





LONDON GROWTH PLAN

- Growth Plan published in February
- **Productivity**: Raise productivity growth rates to 2% average per year over 2025 to 2035.
- Inclusion: Raise the real household weekly income (after housing costs) of the lowest earning 20% of Londoners by 20% by 2035. This would mean that at least a million London households would have on average an extra £50 to spend each week after paying for housing costs.
- **Green growth**: Accelerate progress towards achieving London's net zero target for 2030.
- A global capital: Grow London's services exports by an average of 6% per year.



INCLUSIVE TALENT STRATEGY

- Target to publish the Inclusive Talent Strategy by September.
- Pilot the new integrated approach to help economically inactive and young Londoners.
- Start to change the way London commissions adult education.
- Launch a new fund to reduce key skills gaps holding back growth.
- Deliver a London Youth Guarantee to reduce the proportion of young people not in education, employment or training (NEET).



GROWTH SECTORS

- Frontier Innovation
- Financial, professional and business
- Creative industries and technologies
- Experience economy
- International Education

..and London Local Skills Improvement Plan priority sectors

Frontier innovation: London's next superpower

Discover London's next superpower in life sciences, Al, green innovation and more.



Financial, professional and business

Learn how we will drive growth across finance, law, consulting, built environment, IT, cyber and more.



Creative industries and technologies

Find out how we will grow our creative industries clusters for film, TV, gaming, music and more.



Experience economy

Uncover the importance of culture, hospitality, events and attractions to make London a brilliant place to visit, study and live.



International education

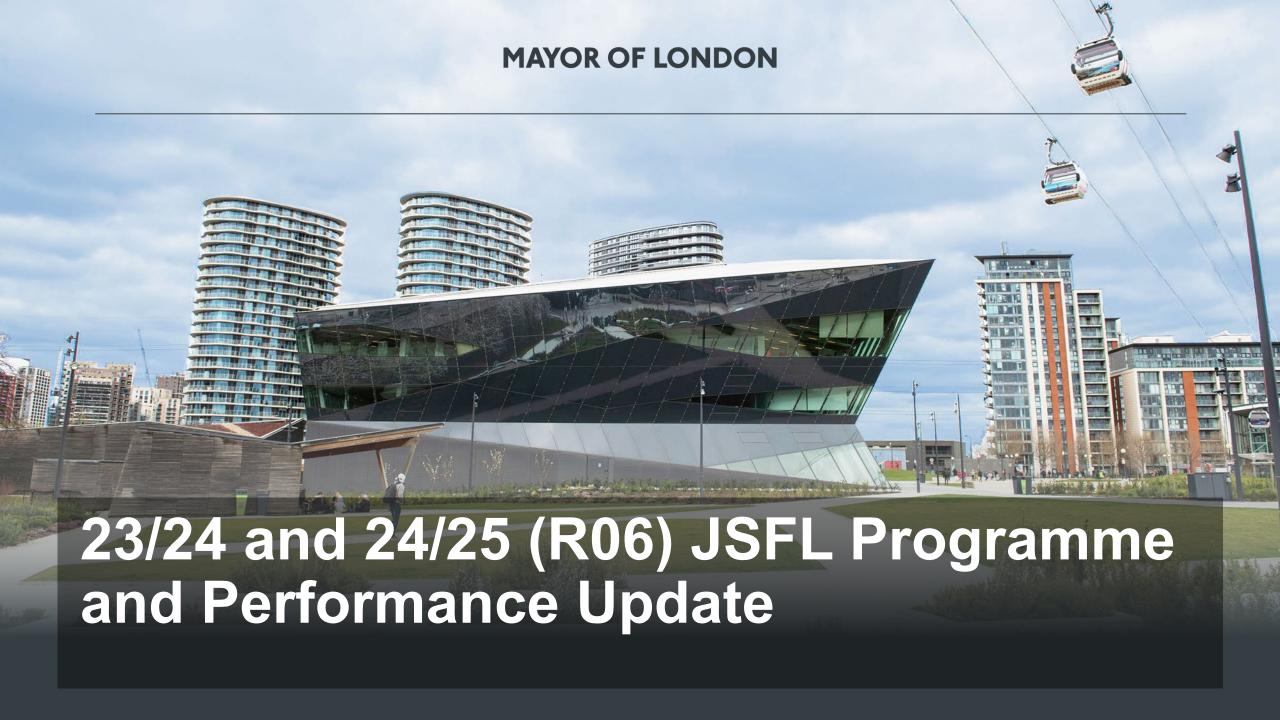
Explore how London's international students feed our talent pipeline and why it's a productive export sector for London.



