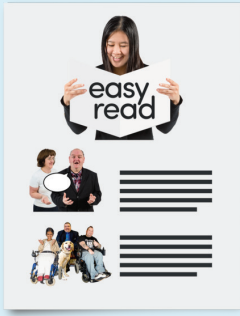


How we want to help people
get a job and stay in work

Our Inclusive Talent Strategy



Easy read booklet



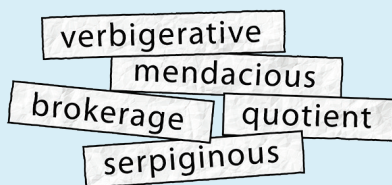
This is an Easy Read version of some information. It has words and pictures.



You might want help to read this booklet. You can ask someone to help you.

words

Some words are **black and bold**. This means we think they are difficult words.

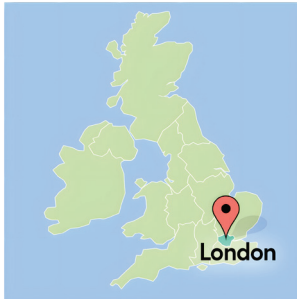


Black and bold words are thicker and darker. We explain what they mean in a box like this.



Some words are **bright blue**. These are links to websites or email addresses. You can click on these links on a computer.

Who we are and what this booklet is about



We are **Greater London Authority** and **London Councils**.



We work with local councils to make London a better place to live and work.



We wrote a plan called the **London Growth plan** to

- help people get good jobs
- make the **workforce** bigger
- improve the **economy**.



Workforce means people who can work or have a job.



The **economy** means how money is made and spent in the UK.



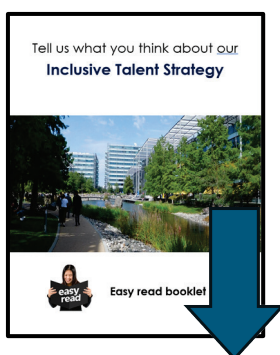
Part of this plan is something called the **Inclusive Talent Strategy** or **ITS** for short.



This booklet will tell you about our ITS and how it will help.



There is another booklet which asks what you think about our ITS. This is called a **consultation**.



Please read this booklet first.

Who this consultation is for



We need to work with lots of different people for our ITS to work.

This consultation is for

- training and education providers
- employment support providers
- health and social care providers
- local authorities
- employer representatives
- government bodies
- community and voluntary organisations
- research organisations
- trade unions.



We want to know what you think so we can make our ITS better.

Background



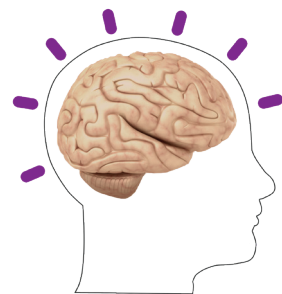
Lots of people are **unemployed** and find it hard to get the support they need.

Unemployed is when someone does not have a job.



It is harder for people

- with **disabilities**
- with health problems
- from some **ethnic groups**
- who live in some parts of London to find a job and learn new skills.



A **disability** is when your body or mind works in a different way to other people.



Ethnic group is your background and where you come from.



Employers find it hard to **hire** staff they need because people do not always have the right skills for the job.



Employers are people, companies or organisations that give people jobs.

Hire means give someone a job and pay them to work.



It can also be hard for people to stay in work and keep their job.

Services that try to help are confusing and hard to use.



This means that the **job market** is not working for everyone.



The **job market** is where employers hire staff and people look for jobs.

We made our ITS to make a job market that works for everyone.

Our Inclusive Talent Strategy



Our ITS aims to help people

- get good jobs
- learn new skills
- stay in work
- have a **career**.



A **career** is the type of work you decide to do for a long time.



Our ITS will also

- help employers hire the right staff
- make the economy better
- help people get **employment support**
- make the job market more **inclusive**.



Employment support is when someone has help to get a job.



Inclusive means everyone will be included and treated fairly.



We want to

- make it easy for people to get the right support
- help people cope with changes in the job market
- help **skills providers** give people the right training
- help London work towards reaching **net zero**.



Skills providers teach people new skills and give them information.

Net zero means we try to make less **pollution**.



Pollution is anything bad that we put into the air like smoke from cars or factories.

There are 6 part to our ITS.



We will tell you about each of them.

Part 1

Joined up support



To help people get a job and stay in work we need to make it easy to get the right support.



Some services that give support do not work together.



This makes it hard to get support with

- training and learning skills
- finding and getting a job
- health and **wellbeing**.



