

Strategic Labour Needs and Training- Employment and Skills

Business Advantaged of Supplier Diversity

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Strategic Labour Needs and Training- What does this mean?

- **One of the 7 themes of Responsible Procurement**
- **Ensure workforce reflects the diversity of the community that it serves**
- **Linking employment opportunities to skills and training provision**
- **Accessing new pools of labour**
- **Addressing industry skills shortages**



TfL – Supplier Skills Manager

- **LDA funded position to support TfL in supporting its supply chain.**
- **Provide guidance and support to suppliers in meeting their SLNT/ Equality and Diversity requirements**
- **Join up the employment and skills system to provide an integrated and effective service to meet the needs of suppliers/employers**
- **Development of an information brokerage service to link SLNT activities at local level.**



SLNT Requirements include:

- **Workforce Diversity**
- **Attracting, training and retaining local labour**
- **Community Engagement**
- **Educational Programmes**
- **Apprenticeships**
- **Graduate Schemes**
- **Work Placements**



Key emerging themes..

- **Education**
 - **Schools Engagement, 14-19 Diplomas**
 - **Colleges, Universities**
 - **Graduates**
- **Recruitment (In particular disadvantaged communities and underrepresented groups) – Including**
 - **Women**
 - **BAME**
 - **Disabled**
- **Training**
 - **Apprenticeships**
 - **Technicians**
 - **Trainees**
 - **Workforce Development**



Agencies- Public Sector Provision

- **Job Centre Plus (JCP)**
- **Local Employer Partnerships (LEP)**
- **Employer ACCORD**
- **Learning and Skills Council (LSC)**
- **London Development Agency**
- **City Strategy Pathfinders**
- **Local Boroughs Etc...**



Next Steps

- **Identify new contracts to introduce SLNT requirements**
- **Meet with major contractors and key TfL Supply Chain Partners to identify requirements/demand**
- **Discuss options and interventions- responsive role**
- **Coordinate current and future activities and link to funding provision**
- **Develop support structures and processes**
- **Share lessons learnt and best practise**



Any Questions?