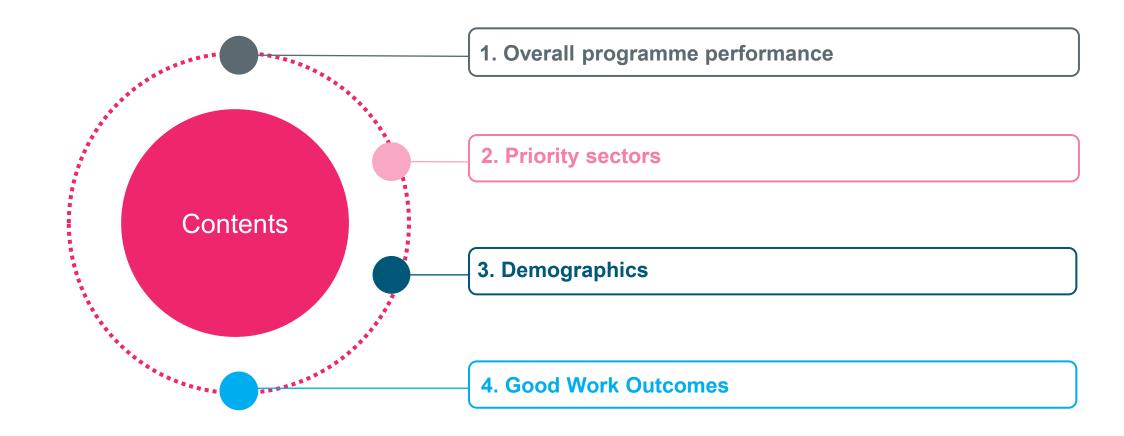
MILESTONES

When?	Activity	
May 2025	Skills Bootcamps Wave 6 applications	
June 2025	Inclusive Talent Strategy engagement and consultation	
Aug 2025	Final year of Jobs and Skills for Londoners Programme begins	
Sept 2025	Inclusive Talent Strategy published	
Autumn 2025	Implementation of strategy including arrangements for ASF commissioned provision	
Aug 2026	New programme begins	





OVERVIEW



Data Sources used throughout:

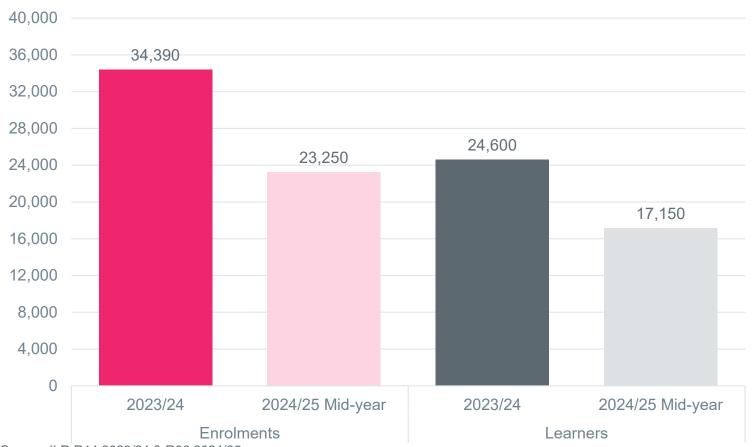
- Year 1: Individualised Learner Record R14 2023/24
- Year 2 Mid-year: Individualised Learner Record R06 2024/25.

MAYOR OF LONDON

1. How has the programme performed?

OVER 50,000 ENROLMENTS SINCE THE PROGRAMME BEGAN

JSfL enrolments, 2023/24 & mid-year 2024/25



In 2023/24, 24,600 learners undertook 34,390 enrolments across the JSfL programme*.

In the first half of 2024/25, 17,150 learners had undertook 23,250 enrolments.

Since the programme began in 2023/24, there has been more than 50,000 JSfL enrolments.

Source: ILR R14 2023/24 & R06 2024/25

Notes: Jobs and Skills for Londoners identified in the GLA's ILR dataset as those assigned to DAM code 002 with a learning start date after 31st July 2023 and are not funded via the ESOL capacity fund. *Does not include Job Outcome Payments.

10% OF JSFL ENROLMENTS WERE THROUGH FREE **COURSES FOR JOBS**

JSfL enrolments by funding model, 2023/24 & mid-year 2024/25



Of the 34,390 enrolments in 2023/24, 30,840 were delivered through the Adult Education Budget and 3,560 of these were funded via Free Courses for Jobs.

Of the 23,250 enrolments in the first half of 2024/25, 13% have been funded via Free Courses for Jobs so far.

Source: ILR R14 2023/24 & R06 2024/25

Notes: Jobs and Skills for Londoners identified in the GLA's ILR dataset as those assigned to DAM code 002 with a learning start date after 31st July 2023 and are not funded via the ESOL capacity fund. *Does not include Job Outcome Payments.

MAYOR OF LONDON

2. Delivery by priority sectors

JSFL PRIORITY SECTORS

Priority sectors:

The programme's five priority sectors were chosen due to recognised skills shortages as well as a need to improve the representation of specific groups.





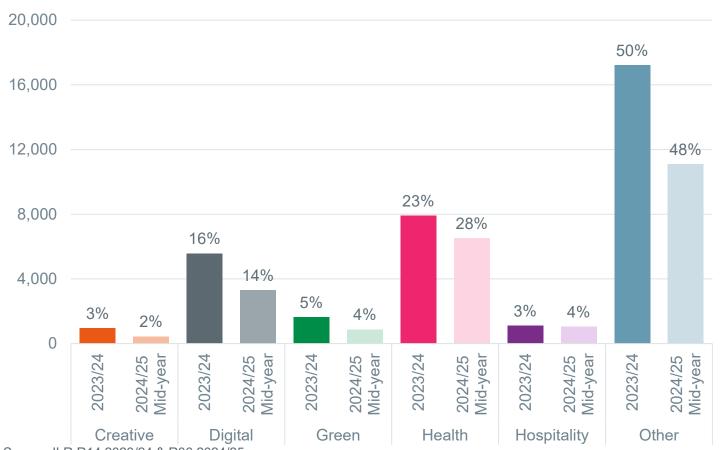






HALF OF JOBS AND SKILLS FOR LONDONERS ENROLMENTS ARE IN PRIORITY SECTORS

JSfL enrolments by priority sector, 2023/24 & mid-year 2024/25



In 2023/24, 17,170 (50%) enrolments were in one of JSfL's priority sectors.

Health was the priority sector with the most enrolments at 7,900 (23%), followed closely followed by Digital with 5,570 (16%) enrolments.

Green, Creative and Hospitality each represent 5% or less of total JSfL enrolments.

