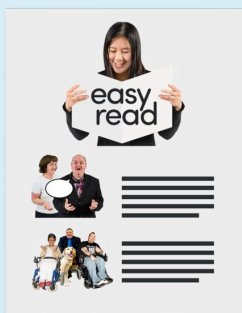


How we want to help people
get a job and stay in work

Our Inclusive Talent Strategy



Easy read booklet



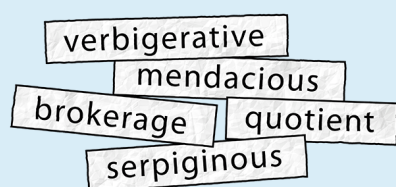
This is an Easy Read version of some information. It has words and pictures.



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 hard to make London a better place to live and work.



This booklet tells you about our **Inclusive Talent Strategy**.



Our strategy tells you how we will help people in London to get good jobs and stay in work.

Our London Growth Plan



Our strategy is part of a big plan we have for London.

This plan is called our **London Growth Plan**.



As part of this plan, we want to

- help people in London who do not earn enough money, to earn more money
- grow the **economy**
- work towards **net zero**
- grow our services in London that help us work with other countries.





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



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.



We know it will take time for us to do everything in this plan.



We want to start by helping people in London to get good jobs and stay in work.

Why we made our strategy



Many people in London do not have a job, or they find it hard to get a job that pays well.



We want everyone in London to have enough money to live well.



We want London to be a city full of people with many skills and businesses that can grow.



If people have enough money, they are likely to stay in London.



To have enough money, people need to learn the right skills and get support to find good jobs.

It can be hard to find this support and know what skills to learn.



We want to make sure people learn the skills that



- employers need
- help us work towards net zero
- help us think about new issues like **artificial intelligence**
- help us grow the economy.



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

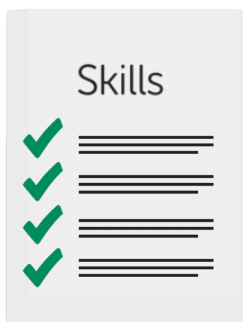


Artificial intelligence, called **AI** for short, is when technology, like computers, are programmed to do things that normally need a human brain.

Our strategy



Our strategy has 3 actions that explain what we will do to help people get good jobs and stay in work.



Action 1

We will involve employers when we decide how to train and teach people new skills.



Action 2

We will make sure services work together to help people find the right support.



Action 3

We will make sure people from all backgrounds have what they need to find a job and stay in work.

Action 1

How we will involve employers



We want employers to find the right staff.



To do this, we will make sure employers can help decide how people are trained and what skills they learn.



We will make sure employers can give jobs to people with different skills and different backgrounds.



We will make sure employers can give jobs to people from around the world who have the right skills.



We will encourage employers to teach or pay for their staff to learn new skills.



We will make sure employers and **skills providers** work together.

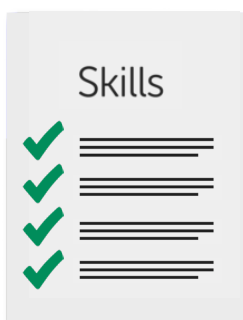


Skills providers are companies that teach people skills or give them training to do a job.



We will make it easier for skills providers to get **funding**.

Funding is money you can ask for to help you do your work.



We will help skills providers to make changes to what they do, so they give people the training and skills that employers need.

What we will do in the next year



In the next year we will

- make **Sector Talent Boards** for different areas of work. These will show what skills are missing from different areas of work
- start new places called **Sector Hubs** where employers can work with schools, colleges universities and skills providers to give students work experience
- start creating **Skills Passports** which are like checklists that shows what skills someone has
- look into how people can learn new skills while they work so they do not have to take time off
- make it easier for experts in different areas of work to train teachers about what they know, or to become teachers
- support new ways for people to have training and get into jobs.



What we will do by 2029



By 2029 we will have worked more on all these areas.

