

MAYOR OF LONDON



London Talent Pathways

3rd and 5th November 2025

Housekeeping

- Please mute microphones and turn off cameras.
- You can turn on 'Show live captions' from the 'Language and Speech' tab
- Questions can be asked via the Q & A section in Teams.
- There will be no oral questions.
- The webinar will be recorded.
- A final version of the slides will be posted on the GLA website by w/c 10th November, together with answers to all the written questions asked during the two webinars.

Agenda

Item	GLA Skills and Employment Officer
Introduction	Ayo Akande , Assistant Director, Skills and Employment
London Talent Pathways Policy Context	Sally Denning , Head of Funding Policy & Systems, Skills and Employment
Applying for London Talent Pathways	Dr Lubomira Anastassova-Chirmiciu , Skills Funding Policy Manager, Funding Policy & Systems
Project Management & Due Diligence	Ruth Smith , Adult Skills Programme Manager, Skills and Employment
Delivery Plan demonstration	Stuart Bridgett , Principal Policy Officer, Funding Policy & Systems
Q&A	All

Introduction

- New Commissioning Programme to replace Jobs and Skills for Londoners (JSfL) starting on 1st August 2026 for two years with a possibility to extend for a further third year
- Alignment with London Growth Plan key sectors and the actions set in the Inclusive Talent Strategy
- Employer-led approach - Sectoral Talent Boards

London Talent Pathways (LTP) Purpose

- Adult Skills Fund (ASF) and Free Courses for Jobs (FCfJ) funding
- Career pathways, progression into jobs and within work
- Delivery of vocational qualifications at Level 1 and above
- Wraparound support if needed
- Priority occupations and key sectors
- Co-design of provision with employers and ongoing work with the Sector Talent Boards

Adult Skills Fund (ASF)

- Since 2019, the Mayor has been delegated the funding and associated powers to administer London's share of ASF (24% of national budget), which was c.**£346m** in 2024/25.
- The ASF funds education and training courses for learners aged 19+ and is delivered by a range of different providers including general Further Education (FE) colleges, local authorities, institutes for adult learning, independent training providers and sixth form colleges.
- ASF allows Londoners to progress into jobs, within work and further learning. Economic and social outcomes are measured by the annual London Learner Survey.
- The ASF funding/academic year runs from August to July.

Free Courses for Jobs (FCfJ)

- Alongside the ASF, the Government has provided additional funding to deliver the national FCfJ offer in London
- This offer supports the provision of qualifications at Level 3 and some level 2 construction training courses which attract uplifts
- Qualifications on the GLA FCfJ Regional Flexibility List do not attract uplifts. Access to HE qualifications are not available for funding
- Bidders can apply to receive ASF funding only, or a combination of both ASF and FCfJ

Key Sectors and Priority Occupations

Financial, Professional & Business Services (min £1m)	Experience Economy (inc. hospitality, retail) (min £1m)
Digital (min £3m)	Creative Industries & Technologies (min £2m)
Construction (inc. green construction) (min £3m)	Health & Social Care (min £3m)
Frontier Innovation (life sciences) (min £250K)	Other(s)

- Each key sector has defined **SSA Tier 2** in the Delivery Plan and **priority occupations** based on consultation with Employers and Lightcast data (Annex 2 in the Prospectus)
- Minimum ringfenced provision by key sector at a programme level (see table above)

Who can apply?

- UK registered learning providers (having UKPRN)
- Track record of delivering in London
- Suggested delivery site in London
- One application per organisation
- No consortium applications

Grant Award Values (per academic year)

Two funding streams:

Adult Skills Fund (**ASF**) and Free Courses for Jobs (**FCfJ**) - ringfenced

- Minimum overall award value of **£200,000 per year**
- Maximum award **£1,000,000** if applied only for ASF
- Maximum overall award value of **£1,200,000 (ASF + FCfJ)** of which up to **£400,000** to deliver vocational FCFJ

	Scenario 1	Scenario 2	Scenario 3
ASF	£1,000,000	£100,000	£800,000
FCFJ	£0	£100,000	£400,000
Total	£1,000,000	£200,000	£1,200,000