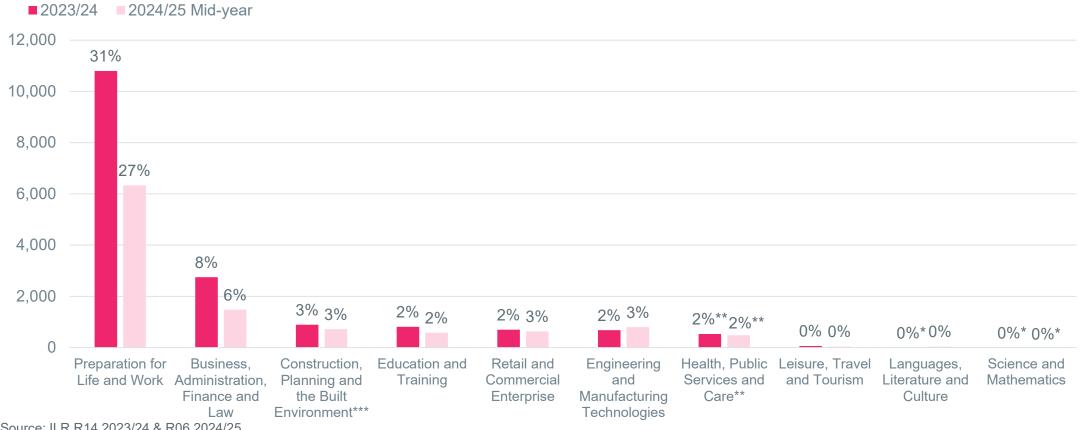
In the first half of 2024/25 academic year, a slightly higher share (52%) are in priority sectors. Mostly in Health (28%).

Source: ILR R14 2023/24 & R06 2024/25

Notes: Jobs and Skills for Londoners identified in the GLA's ILR dataset as those assigned to DAM code 002 with a learning start date after 31st July 2023 and are not funded via the ESOL capacity fund. Does not include Job Outcome Payments.

MAJORITY OF OTHER SECTOR ENROLMENTS ARE IN PREPARATION FOR LIFE AND WORK

JSfL enrolments by SSA T1 not in priority sectors, 2023/24 & mid-year 2024/25



Source: ILR R14 2023/24 & R06 2024/25

JSfL identified in the GLA's ILR dataset as those assigned to DAM code 002 with a learning start date after 31st July 2023 and are not funded via the ESOL capacity fund.

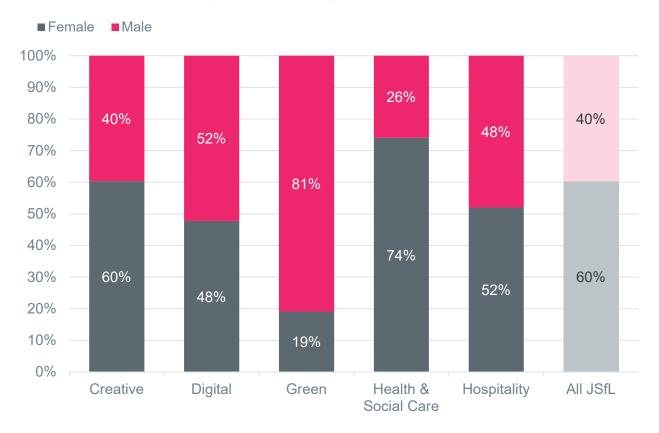
^{*} Less than 10 enrolments.**Includes only Public Services as all other enrolments are included in Health and Social Care priority sector. *** Excludes any green-related construction as this is included in Green priority sector. Job Outcome Payments are also excluded.

MAYOR OF LONDON

3. Demographics of learners

DIFFERENCES BY SEX - GREEN AIMS MOSTLY TAKEN BY MEN WHILST WOMEN COMMON IN HEALTH & SOCIAL CARE

JSfL learners by sex, August 2023 – Jan 2025



Across JSfL, 60% of learners are female. This is slightly lower than the AEB/ASF average at 69% in London.

This varied across sectors:

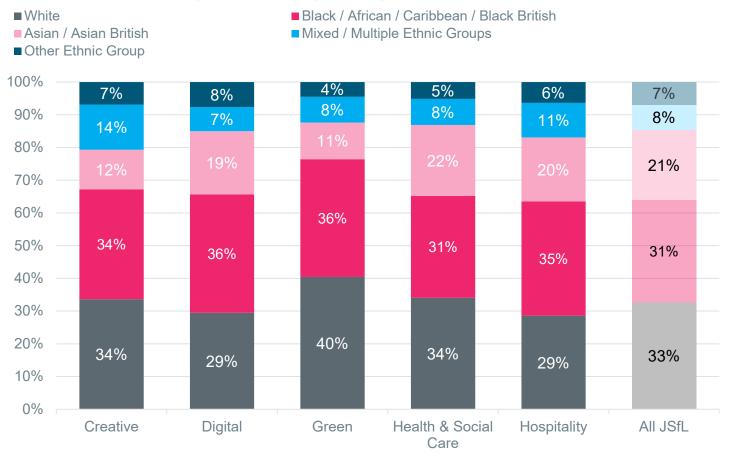
- Learners on Creative learning aims are marginally more likely to be female (60%).
- More than 7 in 10 learners in Health and Social Care are female.
- Less than 2 in 10 learners in Green are female.
- Hospitality and Digital are relatively equal by gender.

Source: ILR R14, 2023/24 & R06 2024/25.

Notes: Jobs and Skills for Londoners identified in the GLA's ILR dataset as those assigned to DAM code 002 with a learning start date after 31st July 2023 and are not funded via the ESOL capacity fund. *Does not include Job Outcome Payments.