Wellbeing means how happy you feel and how much energy you have.



Our ITS will make these services more **joined up**.



Joined up means that different teams and services talk and work together.



We will help different businesses and organisations to work together in a more helpful way.



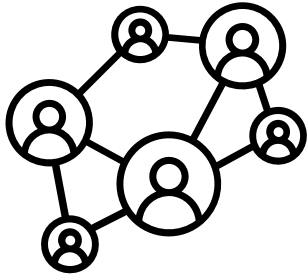
We will help employers to say what skills they want, so people can have the right training.
This is called being **employer led**.



When services are joined up, people will be able to have **person centred support**.



Person centred support listens to what someone needs and looks at what is important to them.



Some projects have already made more joined up services.



These projects are called

- **Get Britain Working Trailblazers**
- **The Connect to Work Programme**
- **The Workwell Partnership.**



We will work with these projects to help people get the right support.



We will make sure the support is inclusive, so that nobody is left out.

Part 2

A diverse workforce



We want London to have a more **diverse workforce**.

A **diverse workforce** is when different ethnic groups and **communities** work together.



Communities are groups of people who live in the same area or have something in common.



A diverse workforce

- is more creative
- works well together
- helps the economy.

There are **barriers** that make it hard to have a diverse workforce.



A **barrier** is something that makes it more difficult to do or get something.



Some employers have ways they find and choose the staff they want. These are called **pipelines**.



Disadvantaged people are often left out of the pipelines, so they do not have the same chance to get certain jobs.



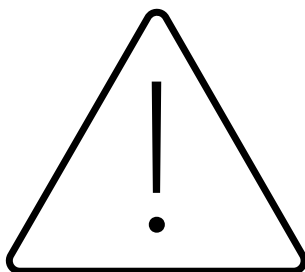
Disadvantaged people are groups or communities who have less help, money or chances.

We think this is unfair and want to help.



Our ITS will help disadvantaged people to

- learn about different careers
- learn new skills
- get jobs in **priority sectors**.



Priority sectors are jobs in important places, like health and social care, or places that need lots of new staff.



We will set up groups in different parts of London to connect disadvantaged people with employers. These are called **hubs**.



We will help skills providers to be employer led, so disadvantaged people are given the training they need.



We will make fairer pipelines for different types of job, so nobody is missed out.



A project called **Leading Inclusive Futures Through Technology** has already started to help disadvantaged groups and communities.



This project helps people in Camden, Hackney and Islington get jobs in priority sectors.

Part 3

Getting rid of barriers



We want to get rid of barriers that make it hard to get a job, stay in work or be **self employed**.

Self employed is when someone runs their own business and has no boss.



Barriers that make it hard are

- health problems
- disabilities
- low confidence
- not having the right skills
- **discrimination**.



Discrimination is when you are treated unfairly because of who you are.



Another barrier is when things cost lots of money.



It costs lots of money to

- live near where the jobs are
- use public transport like a bus or train to get to a job.



These barriers affect some groups of people more than others.

The people affected more

- are women
- are from certain ethnic groups
- have disabilities
- find it hard to speak English
- have been in trouble with the **law**
- are **care leavers**.



The **law** tells you what you can and cannot do.

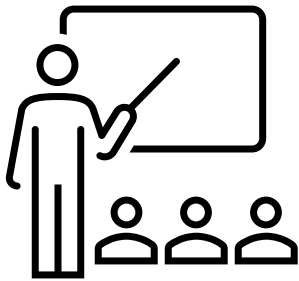


A **care leaver** is someone whose family needed extra help to look after them when they were a child. As an adult, they do not get that help anymore.



Our ITS will help people learn **transferrable skills** to help them get a job.

Transferrable skills are skills that you need in any job.



We will give people more help to learn and speak English.



We will make it easier for people to have **higher level training**, to help them get better jobs.

Higher level training is when you are learn about things that are more difficult.



We might make a **Learner passport** which will show employers what training and skills people have.



We will help the **Connect to work** project to support unemployed people find and get jobs.

Part 4

More good jobs



We want to help people get good jobs.

Good jobs

- are paid fairly
- are safe
- have **employment rights**
- have a **secure contract**.



Employment rights are rules that protect people at work.



A **secure contract** is a legal agreement with an employer that they will treat people fairly.



With a secure contract

- you are less likely to lose your job without a good reason
- you know when how much you will be paid and when
- you can feel less worried about the future.



Lots of people do not have good jobs, so they do not have a secure contract or employment rights.

They might

- not be paid when they should
- not be able to buy things they need
- not be allowed time off
- be discriminated against.



