

Get London Working Plan Annex A: London's skills and employment system

Organisation / partner	Statutory levers	Wider role / contribution	Key programmes / pilots	Partnership role / integration levers
Greater London Authority (GLA)	• Statutory duty to produce London-wide strategies (London Plan, Economic Development, Health Inequalities). • Delegated responsibility for c.£370m Adult Skills Fund (ASF)	• Strategic leadership on skills, employment and careers. • Aligns Mayoral priorities with delivery.	• ASF; Free Courses for Jobs; Skills Bootcamps; Mayor's Skills Academies. • UKSPF Support for Young Londoners. • London Careers Hubs • GBW Economic Inactivity and Youth Guarantee Trailblazers. • No Wrong Door integration hubs.	• Pan-London convenor with London Councils, SRPs, boroughs, NHS, JCP and VCSE organisations. • Brings national funding into London and supports integration across skills, employment, and health.
Job Centre Plus (JCP)	• National statutory responsibility for employment support linked to benefits.	• Largest employment support infrastructure in London (49 Jobcentres; c.3,500 work coaches). • Provides tailored employability and benefits-related support.	• Restart scheme (via contracted providers). • Youth hubs. • Sector-Based Work Academy Programmes (SWAPs). • Specialist support for prison leavers; and homeless and/or disabled customers.	• Local delivery partner with boroughs, SRPs and the GLA. • Co-location in youth hubs and partnerships with NHS on referrals. • Balancing national consistency with local integration needs.
London local authorities and Sub-Regional Partnerships (SRP)	• Borough statutory duties for NEETs, SEND/EHCPs, care leavers, September Guarantee.	• Direct local delivery of employment support (94 per cent of boroughs). • Anchor institutions with strong community reach.	• Local employment support services (~£51m spend; ~45k residents supported). • Adult community education (via ASF). • Borough-led brokerages linking residents to apprenticeships and	• SRPs (Central London Forward, Local London, South London Partnership, West London Alliance) convene boroughs, employers, health and the GLA. • Integration partners for GBW

			jobs. • Specialist programmes for young people, lone parents, refugees, disabled residents.	Trailblazers, Connect to Work, No Wrong Door, and Careers Hubs.
London Councils	• Statutory representative body for 32 boroughs and the City of London.	• Collective leadership voice for boroughs on skills and employment.	• Co-leads GBW Economic Inactivity and Youth Trailblazers. • Works with GLA on pan-London initiatives (e.g. Youth Guarantee).	• Influences national policy; convenes boroughs and SRPs. • Supports alignment between local and regional priorities.
NHS, including Integrated Care Boards (ICBs)	• Statutory responsibility for health outcomes. • Fit for the Future: 10-Year Health Plan embeds “work as a health outcome.”	• Prevention, treatment, and health support directly linked to employability.	• WorkWell pilots (North Central and North West London ICBs). • GBW Trailblazers (health-related inactivity). • Referral partnerships with employment programmes.	• Frontline identification of residents needing employment support. • Partners in integration hubs; shaping neighbourhood health systems.
Voluntary, Community and Social Enterprise (VCSE) sector	• No statutory levers, but critical delivery role.	• Trusted, community-based support; culturally competent provision. • Reach into groups facing multiple barriers.	• Delivery partners in UKSPF Young Londoners, GBW Trailblazers, mentoring (NDYP). • Specialist services for disabled people; migrants; refugees; ex-offenders; and homeless Londoners.	• Connects Londoners to statutory services. • Builds trust and provides holistic wraparound support. • Contributes to integration hubs and co-location models.
Employers and business groups	• No statutory levers; influence through recruitment and training.	• Create job opportunities, shape demand for skills. • Anchor institutions in local economies.	• Employer-led LSIP (BusinessLDN/GLA). • Involvement in Careers Hubs, Mayor’s Skills Academies, and sector-based initiatives.	• Key partners in co-designing provision and apprenticeships. • Work with boroughs, SRPs and VCSE to open inclusive recruitment pathways.

Snapshot of current London employment support provision

The following is not an exhaustive list, but a snapshot of current provision across London's skills, employment, health and careers system. It highlights some of the major programmes and pilots being delivered by partners to support Londoners into good work, that are not mentioned in the main GLW plan.

- **UKSPF Support for Young Londoners (2025-26)** – Funded by the Mayor in partnership with London Councils, Support for Young Londoners is a round of projects to help young NEET Londoners to access the skills, confidence and opportunities they need to move into work. Thirteen locally-led projects are delivered through a mix of borough provision, community organisations and specialist VCSE partners. These include targeted initiatives supporting young people with learning disabilities, those experiencing insecure housing, and those seeking entry into growth sectors such as the creative and digital industries.
- **The London Careers Hubs** – delivered through four sub-regional hubs, is working with over 700 schools and colleges to improve careers education and ensure young Londoners make informed decisions about progression pathways and job opportunities.
- The **New Deal for Young People** is a Mayoral investment giving over 100,000 disadvantaged young Londoners access to high-quality mentoring. The programme is delivered in partnership with community organisations, youth services and schools. It supports young people furthest from the labour market to build confidence; develop skills and coping strategies; and connect with networks and opportunities that open pathways into training, employment and progression.
- **The Mayor's Sport Career Pathway Programme** is helping NEET young Londoners affected by violence to access positive career routes in sport. The programme provides career insight, training and wrap-around support, alongside funded placements and apprenticeships with leading sports organisations.
- **London's borough employment brokerages** match residents to vacancies and apprenticeships, working closely with anchor institutions and SRPs. They also work closely with employers to fill their vacancies, encouraging flexible recruitment and working practices. In 2024-25, 94 per cent of boroughs delivered local employment services, and invested £51m from their own budgets to support just over 45,200 residents.
- **JCP provision**, including:
 - **Work coaches** offer essential support to their customer throughout their journey ensuring they have access to personalised and tailored support. This includes helping them find jobs, gain new skills, and access information about specialist support.

- **Specialist support** for disadvantaged groups such as prison leavers; homeless customers; and those with health conditions and disabilities.
- **Youth Hubs** where work coaches support young people to get into work, often co-located with local partners.
- **Access to a small fund** to commission tailored and bespoke provision to support customers to overcome barriers to work.
- **Sector Based Work Academy Programmes** are six-week programmes for jobseekers claiming benefits. They are helped to gain pre-employment skills and apply for jobs. These programmes work with skills providers to support their training element.
- **Health-led provision:**
 - **Work coaches in GP practices** - employment advisers based in primary care settings provide personalised support to patients whose health impacts their ability to work. Coaches help them access jobs, training or workplace adjustments alongside clinical care.
 - **Employment advisers in talking therapies (EATT)** – integrating employment advice into NHS talking therapies (formerly IAPT), helping people with common mental health conditions to remain in or return to work.
 - **Widening Access Demonstrators pilots** - Testing new ways of improving access to employment and training for people with health conditions, using joined-up approaches across health, employment, and skills services.
 - **Getting it Right First Time MSK pilots** - Integrating musculoskeletal (MSK) healthcare and employment support, ensuring people with MSK conditions receive early, coordinated interventions to stay in or return to work.
 - **Individual placement & support (IPS)** for severe mental illness (ICB level), and alcohol and drug abuse (most London local authorities) - where employment specialists are based within clinical teams.
 - Other smaller **bespoke initiatives** such as the Creative Health initiative between the GLA, Arts Council England and health organisations.