MORE THAN 70% OF HOSPITALITY AND DIGITAL LEARNERS FROM A BLACK, ASIAN OR MINORITY ETHNIC BACKGROUND

JSfL learners by ethnicity, August 2023 – Jan 2025



One third (33%) of JSfL learners are from a White background. However, there are some differences by sector:

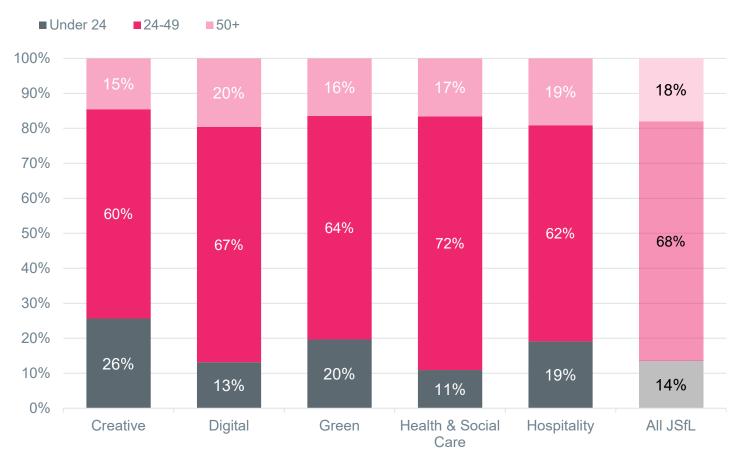
- More than 4 in 10 learners on Green learning aims are from a White background.
- More than a third of learners in Hospitality, Green and Digital are from a Black background.
- Low share of learners from an Asian background in Creative and Green learning aims.

Source: ILR R14, 2023/24 & R06 2024/25.

Notes: Jobs and Skills for Londoners identified in the GLA's ILR dataset as those assigned to DAM code 002 with a learning start date after 31st July 2023 and are not funded via the ESOL capacity fund. *Does not include Job Outcome Payments. See appendix for sector definitions.

HIGH SHARE OF YOUNG LEARNERS IN CREATIVE, GREEN AND HOSPITALITY

JSfL learners by age, August 2023 – Jan 2025



The vast majority of JSfL learners are aged 24 to 49 – with a small proportion aged 19-23 or over 50.

There was a lower share of young learners in Health and Social Care and Digital compared to other sectors.

The highest share of learners over 50 was in Digital.

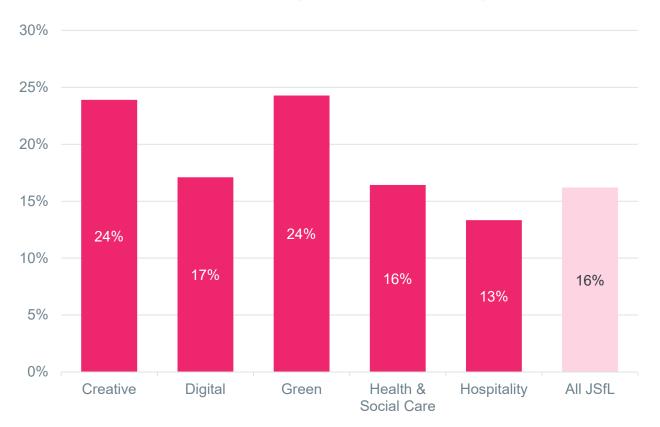
More than 7 in 10 learners in Health and Social Care are aged 24-49.

Source: ILR R14, 2023/24 & R06 2024/25.

Notes: Jobs and Skills for Londoners identified in the GLA's ILR dataset as those assigned to DAM code 002 with a learning start date after 31st July 2023 and are not funded via the ESOL capacity fund. *Does not include Job Outcome Payments. See appendix for sector definitions.

ALMOST 1 IN 4 GREEN AND CREATIVE LEARNERS REPORT AN LLDD

JSfL learners reporting an LLDD, August 2023 – Jan 2025



Across JSfL 16% of learners report a learning difficulty and/ or disability (LLDD) – this is in line with the AEB/ASF average.

Green and creative are the priority sectors with the highest share of learners reporting an LLDD.

Almost one quarter of learners in Creative report having an LLDD.

The sector with the lowest share of learners reporting an LLDD is Hospitality with 13%.

Source: ILR R14, 2023/24 & R06 2024/25.

Notes: Jobs and Skills for Londoners identified in the GLA's ILR dataset as those assigned to DAM code 002 with a learning start date after 31st July 2023 and are not funded via the ESOL capacity fund. *Does not include Job Outcome Payments. Disability status is self reported and excludes those with N/A data.

MAYOR OF LONDON

4. Good Work Outcomes

WHAT IS GOOD WORK?

Job outcome payments (£400) were offered to providers if a learner achieved a job outcome that meets the definition of 'good work'.

Good work definition: employment, an apprenticeship or a paid supported work placement that is*...





16+
hours

For a minimum of 16
hours per week.

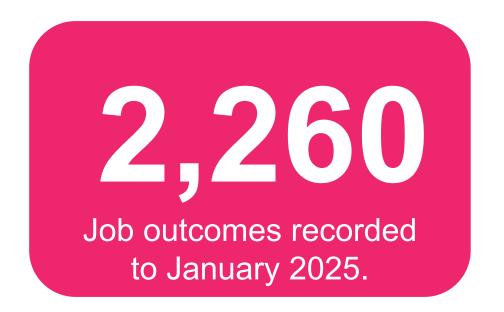


Additionally:

- The job outcome must start within 6 months of the completion of a learner's last adult skills funded learning aim.
- The learner has completed one or more learning aims which collectively last for at least 55 guided learning hours.

*Or, the provider has supported the learner to achieve self-employed status in sectors where self-employment is a pre-requisite to employment.

