skills in West London be given authority to speak for the WLEPB in any discussions with the Deputy Mayor for Skills in London (Jules Pipe) and London Government concerning West London's Skills priorities, in consultation with the other WLA Leaders.**
- 3. That a draft West London Skills Strategy is prepared by the WLESB for consideration at the next meeting of the WLEPB (20th September)**

1. WHY THIS REPORT IS NEEDED

- 1.1 The WLEPB received a report in September 2016 setting out the requirements for a WLA skills commissioning function and agreed the proposal to establish a West London Employment and Skills Board (WLESB) in order to ensure that the commissioning of skills provision in West London is driven by the local

priorities and needs, informed by local employers and supports the objectives in the West London Vision for Growth, in the context of devolution of the adult education budget in London from 2019/20.

1.2 It was agreed that a Board should be established to be consistent with the arrangements being developed by other London sub regions, and to ensure an appropriate level of influence on the emerging arrangements pan-London, building on the recommendations from the West London Post-16 Education and Training Area Review. The final report from the West London Area Review highlighted a number of priorities for skills and curriculum across all levels of learning, including:

- an increase in access to higher level skills (L4+) through specialisation by colleges (in collaboration with employers) including in
 - Business – management, administration, sales and marketing
 - High tech. transportation, storage and distribution
 - High tech. food manufacture
 - Broadcasting and associated industries
- Ensuring a high quality, high volume offer, across the sub-region, in sectors already characterised by high employer demand, in particular:
 - Construction, engineering, manufacturing, IT
 - Health and social care, teaching, nursing, medical and dental care support
 - Business management, administration, marketing and sales
- Sufficient access to an effective and high quality SEND curriculum, offering a range of outcomes-focused and person-centred programmes for those with special education needs and disabilities (SEND), and enabling effective preparation for adulthood: employment, community inclusion, independent living and good health.
- A locally accessible offer of foundation skills for all West London residents covering
 - Entrepreneurialism
 - Resilience
 - English
 - ESOL
 - STEM
 - Employability skills
- Improvements to Information, Advice and Guidance, in particular relating to future employment opportunities, for parents and young people.

Feedback from the LEP, sub-regional and local authority representatives and employers consulted during the area review process drew attention to the need to:

- Raise the level of learning for the 15% of residents with low or no skills and the 31% of 19 year olds leaving full time education without a level 3 qualification.

- Increase the quality and capacity to deliver higher level 4 qualifications in priority West London industries where higher level skills are in demand.
- Improve job opportunities for the 5% of residents currently unemployed, as well as including creating more full time opportunities for those who are economically inactive but want to work, and for those in part time work who want to increase their activity.
- Ensuring a training offer is in place to meet the needs of employers who have been more reliant on EU migrant labour, given the potential impact of any changes to the UK's migration policy, following the EU referendum result.
- Have a high quality basic skills offer accessible to our most vulnerable residents in particular:
 - Those in and leaving care
 - Young offenders
 - ESOL learners
 - Learners with Disabilities and/or Learning Support Needs.
- Support for all learners to make appropriate choices about both subject choice and learning provider.
- Sufficient, quality, accessible SEND provision with real opportunities for employment to be achieved by:
 - Developing the expertise of the SEND workforce, leadership and administration (including personal care)
 - Robust progression pathways (not just qualifications)
 - Building strong relationships with schools, employers, LAs and parents
 - Providing access to a range of therapeutic/health services (Occupational Therapy/Speech and Language Therapy, Emotional, Physical and Spiritual therapy/Child and Adolescent Mental Health Services).
 - Developing robust joined-up progression pathways for learners age 14 -25 with SEND in all localities, including but not limited to progression through qualifications.
 - High-quality SEND systems that enable learner access to the full variety of academic and vocational learning, including apprenticeships.
 - A curriculum strategy that offers person-centred programmes and flexibility for those with SEND
 - An expanded range of Entry level 1 and 2 options across the area
 - A systematic approach to planning the curriculum to enable all learners to access the full range of academic and vocational learning, including apprenticeships and supported internships.

- A differentiated and flexible approach enabling learners with different learning styles to make progress, including bespoke interventions and accommodating neurodiversity.
- 1.3 In March the WLEPB agreed to commission further work to inform the development of Adult Community Learning in West London based on the outline strategy developed by the ACL task and finish group, which will help to inform the overall skills priorities for West London and inform further pan-London analysis
 - 1.4 In April, Mayor Sadiq Khan launched the 'Skills for Londoners Taskforce' and Capital Fund and during the summer the GLA will be drafting a London Skills Strategy for consultation in the autumn.
 - 1.5 This paper provides an overall update on progress and recommendations for next steps including a draft terms of reference for the Employment and Skills Board.