For example, we will



- use **Sector Talent Boards** and **Sector Hubs** to find out what skills employers need
- use **Skills Passports** in lots of areas of work. We will make sure they are put online so people can easily find out what skills they have and what they should learn next
- help skills providers to teach people about areas of work that we need, like **green energy**.



Green energy is energy that is better for the planet because it is made naturally from the sun, wind and water.

Our example

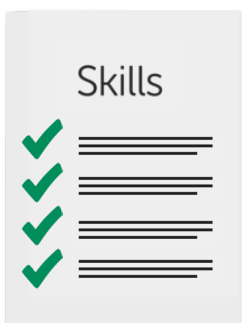
How we have involved employers



At **London Design and Technology College**, employers work with students to help decide what skills they learn.



Students have the chance to work with large companies and learn from their staff.



This makes sure that students learn skills that are important to employers.



Many of the students get jobs with the companies they work with.

Action 2

Make sure services work together



We want services in London to work together to give people the support they need.



There are many reasons why people struggle to find a job or stay in work.



For example, if they are unwell, disabled, a carer, or they have not learnt the right skills.



Lots of people also do not have English, maths or computer skills.



Everyone should be able to get advice and support with work, health or other parts of their life.



They should be able to go to their local services, like housing, health or community services, to find this support.



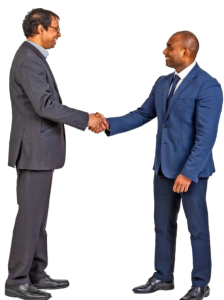
We want organisations and services to work together, like different **boroughs** or the NHS and Job Centre Plus.



Boroughs are different areas of somewhere, like in a city.



We will encourage employers to look at bigger groups of people when they decide who to hire.



This means more people will have a chance to find a job and employers will hire different people.

What we will do in the next year

In the next year we will



- start our plan called **Get London Working** which will help services in London to work together



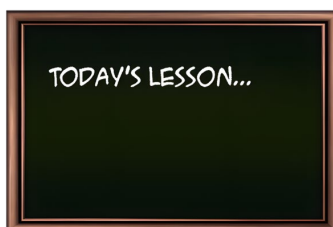
- test ideas about how we can make sure neighborhoods have the right services, like health services and support to learn new skills or find training



- help young people to take part in more activities and learn more skills in their local area



- find out how classes that teach people English could work better and help more people



- give people free training so they can learn English, maths and computer skills.



In the next year we will

- put more money into learning about AI and teaching people how to use AI.
- check standards about how to be a good employer and decide if employers need help to show they are **inclusive**.



Inclusive means everyone is included and treated fairly.

What we will do by 2029



By 2029 we will have worked more on all these areas.

For example, we will

- work with neighborhoods to create services that give them job support and healthcare.
- help people go to college or university who are less likely to go because of things like money or their home life.



Our example

How services have worked together



Borough Employment Support Services are a good example of how local services help people.



These support services are in each borough and can help people apply for jobs or practice for job interviews.



Kingston's support services do a great job of giving local people advice about jobs, learning new skills, and their wellbeing.



They work with JobCentre Plus, local colleges, companies and skills providers to give this support.

Action 3

Helping people from all backgrounds



We want people from all backgrounds to get good jobs and stay in work.



To do this, we will make sure people can find jobs, training and chances to learn new skills in all neighborhoods.



We will make sure housing does not cost too much money so people can live in London.



We will make sure childcare does not cost too much money so parents can work.



We will make sure **minority groups** can find work and learn new skills.



Minority groups are groups of people who are treated badly because of something about them like their background, religion, gender or disability.



We will make sure employers are part of programmes like The **London Living Wage**.



The **London Living Wage** is a programme to make sure employers pay their staff fairly.



We will make sure everyone knows what their **rights** are at work.

Rights are things that every person should have, like being safe and treated fairly.