OVER 2,250 JOB OUTCOMES RECORDED SINCE THE START OF THE PROGRAMME



Source: ILR R14 2023/24 & R06 2024/25

Notes: Jobs and Skills for Londoners identified in the GLA's ILR dataset as those assigned to DAM code 002 with a learning start date after 31st July 2023 and are not funded via the ESOL capacity fund.

10% OF LEARNERS WHO COMPLETED COURSES IN 2023/24 ACHIEVED A GOOD WORK OUTCOME

Good work outcomes as share of all eligible learners, 2023/24



Among the 15,210 JSfL learners who had completed their learning by 31st July 2024, 1,480 had achieved a good work outcome.

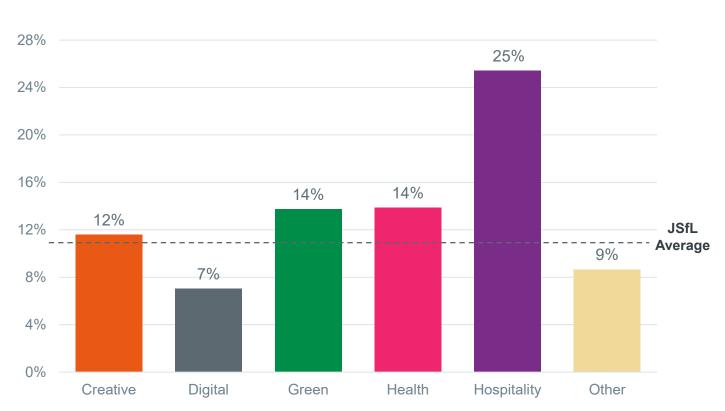
This is an outcome rate of **10%** among all learners where there has been more than 6 months since finishing their course.

Source: ILR R14 2023/24 & R06 2024/25

Notes: Jobs and Skills for Londoners identified in the GLA's ILR R14 2023/24 & R06 2024/25 dataset as those assigned to DAM code 002 with a learning start date after 31st July 2023 and are not funded via the ESOL capacity fund. Good work outcomes are the number of Jobs and Skills Programme Outcome Payments registered in the ILR. Good work outcome rate is the number of Jobs and Skills Programme Outcome Payments registered in the ILR, divided by number of learners.

HOSPITALITY HAD THE HIGHEST GOOD WORK OUTCOME RATE

Good work outcome rate by priority sector, 2023/24 & Mid-year 2024/25



There was large variation in good work outcome rates across priority sectors.

25% of **Hospitality** learners achieved a good work outcome. This sector had the lowest JSfL enrolments among priority sectors.

Green (14%), **Health** (14%) and **Creative** (12%) also had a higher-than-average job outcome rates.

7% of **Digital** learners achieved a good work outcome, the lowest among priority sectors.

Source: ILR R14 2023/24 & R06 2024/25

Notes: Jobs and Skills for Londoners identified in the GLA's ILR dataset as those assigned to DAM code 002 with a learning start date after 31st July 2023 and are not funded via the ESOL capacity fund. Good work outcome rate is the number of Jobs and Skills Programme Outcome Payments registered in the ILR, divided by number of learners. See appendix for sector definitions



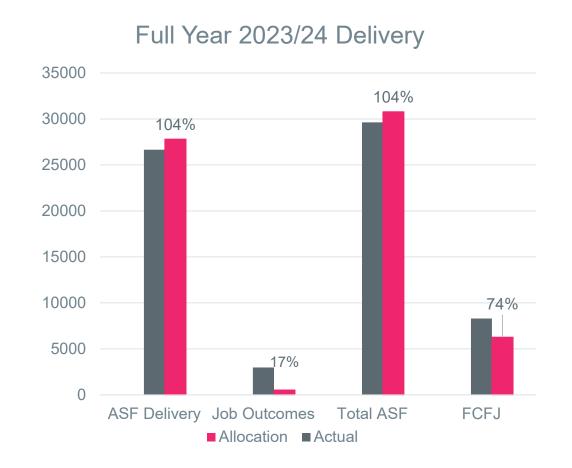
JSFL UPDATE

Y1/2 Headline Delivery Summary

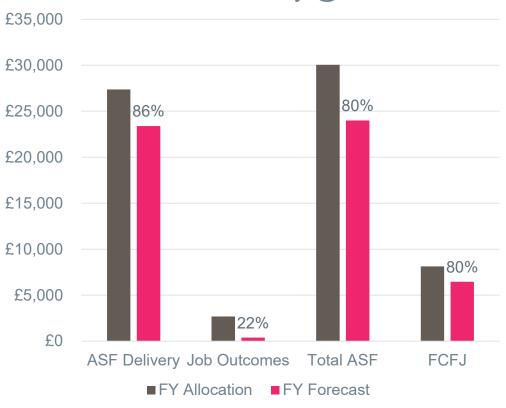
- Delivery on overall ASF & FCFJ good
- Further focus required on ASF Job Outcomes
- Provider Manager Approach Support available to improve job outcomes
- R10 Performance point (ASF budget constraints)
- Y3 Allocations Final Allocation Letters (subject to change)
- Talent Pipeline 26/27 ASF Commissioned Programme pairing vocational provision with Preparation for Life and Work

JSFL UPDATE

Financial Status 23/24 (R14) v 24/25 (R08)







CUMULATIVE JOBS OUTCOME PROGRESS

81
Job outcomes at R06 23/24

2,260
Job outcomes at R06 24/25

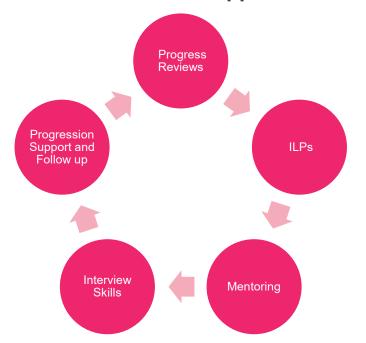
2,781

Job outcomes at R08 24/25

SHARING GOOD PRACTICE (DRAFT)