2. REASONS FOR RECOMMENDATIONS

2.2 West London Employment and Skills Board (WLESB)

- 2.2.1 Two meetings have been held with stakeholders (representing employers, Local Government, and skills providers) to begin to shape the remit for the WLESB in line with the recommendations of the joint committee agreed in September 2016.
- 2.2.2 A draft terms of reference has been developed for consideration by the WLEPB and is attached as Appendix 1 for approval.
- 2.2.3 It is **recommended** that the WLEPB agrees the terms of reference for the West London Employment and Skills Board (WLESB) and request that boroughs help with the recruitment of individuals onto the board.

2.3 Skills for Londoners

- 2.3.1 The Skills for Londoners Taskforce was launched on 27th April by Sadiq Khan. A number of discussions have been held between the lead Members for skills in each of the four London sub-regions and Jules Pipe, which has secured the importance of sub-regional priorities being fed into the SfL work.
- 2.3.2 It is **recommended** that Cllr Curran, as lead Member for Skills in West London, be given authority to speak for the WLEPB in any discussions with the Deputy Mayor for Skills in London (Jules Pipe) and London Government concerning West London's Skills priorities, in consultation with the other WLA Leaders.
- 2.3.3 A Stakeholder Advisory Group has been established to support the taskforce through task and finish groups. The Mayor has also launched the Skills for Londoners capital fund and the GLA construction academy will launch later this year, with proposals for a 'hub and spoke' model potentially based around sub regions.
- 2.3.4 The intention is to have a final draft London Skills strategy by January 2018 and in the Autumn GLA are hoping to organise a number of consultation events to engage stakeholders within each sub region. On devolution of the Adult Education Budget (from 2019/20) a series of workshops is being convened by GLA/London Councils through June.

- 2.4 In order to influence the drafting of the London Skills Strategy, and in conjunction with the other London sub-regions, the WLESB has agreed a set of draft questions that should be answered to inform the London Skills
- 2.5 It is **recommended** that a draft West London Skills Strategy is prepared by the WLESB for consideration at the next meeting of the WLEPB (20th September)

3. ALTERNATIVE OPTIONS CONSIDERED AND NOT RECOMMENDED

3.2 N/A

4. POST DECISION IMPLEMENTATION

4.2 WLA officers will oversee implementation of the recommendations in this report, working with the WLESB

5. IMPLICATIONS OF DECISION

5.2 Corporate Priorities and Performance

5.2.1 This paper directly supports the West London Vision for Growth action plan objectives on productivity and skills

5.2.2

5.3 Resources (Finance & Value for Money, Procurement, Staffing, IT, Property, Sustainability)

5.3.1 Resources have been committed from all WLA boroughs to support the recommendations from the ACL review paper in March, any additional resources required for the development of the draft West London Skills Strategy will be met from within existing budgets.

5.4 Social Value

5.4.1 This activity will support the objective in the West London Vision for Growth to support low-paid people in work and those without work to find it.

5.5 Legal and Constitutional Reference

5.6 The skills commissioning work falls within the following functions of the West London Economic Prosperity Board as set out in the Board's Functions and Procedure Rules:

- Representing the participating local authorities in discussions and negotiations with regional bodies, national bodies and central government on matters relating to economic prosperity for the benefit of the local government areas of the participating authorities.
- Representing the participating authorities in connection with the Greater London Authority, London Councils and the London Enterprise Panel, for the benefit of the local government areas of the participating authorities, in matters relating to the economic prosperity agenda

- Representing the participating local authorities in discussions and negotiations in relation to pan-London matters relating to economic prosperity.
- Agreeing and approving any additional governance structures as related to the Joint Committee, or any sub-committees formed by the Joint Committee.

5.7 Risk Management

5.8 WLA officials are working closely with the GLA to ensure governance and supporting mechanisms developed at regional and sub-regional level to support delivery of the devolved skills budget work well together and maximise leverage of the subregions.

5.9 Equalities and Diversity

5.10 A locally-led skills commissioning process provides the opportunity to review the best available evidence and work with all partners in the public and private sectors locally to ensure the needs of all residents and businesses are given full consideration in skills delivery in West London. The strategy will seek to be inclusive and address specific priorities of the sub-region including and specific issues identified for particular groups accessing skills training. Full equality impact assessments will be undertaken as the strategy develops.

5.11 Consultation and Engagement

5.12 The Post-16 Area Review process has provided a forum for consultation and engagement with local colleges on future skills provision and our proposed approach for skills commissioning. WLA borough officials have also been in consultation with the Greater London Authority and representatives from other subregions to ensure structures developed here align with those being developed in other sub-regions and at the London level, including Skills for Londoners activity. It will continue to be important to engage with other skills providers, learners and employers as the detail of the skills commissioning function a strategy is further developed.

6. BACKGROUND PAPERS

6.2 *Skills Commissioning in West London* (Paper considered by the WLEPB joint committee at its meeting on 21st September 2016).

6.3 *Adult Community Learning* (Paper considered by the WLEPB joint committee at its meeting on 21st March 2017).

6.4 *Previous reports to the board can be found at:*
<https://barnet.moderngov.co.uk/ieListMeetings.aspx?Committeeld=765>