What we will do in the next year



In the next year we will

- make sure neighborhoods have good transport that people can afford and use to get to work
- find out who we could work with to help us with housing
- make sure good homes that people can afford are included in any plans we make about how London will change
- start a project to tell people about their rights at work
- tell people about changes in the law that will affect these rights
- think about new ways to support staff to earn more money or start a better job
- teach employers how to be inclusive.

What we will do by 2029



By 2029 we will have worked more on all these areas.



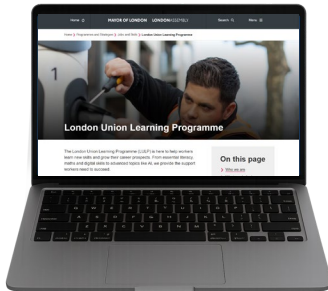
For example, we will

- make sure it is easy, safe and cheap for people in London to walk, cycle and travel to work
- give people advice about the support and money they can get for childcare
- make sure our **Employment Rights Hub** has lots of useful information about working.



Our example

Helping people from all backgrounds



The **London Union Learning Programme** helps **migrants** in London to learn new skills.



Migrants are people who have left their own country and come to a different country to make their lives better.



Many of the people in the programme do not earn enough money or they have jobs they could lose at any time.



The programme helps them to learn English, and skills like how to use a computer or do well in a job interview.

Working with the Government



We will work with the government to do all the actions in our strategy.



For example, we will work with the government to

- make sure a type of loan called the **Lifelong Learning Entitlement** helps people pay for training or to go to university
- make sure people from around the world feel welcome to live and work in London
- test the **Growth and Skills Levy**. This an amount employers pay to help pay for **apprenticeships**.



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

Our strengths



Our **strengths** are what we are good at and will help us work on our strategy.



One of our strengths is that many people want to live in London and share their skills and talent.



It is a place where many people want to work or start businesses.



Thousands of students from other countries come to London each year to study.



We have some of the best universities, schools and colleges in the world.



We have so many different businesses and we do well in many different areas of work.



We have many companies that are experts in AI and technology.

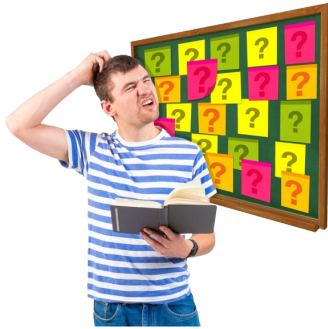


We sell many of our creative products, like films, music and books to people around the world.



We just need more people with the right skills to help us grow the economy.

Our challenges



Our **challenges** are what we will find difficult when we work on our strategy.



As part of our strategy, we want to learn more about AI and help other people to use it.



We worry about how AI will affect minority groups.



AI will change many jobs and the skills people need to do them.



We worry that AI will start doing jobs that many people from minority groups do right now.



For example, customer support jobs, like jobs that answer questions or fix problems for people online or on the telephone.



We also worry how AI will affect crime and people's safety.



Another challenge is how fast we need people to learn the right skills.



Right now, the skills employers need are changing faster than people are being trained.



To help grow the economy, we need people to learn more skills in areas of work like maths, science and technology.



To work towards net zero, we need people to learn about things like green energy.

How we will know our strategy works

We will know our strategy works when



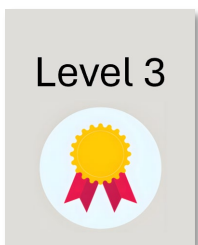
- ✓ most adults in London have a job



- ✓ people who earn the least money in London earn more



- ✓ more people are being trained, learning new skills or going to college or university



- ✓ more people in London have level 3 qualifications or higher



- ✓ more people from different backgrounds work in different areas of work.

Thank you for reading our strategy



If you have any ideas or questions about our strategy, send an email to this address

InclusiveTalentStrategy@london.gov.uk

Thank you to A2i for the words
www.a2i.co.uk (reference 43310b)

The full version of this document is called
“Our Inclusive Talent Strategy”