Proactive v Reactive Measures to Improve Job Outcomes

Proactive Learner Support



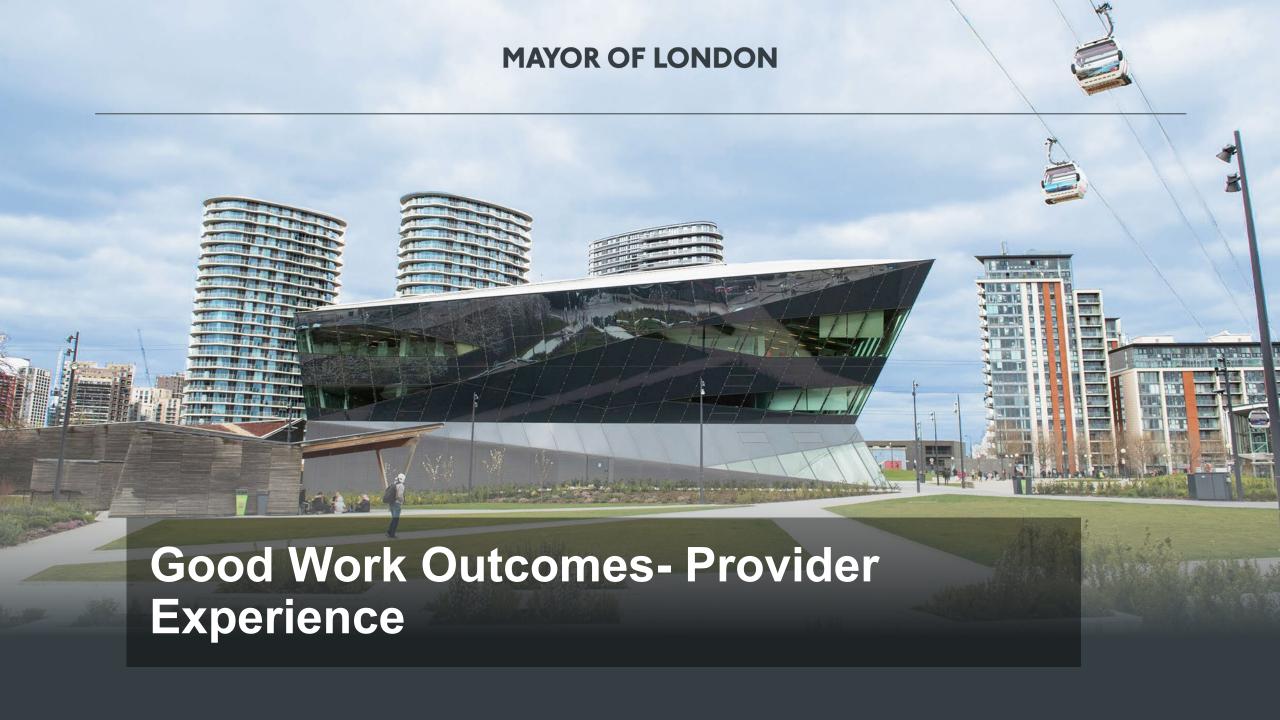
Provider Support

- Relationship Management
- Improved Data to support targeted approach to support learners into Work
- Job Outcome Monitoring Sheets
- Dedicated Job Outcome Meetings
- Advice re Employer
 Engagement Brokerage/linking
 with other GLA programmes
- Reflective Practice to understand challenges, barriers and opportunities

Reactive

- Admin/MIS function to reconcile learner destinations
- Encouraging ongoing relationships between employers and providers
- Chasing of learners to further track learner destinations
- Dedicated materials to monitor learner progression including claimable and non-claimable outcomes
- Responsive PM support to improve performance

Supporting Learners into Good Work





Our Delivery Framework

Priority Sectors

- Health & Social Care
- Early Years & Residential Childcare
- Hospitality

Core Skills Focus

- Maths & English Functional Skills
- British Sign Language

Delivery Model

Two specialised subcontractors support our 2024/25 program delivery. This enhances our sector-specific expertise.











Program	2023/24	2024/25 to date
Adult Skills Fund (ASF)	80.25%	79.40%
Free Courses for Jobs (FCFJ)	58.73%	67.06%

Our FCFJ achievement rate shows significant improvement. We're maintaining strong ASF performance despite increased program scope.



Good Work Outcomes Progress

87

10

ASF Outcomes

Current year to date

FCFJ Outcomes

Current year to date

97

Total Outcomes

Combined 2024/25 achievements

We've dramatically increased our outcomes compared to last year's total of just 5 ASF outcomes.







Employer Engagement Strategy

Strategic Partnerships

Collaborating with organizations like the Royal Association for Deaf People to expand opportunities.

Tailored Programs

Flexible learning pathways supporting progression to Level 3 qualifications and apprenticeships.

London Living Wage Advocacy

Educating and supporting employers to implement fair wage practices.

Our employer network includes partners who support learners through market insights and interview practice, even when immediate hiring isn't possible.





Regulatory Guidance

Ensuring compliance with funding requirements

X. [~]

Stakeholder Engagement

Facilitating connections with key partners

Timely Reporting

Monthly updates ensuring

transparency

Performance Monitoring
Regular reviews and progress
tracking

The support from our Greater London Authority Project Manager has been vital in keeping the project on track and aligned with our objectives. Their guidance has ensured regulatory compliance, facilitated effective stakeholder engagement, and driven progress toward key milestones—delivered on time and within budget. This has been reinforced through consistent monthly reporting and regular performance reviews

Our Success Formula





Employer Collaboration

Building strong workplace partnerships



London Living Wage Focus

Promoting fair compensation practices



Data-Driven Approach

Clear processes for tracking learner progress



Inclusive Employment

Supporting diverse learner needs



Persistent Follow-Up

Maintaining contact with learners, even outside regular hours

Setting clear outcome targets for subcontractors ensures alignment across all delivery partners.