Our ITS will

- tell people about their employment rights and what to do if employers are not following them
- make sure employers are treating people in a fair and inclusive way
- support the **Fair Work Agency** or **FWA** for short.



The Fair Work Agency help people who are treated unfairly and do not have enough money.

Part 5

Changes in the job market



There are 2 things changing the job market.

This can make it hard for people to keep up with the skills they need to get a job.

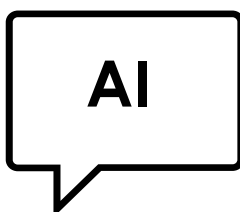
1. Artificial Intelligence



Artificial intelligence is changing how employers run their businesses and how staff need to work.



Artificial intelligence is when technology, like computers, are programmed to do things that normally need a human.

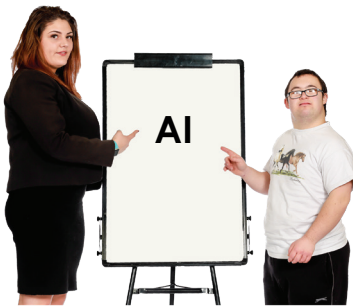


We call artificial intelligence **AI** for short.

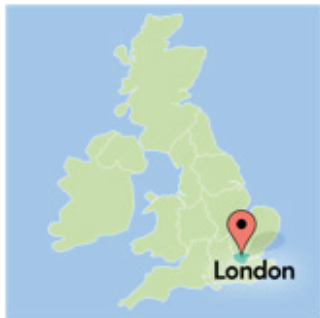


This means that

- AI can make it easier for some people to do their job
- some people will lose their jobs because AI will do their job for them
- people need to learn how to use AI.



2. Working toward Net Zero



People in London are working hard to reach Net Zero.

To reach Net Zero we need

- homes to use less power
- cars, buses and trains to make less pollution
- more green spaces that have parks and trees.



Jobs that help London reach Net Zero are called **green jobs**.

People need the right training to do green jobs.



Our ITS will

- train people so they have **digital skills** and can do green jobs
- help employers and skills providers work together
- build pipelines and help people get **work experience** and **apprenticeships**
- give people information about green jobs.

Digital skills means someone can use technology like computers well.

Work experience is when you spend time in a real job to learn what it is like.

An **apprenticeship** is a paid job where you work and study at the same time.

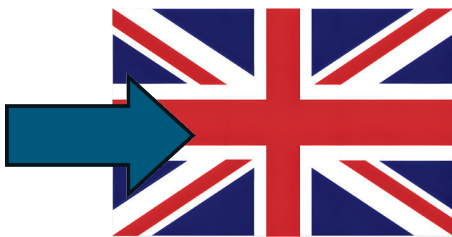
Part 6

International Talent



We want more **international talent** in London.

International talent means people who come from other countries to work or study.



International talent is good because it

- helps the economy
- helps employers find staff they need
- means there are more **skilled workers** in London
- makes London more diverse.

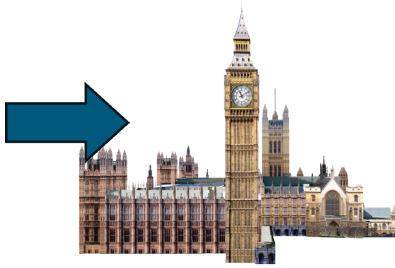


Skilled workers are people who have had training to do a certain job well.



Our ITS will support projects called

- **The London Learning Awards**
- **The Inter College Skills Competition**
- **Study London.**

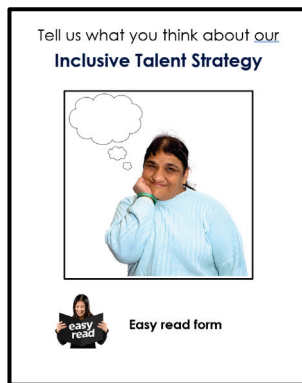


These projects help international talent come to London.

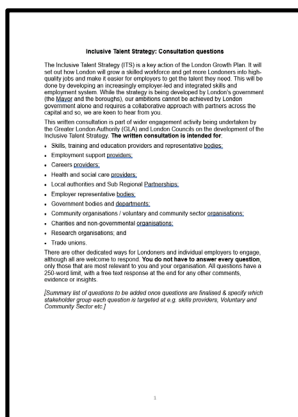
What happens next



Thank you for reading this booklet.



If you want to answer our questions please fill in our form booklet.



Thank you to A2i for the words
www.a2i.co.uk (reference 42834)

The full version of this document is called
“ITS Written Consultation”