Programme Principles

- All learners must complete industry relevant ASF or FCfJ vocational training at **L1 or above**
- At least 90% of suggested vocational delivery across priority occupations within maximum **four key sectors** across both ASF and FCfJ
- No more than 10% of vocational delivery in 'other' sector(s) - a rationale based on employer demand and current skills gaps
- Minimum suggested delivery per key sector across both ASF and FCfJ – **min £100,000** apart from Frontier Innovation (Life Sciences) which is £50,000
- Up to 35% of vocational delivery can be used as **wraparound support**
- Up to 25% of a successful organisation's total grant can be sub-contracted (applies separately to ASF and FCfJ funding allocations)

Programme Principles

- At least 35% of out of work and employed learners must progress into work and within work
- **Ringfenced** ASF employment outcomes allocation (Annex 1 Prospectus)
 - Draw down £500 for each '**good work**' outcome achieved
 - Draw down £300 for each '**other work**' outcome achieved
- Up to £400,000 of **ringfenced** vocational FCfJ delivery and learning, learner support
- All employment outcomes and wraparound support are **funded via ASF**
- **At least one** Employer Letter of Support per key sector (more is better)
- Presence of dedicated employer engagement resource
- Online distance learning must have **tutor presence/interaction**

Submitting an Application

- Apply through LTP GLA OPS – guidance published on the website.
- All 11 'Blocks' must be completed. All employer letters of support – uploaded. Refer to LTP Application Guidance and Prospectus documents.
- Delivery Plan completed (no red/yellow cells)
- Applications close **Monday 8th December 2025 at 5pm**
- Do not leave it until the last minute, late submissions will not be accepted

Application Sections on GLA OPS Portal

Block Number	Block Name	Details
1	Organisation Details	Compulsory
2	Parent Organisation Details	May be n/a
3	Mandatory Exclusion Criteria	If any question fails – the application fails
4	Discretionary Exclusion Criteria	Possibility to fail if evidence deemed unsatisfactory
5	Subcontractor Details (25%)	Maybe be n/a
6	Subcontractor Exclusion Criteria	Possibility to fail (both mandatory and discretionary exclusion)
7	Evaluation Criteria	Scored Questions (min. reqs & bids that score well may include)
8	Employer Details	Sectoral employer letters of support & info on employer resource
9	Delivery Figures	Upload Delivery Plan and supplementary docs if needed
10	Financial Due Diligence	Upload documents, possibility to fail (gateway visit or financial)
11	Declaration	If not confirmed - incomplete application

Mandatory Exclusion Criteria

- Previously delivered education / training services in London
- Have a suggested delivery site in London before start of delivery
- Track record of submitting Individualised Learner Record (ILR) data
- Not Grade 4 or Learning Delivery Programme Grade 3 or 4 by Ofsted
- No termination of public agreement due to service requirements failure or breach of agreement within the last 4 years
- Compliance with GDPR and Data Protection Act
- Pass successful due diligence - gateway visit and financial due diligence

Employer Engagement

- Dedicated Employer Engagement Resource (Q8.2 description and Q7.5 scored)
- Ongoing collaboration and flexibility with feedback by the Sectoral Talent Boards
- Co-design of suggested delivery with employers (employer privacy notice)
 - Sectoral employer letter of support (min one per sector) sent as an email from the employer's **business account** to the bidder's **business account** responding to the following question:
 - *Please outline how you have worked with the applicant to ensure the sectoral skills provision they offer supports skill gaps within your organisation*

Allocation of Awards

- All applications scored by 3 scorers, scores averaged to get a final score
- Maximum score is 100%, assessment criteria 0-4 scale
- Overall ranking
- Apply min ringfenced amounts per sector
- Due diligence checks
- Reviewed and recommended for awards by an expert panel
- Notification of awards/ bidders' feedback letters

Due Diligence

- All bidders considered for award will be subject to a GLA conducted **Gateway Visit**.
- The purpose of the visit is:
 - To ensure providers have the appropriate resources in place to commence delivery on 1 August 2026
 - To ensure that capability and capacity exists to deliver provision aligned to the GLA's ASF Funding and Performance Management Rules, Managing Provider Performance policy and the LTP Prospectus
- A separate **financial due diligence assessment** is undertaken to understand the organisation's financial health and the degree of risk to the GLA in awarding of funding to ensure that any risks in relation to the organisation's financial health, the programme/project objectives or to funding itself has been deemed acceptable