Implementation Challenges



Long-Term Career Journeys

Many learners are taking first steps toward social mobility, with benefits realized over years.



Post-Training Engagement

Learners are difficult to track after completing programs.



Diverse Learner Needs

Supporting SEND learners and those with English as a second language.



Program Duration

Level 3 diplomas require 12-18 months to complete.

Stop-start funding creates barriers. Long-term planning and contracts would improve improve continuity.



Success Stories

Professional Training

Real-world examples of how our apprenticeship programs transform lives and careers.



Sarah Chen - Digital Marketing

Former retail worker who completed our Level 3 Digital Marketing apprenticeship. Now employed as a Social Media Manager earning London Living Wage at a leading tech Wage at a leading tech startup, managing campaigns with measurable ROI.



Jamal Patterson - Green Energy

School leaver with no formal qualifications who joined our Sustainable Technology apprenticeship. Recently promoted to Junior Project Manager at a renewable energy firm, helping London businesses reduce their carbon footprint.







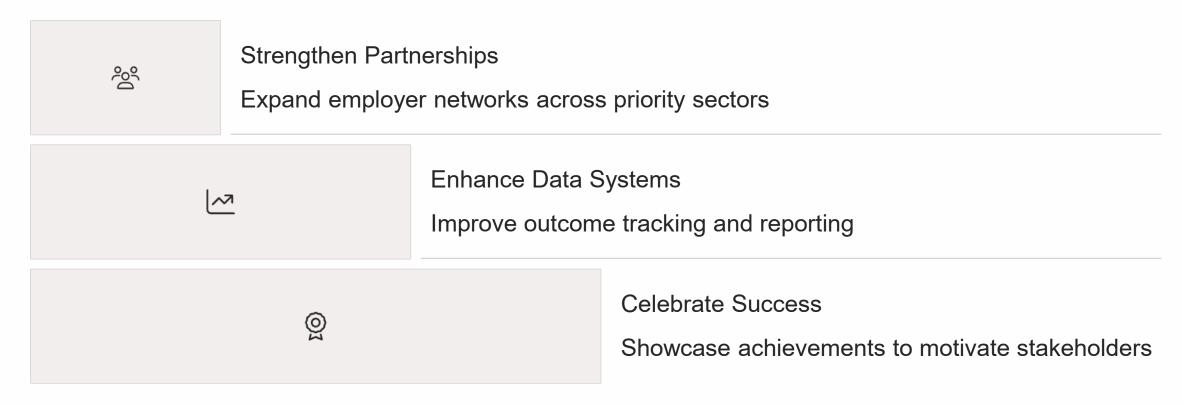
Key Recommendations



Maintain a robust audit trail. Continuously improve processes to enhance outcomes tracking and achievement.



Moving Forward Together



Thank you for your continued support of the GLA Good Work Outcomes program. Together, we're creating pathways to sustainable employment across London.





Sector Context & Vision

- JSFL priority sectors: Digital
 Health & Social Care
 - Hospitality
 Green
 Creative.
- Scale of opportunity: >283k adult social-care roles in in London; vacancy rate down to 8.3 % in 2024 but turnover still high (Skills for Care, 2024).
- Our vision: Sustainable career pathways that uplift communities and reduce health inequalities.



Our Provision



Training pathways

L2 & L3 in Health and Social Care bridging to nursing/allied health.

Holistic learner support

Well-being mentors • Digital-skills

• Career Development .

Distinctive features

Employer-co-designed modules • Real-world placements placements • Simulation environment.



Employer Engagement Strategy



Governance

Employers sit on Advisory Board; monthly liaison calls; quarterly governance board.

Co-design

Pre-Employer Engagement
Palliative-care module co-written with Chosen Care Group.

Impact

90 %+ graduates enter sustainable work; Winner: Mayor of London London Learning for Good Work – Employer of the Year 2024. Year 2024.



Quality Assurance: Proactive vs Reactive



Proactive Employer Outreach Learner Mentoring

Reactive Tracking destinations via survey

Weekly reviews, data dashboards



GLA Monitoring & Impact

London Learner Survey embedded in MIS; GLA monitoring tools.

Digital integration

Performance

98 % retention; average wage uplift £3.10 ph (6 m post-programme).



Sucess Stories



Single mother → Full-time Senior Care Assistant (Extra-Care).



26 direct hires into Chosen Care Group in 2024



Our Commitment & Call to Action



1 Retain Good Job Outcomes.

Collaborate with London London Employers on workforce planning Expand our courses to more unemployed Londoners.

4 **Ask:** Partner with us to deliver more Good Job Outcomes for Londoners

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Funded by

MAYOR OF LONDON

Building a better and more prosperous London for everyone

"As a single mum, I never thought I'd make it to university. The Level 3 Adult Diploma gave me the confidence, skills, and support I needed to pursue my dream of becoming a social worker. I'm truly grateful to Urban Care and the Mayor of London for this life-changing opportunity.."

Silvie Azishifon, Trainee Social Worker, NHS





QUESTIONS FOR ROUNDTABLES

Question 1: How do you work with employers to ensure that your skills offer supports progression into work or further career development?

Question 2: How do you support and incentivise job outcomes? What support would enable more job outcomes to be achieved?

Question 3: How have you removed barriers to ensure that the programme is accessible and inclusive to Londoners?

Question 4: How do you support learners with ESOL needs to acquire skills to progress into work?





GREEN SKILLS: STORY SO FAR

Started with a broad definition, based on early analysis of green jobs

Skills Capital Fund R3 – focus on built environment, engineering and green & blue infrastructure Skills Bootcamps for Londoners – prioritised green construction and green technical Still no nationally agreed definition of green skills and jobs - we'll continue to develop and refine our approach.

But allow providers to make case for additional green training - dynamic environment and local priorities.

GREEN GROWTH AND GREEN SKILLS

London Growth Plan

- importance of infrastructure investment as a driver of growth and job creation
- decarbonising London's homes & buildings and wider infrastrucutre key to net zero
- strengthening climate change resilience

Inclusive Talent Strategy

Green skills to fill these jobs

Priority areas

- Homes & Buildings
- Energy/Power
- Transport
- Green & Blue Infrastructure

STEM and Digital

Especially at Level 3+



ILR KEY INFORMATION

JSFL ILR core coding

- DAM code 002 must be recorded for all delivery records
- If DAM 002 is not used, ILR delivery earnings will not pull through to GLA-OPS or generate payment
- FM38 must be used for new starts from 1 August 2024

ILR field	ILR code	Notes
DAM	002	Adult Education - Eligible for MCA/GLA funding (procured)
FundModel	38	Adult Skills Fund
SOF	116	Source of Funding is GLA
LSDPostcode	Learner postcode	London postcode listed as eligible for GLA funding

Continuing learning which started in a previous year must remain coded with FM35

ILR KEY INFORMATION

JSFL programme outcome payments

- A fixed payment of £400, before any disadvantage uplift, claimable for eligible job outcomes.
- Outcomes must meet requirements described in Section 4 of the Funding and Performance Rules.
- Learning aim Z0010084 must be used.

Learning Support

- For learning aims with a planned length of less than one calendar month, the funding calculation has been changed [Mar 2025] so that, in most cases, you should no longer need to use the EAS to claim the learning support.
- If you see that this funding has not been reflected in your funding reports, and we expect this to be in exceptional cases only, then please claim the entire cost of the learning support through the EAS, instead of just the excess.

ILR KEY INFORMATION

Learner Support

- All GLA-funded providers must use the Earnings Adjustment Statement (EAS) to return Learner Support costs.
- Costs submitted in the EAS will pre-populate tri-annual Funding Claim return forms.
- If Learner Support costs are not submitted correctly final earnings values used for annual reconciliation may be inaccurate
- Learner Support EAS Adjustment types:

FundingLine	AdjustmentType	CalendarYear	CalendarMonth	Value	DevolvedAreaSourceOfFunding
DA/GLA Adult Skills Fund core (procured)	Learner Support 19+ Hardship	2025	6	-1.31	116
DA/GLA Adult Skills Fund core (procured)	Learner Support 20+ Childcare	2024	8	1.31	116
DA/GLA Adult Skills Fund core (procured)	Learner Support Administration Expenditure	2025	1	-1.31	116
DA/GLA Adult Skills Fund core (procured)	Learner Support IT devices and connectivity costs	2024	9	1.31	116
DA/GLA Adult Skills Fund core (procured)	Learner Support Residential Access Fund	2025	7	-1.31	116
DA/GLA Adult Skills Fund free courses for jobs (procured)	Learner Support 19+ Hardship	2024	12	1.31	116
DA/GLA Adult Skills Fund free courses for jobs (procured)	Learner Support 20+ Childcare	2025	2	-1.31	116
DA/GLA Adult Skills Fund free courses for jobs (procured)	Learner Support Administration Expenditure	2024	9	1.31	116
DA/GLA Adult Skills Fund free courses for jobs (procured)	Learner Support IT devices and connectivity costs	2025	3	-1.31	116
DA/GLA Adult Skills Fund free courses for jobs (procured)	Learner Support Residential Access Fund	2024	8	1.31	116

- Providers needing to record learner support costs under the new category Care to Learn top up for 19-year-olds should submit their claim using the adjustment type DA/GLA Defined Adjustment 1.
- London Factor (LF) must not be claimed through EAS

DATA VALIDATION

Providers are expected to review reports and update ILR data as appropriate as part of regular data validation processes to ensure accuracy and completeness.

Key guidance: published on GLA <u>Information for AEB providers</u> webpage, inc. Technical Guidance Note, GLA EAS etc.

Provider data checking reports

- Released monthly to GLA Skills Gateway shortly after each ILR and EAS return https://skillsgateway.london.gov.uk
- Providers receive an OPS notification when reports have been published.

Four reports are provided:

- GLA FSR and GLA OCC: to understand how ILR data has been processed, and check earnings displayed in OPS.
- Data validation issues: to check and correct ILR data errors and warnings.
- **GLA FRM:** to investigate and correct funding-related queries these reports indicate potential funding reductions if data has not been corrected by reconciliation of R14. E.g. FRM06 highlights continuing learners from last academic year who do not appear in this academic year's ILR <u>FRM Guidance</u>.
- PDSAT: is an additional auditing tool that should also be used to test the validity of your data https://pdsat.co.uk/

DATA VALIDATION

Useful sources of guidance and information

GLA Funding Rules, Technical Guidance Note, Earnings Adjustment Statement (EAS) and other information: https://www.london.gov.uk/programmes-strategies/jobs-and-skills/training-providers-teaching-skills/adult-education-budget/information-aeb-providers

GLA provider reports released to Skills Gateway after each monthly ILR and EAS return: https://skillsgateway.london.gov.uk

National ASF guidance available on .GOV, e.g.

https://guidance.submit-learner-data.service.gov.uk/#tab2024-to-2025 https://www.gov.uk/government/publications/earnings-adjustment-statement-eas-2024-to-2025