Due Diligence

Gateway Visit April – July 2026

- Suitability of premises
- Provider checks re capacity and capability to deliver
- Policy and procedure checks
- Resourcing aligned to submitted delivery plans
- Review of MIS function's proficiency to submit ILR and EAS data and capability to ensure eligibility requirements are met in relation to all aspects of learner journey
- Check of current accreditation and latest external verification reports
- Review of internal quality processes aligned to new Ofsted Framework

Financial Due Diligence (risk-based assessment)

- Review of audited financial statements (P&L, balance sheet and associated performance ratios)
- Forecasted accounts
- Credit Status
- 12-month cashflow statement with narrative
- Details of any affiliated/parent companies/subsidiaries
- Subcontractors and requirements of due diligence
- Exemptions (Local Authorities)
- Legal and Insurance Documents

Payments and Performance Management

- Provider payments are based on actual levels of delivery (PBR)
- Governed by GLA ASF Grant Funding and Performance Management Rules
- Termly Provider Manager Meetings to support performance improvement and instigation of recovery plans where performance is below specified levels
- Providers will be monitored against targets set out in the grant agreement
- Possible reductions / increases to grant value dependent on performance

Indicative Timeline

Activity	Timeframe guide
Deadline for Requests for Clarification	26 November 2025
Application Submission Deadline	8 December 2025 (5pm)
Application Evaluation Period	December 2025 – April 2026
Notification of awards	May - June 2026
Mobilisation / onboarding (Gateway Visits)	April – July 2026
Delivery Start	1 August 2026

Further Information

Contact us:
ASFCompetition@london.gov.uk

Document pack

- Prospectus
- Application Guidance
- GLA OPS Guidance
- Delivery Plan
- Employers Privacy Notice
- Due Diligence Requirements and Guidance
- Impact Equality Assessment

Delivery Plan template

- All yellow cells require input to complete your Delivery Plan. Inputting text or numbers will remove the yellow colouring. Please enter “0” where no provision is intended.
- Grey cells cannot be directly edited and automatically update based on information you’ve entered elsewhere.
- Red cells and red error messages will appear when a value you have inputted is not consistent with other values elsewhere in your plan, or not in line with the funding rules.
- Please attempt to complete your plan before returning to resolve red cells and error messages, as some errors are contingent on information you enter throughout multiple tabs in your Delivery Plan.
- The error messages are a helpful steer but may not comprehensively record every possible breach of the funding rules that can be recorded in the Delivery Plans. Please refer to the Prospectus and Application Guidance to ensure your intended delivery is in line with the rules.
- If you are receiving error messages but believe you have a valid plan, please contact us.

Delivery Plan template – Delivery (Qualifications) tab

- In this tab, please record your proposed vocational learning aims, with one aim per row. Do not record wraparound support aims. Please see the notes at the top of the Delivery (Qualifications) tab for additional guidance.
 - Ensure you have read Annex 2 of the Prospectus and the Definitions tab of the Delivery Plan to identify the Sector Subject Areas (SSAs) tier 2 and priority occupations linked to each Key Sector.
 - Identify the SSA tier 2 of the vocational learning aims you intend to deliver using the Find a Learning Aim portal ([link](#) included in the notes at the top of the tab).
 - If the SSA tier 2 for your learning aim is linked to a Key Sector you should confirm with employer(s) if the learning aim can contribute towards career pathways in the Key Sector's listed priority occupations.
 - If it can, please select the relevant Key Sector, Priority Occupation, SSA tier etc. Please list in the Notes column any other occupations the learning aim contributes to.
 - If the learning aim is not in an SSA tier 2 that is linked to a Key Sector, it can only be delivered under "Other" sector. Any occupation with a four-digit SOC code can be selected from the dropdown menu if "Other" sector is selected.
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Delivery Plan Walkthrough

Follow the link to access the delivery plan walkthrough. Please adjust the picture quality to 720p in the settings on the bottom right hand side for a better viewing experience.

[Delivery plan walkthrough](#)